

CERTIFICATION OFFICE FOR TRADE UNIONS
AND EMPLOYERS' ASSOCIATIONS

Certification Office
for Trade Unions and Employers' Associations

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Annual Report of the Certification Officer 1977

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FOR TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS

**Annual Report
of the Certification Officer
1977**

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I have pleasure in sending you the report on my activities during 1977.

JOHN EDWARDS
Certification Officer
14 April 1978

Contents

	<i>Page</i>
Introduction	1
CHAPTER 1 Lists of Trade Unions and Employers' Associations	2
Entry in the lists and its significance	
The lists at 31 December 1977	
Changes in the lists	
Number of trade unions	
Number of employers' associations	
Liaison with the Department of Employment	
CHAPTER 2 Trade Union Independence	6
The statutory provisions	
Working methods	
Criteria	
Applications	
Decisions	
Appeals	
General	
CHAPTER 3 Annual Returns	13
Duties under the 1974 Act	
Auditing requirements	
Developments during the year	
Returns for 1976	
Trade unions	
Employers' associations	
CHAPTER 4 Superannuation Schemes	19
The statutory provisions	
Scope of the provisions	
Exemptions	
Reports received	
Other schemes	

CHAPTER 5	Transfers of Engagements, Amalgamations and Changes of Name	21
	The statutory provisions	
	Transfers of engagements	
	Amalgamation	
	Changes of name	
CHAPTER 6	Political Funds	23
	Establishment of political funds	
	Number of organisations maintaining political funds	
	Income and expenditure	
	Proportion of union members contributing to political funds	
	Amendments to political fund rules	
	Complaints of breaches of the rules of political funds	
APPENDICES		
1	List of Trade Unions at 31 December 1977	25
2	List of Employers' Associations at 31 December 1977	37
3	Decisions on Trade Union Independence during 1977	43
4	Summary of Statistics—Trade Unions	46
5	Summary of Statistics—Employers' Associations	48

Introduction

The First Annual Report, published in May 1977, described my activities between 1 February 1976, when my appointment as Certification Officer took effect, and 31 December 1976, and also covered certain matters dealt with by the Chief Registrar of Friendly Societies during the 3 months immediately preceding my appointment.

This second report covers the calendar year 1977. During that period there were no changes in my functions or in the legislation governing them. The legislation makes the Certification Officer 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 the previous report, a separate chapter is devoted to each of these functions. The Advisory, Conciliation and Arbitration Service remained responsible for providing me with the necessary staff, accommodation, finance etc. This in no way affects my position as a statutory authority exercising my functions independently both of the Service and of the Secretary of State for Employment.

When the Office first opened its doors on 1 February 1976 the number of staff employed was 22; by the end of 1977 it had decreased to 14, reflecting a decline in the volume of work connected with trade union independence. 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.

Lists of Trade Unions and Employers' Associations

Entry in the lists and its significance

1.1 Lists of trade unions and employers' associations are maintained by the Certification Office in accordance with section 8 of the Trade Union and Labour Relations Act 1974. Copies of the current lists may be inspected, free of charge, at the Certification Office, Vincent House Annexe, 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 Applications for entry in the lists are considered against the definitions in section 28 of the Act. The essential requirement of these is that the body concerned must be an organisation of workers or of employers which has the regulation of relations between workers and employers as one of its principal purposes. Entry in the lists is in most cases a simple process and in itself is evidence only that the body satisfies the relevant statutory definition.

1.3 The Act enables the Certification Officer to remove organisations from the lists at their request, or if they no longer satisfy the statutory definition, or have ceased to exist. There is a right of appeal to the Employment Appeal Tribunal both against refusal of an application for listing and against removal from the list.

1.4 For trade unions, entry in the list is an essential preliminary to applying for a certificate of independence under the separate procedure laid down in section 8 of the Employment Protection Act; an application from an unlisted trade union must be automatically refused by the Certification Officer. Listing also entitles trade unions to tax relief for expenditure on provident benefits. There are no corresponding advantages for employers' associations, which explains why many of those covered by the statutory definition have not applied for entry in the list.

The lists at 31 December 1977

1.5 The lists at 31 December 1977 are reproduced as Appendices 1 and 2 to this report, as required by section 8(9) of the 1974 Act. 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 196 organisations.

Changes in the lists

1.6 Changes during 1977 are summarised in the table below.

	On lists at 31 December 1976	Changes between 1 January 1977 and 31 December 1977		On lists at 31 December 1977
		Additions	Removals	
Trade Unions	457	47	19	485
Employers' Associations	205	4	13	196

1.7 The figures show a net increase of 28 in the number of listed trade unions and a net decrease of 9 in the number of listed employers' associations during 1977, compared with a net increase of 50 and a net decrease of 7 respectively during the 14-month period covered by the First Annual Report. Of the 47 trade unions added to the list during 1977 (separately identified in Appendix 1) 21 had applied for certificates of independence by the end of the year and almost half the remainder had indicated an intention to do so. It is clear therefore that a high proportion of new listings continues to be accounted for by the link between listing and certification already referred to.

Number of trade unions

1.8 It is sometimes suggested that the recent legislation has brought about an undesirable proliferation of trade unions. The number and types of bodies applying to be listed as trade unions should throw some light on this although, since listing is a voluntary process, it cannot provide a precise measure of the number of unions actually in existence.

1.9 There was an appreciable slackening in the flow of new applications for listing during 1977—the 47 additions were little more than half the number during the 14-month period covered by the previous report—and this, not surprisingly, coincided with a fall in the number of applications for certificates of independence. Of the 47 newly listed bodies, 5 are long-established textile unions, all of which have been in existence for at least 70 years. An analysis of the remaining 42 is contained in the following table:

	Date of establishment			Total
	Before 1971	1971-75	1976-77	
Staff Associations (Private Sector)	1	6	7	14
Public Sector bodies				
Local Government	5	7	4	16
Central Government	3	—	1	4
National Health Service	4	—	2	6
Others	1	1	—	2
Totals	14	14	14	42

1.10 It will be seen that one-third of these newly listed bodies were in existence before 1971 and another third were set up between 1971 and 1975. Only 14 of them have come into existence during the last two years and this figure includes three unions which were reconstituted from previously existing bodies. The 14 new organisations were equally divided between staff associations in the private sector and public sector bodies of various types.

1.11 There is no support in these figures for the supposition that new unions have been springing up in large numbers in order to take advantage of the benefits conferred by the new legislation. While the last two years have certainly seen a substantial net increase in the number of listed trade unions, the increase appears to have been due less to the setting up of new unions during that period than to the decisions of already established bodies to seek the formal status which listing confers, often as a preliminary to applying for a certificate of independence. Some of these latter bodies were already known to the Office, but the existence of many came to light for the first time as a result of an inquiry about listing or about the certification procedure.

1.12 In addition to those included in the statutory list, the Office is aware of about 70 unlisted organisations which probably satisfy the definition of trade union. The estimated number in this category is the same as that given in the previous report, but its composition has changed. Some of those included in last year's figure have since become listed trade unions while others not previously known to the Office have been added. This confirms the view that there is in existence an unknown number of small organisations which probably satisfy the statutory definition of trade union but which are not at present included either in the Certification Office records or in the official statistics published by the Department of Employment.

Number of employers' associations

1.13 Because the legislation provides no incentive for employers' associations to apply for entry in the statutory list the coverage of the latter is much less complete than that of the trade union list. The number of listed employers' associations showed a further small reduction during 1977 and remained well below the number of unlisted organisations which were thought to satisfy the statutory definition. The process of pruning this unlisted category has continued, mainly by removing from it trade associations whose activities lie wholly or mainly outside the field of industrial relations; as a result the number of unlisted employers' associations was reduced during the year from about 310 to about 280.

Liaison with the Department of Employment

1.14 As foreshadowed in the previous report, there has been further consultation between the Office and the Department of Employment about arrangements for obtaining and exchanging information concerning trade unions and employers' associations. The Department remains responsible for maintaining the Directory of Employers' Associations, Trade Unions, Joint Organisations, etc. and for producing the official statistics of the numbers and membership of trade unions, which are published each year in the Department of Employment

Gazette*. However, information about names, addresses, etc. which organisations supply to the Certification Office is now used for updating the Directory, while data about trade union numbers and membership collected by the Office provides the main basis for the Department's annual statistics.

1.15 These arrangements reflect the fact that the Certification Office now has a statutory responsibility for obtaining annual returns from virtually all organisations, whether listed or not, which appear to satisfy the statutory definition of trade union or employers' association. They have greatly reduced the need for the Department to carry out its own separate inquiries. So far as trade unions are concerned, in 1977 these were confined to 4 categories only—those with head offices in Northern Ireland; those known to have members in branches overseas; those which, at the time of compiling the statistics, had not yet rendered annual returns to the Certification Office; and those with no obligation to render such returns. In the case of the second category a special approach will not be needed in future because information about overseas membership will be collected by the Office, where appropriate, through annual returns.

1.16 At the same time the Department has altered the basis of its statistics so that they relate only to organisations which appear to satisfy the statutory definition of trade union in section 28 of the 1974 Act. The change has brought the coverage of the statistics closer to that of the figures compiled by the Office, but some differences remain. For example, trade unions with head offices in Northern Ireland are included in the Department's statistics but are outside the scope of the Certification Office; and sections of some unions are listed as separate organisations by the Office but counted as part of the parent body by the Department.

1.17 The past year has seen useful progress in developing closer co-operation between the Department and the Office in these matters and the process is continuing.

*For the 1976 statistics see the Department of Employment Gazette, November 1977, pages 1203-1205.

Trade Union Independence

The statutory provisions

2.1 The key provision is the definition of "independent trade union" in section 30(1) of the Trade Union and Labour Relations Act 1974, which reads as follows:

"'independent trade union' means 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 other provisions which lay down the procedure for determining the independence of trade unions are contained 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. A fuller summary of the provisions will be found in the First Annual Report*.

Working methods

2.3 The methods used by the Office in considering applications for certificates of independence were also described in detail in the previous report†; these continued in operation, with the changes noted below. Essentially, they consist of a preliminary scrutiny of the applicant union's rules and finances (usually carried out during the statutory waiting period) followed, where necessary, by detailed investigations which cover all the circumstances of the union, including any points thrown up by the Office's own scrutiny or raised in objections received from third parties.

2.4 During 1977 representations were made by the Trades Union Congress that objecting unions should be given a fuller opportunity to put their point of view before a decision is reached on an application in which they have an interest. As a result two changes were introduced. First, if an applicant union comments on objections made against its application by a third party, those comments are now normally passed back to the objector, who has the opportunity of

making further representations. Second, it is now the regular practice of the Office to offer to have discussions with objecting unions after detailed investigations are complete but before a decision is reached; previously such discussions had been held only where there were special reasons for doing so.

2.5 Last year's report mentioned that where the issue of a certificate was considered to be justified, the Office might suggest changes which would help to underline the independent status of the trade union concerned; and that in a borderline case the issue of a certificate might depend on its willingness to make certain changes. During 1977 these practices were continued and developed to the point where the issue of a certificate was preceded, in the majority of cases, by some discussion with the applicant union. As before, the discussions covered such matters as alterations in the union's rules; increases in the subscription rate to improve its finances; and measures to reduce its reliance on employer-provided facilities. Where appropriate, undertakings were obtained from the union, before the issue of a certificate, that the required changes would be carried out.

2.6 As already mentioned, the Employment Protection Act empowers the Certification Officer to withdraw a certificate at any time if he is of the opinion that the trade union in question is no longer independent. It is neither practicable nor necessary for the Office to carry out regular inspections of all unions which have obtained certificates to make sure that they are still independent. However, arrangements have been made to monitor the affairs of selected unions, including all those which have given undertakings of the kind mentioned in the previous paragraph. This will be done by a scrutiny of the union's annual return, supplemented if necessary by special enquiries. It is, of course, open to a third party to submit evidence at any time that a particular union has ceased to be independent; such evidence would be duly considered, and if necessary a further investigation carried out.

Criteria

2.7 The principal factors taken into account by the Office in applying the statutory definition of "independent trade union" continued to be

- History
- Membership base
- Organisation and structure
- Finance
- Employer-provided facilities
- Collective bargaining record

These criteria were set out in detail in the First Annual Report, to which the reader is referred for a fuller account.* It needs to be emphasised again that decisions are not based on a union's success or failure in passing any single test but on a careful assessment of its whole nature and circumstances.

2.8 The broad approach embodied in the criteria had been endorsed by the Employment Appeal Tribunal in December 1976 when it dismissed the first appeal against the refusal of a certificate of independence (Blue Circle Staff

*Paragraphs 2.3-2.7.

†Paragraphs 2.8-2.13.

*Paragraphs 2.16-2.25.

Association v. Certification Officer). The Tribunal's judgements in the two further appeals heard during 1977 are summarised below (paragraphs 2.15-2.21).

Applications

2.9 During 1977, 61* applications for certificates of independence were received and two cases were referred by ACAS for decision in accordance with section 8(12) of the Employment Protection Act. The rate of new applications, which had averaged about 25 a month during 1976, fell off sharply, particularly after mid 1977; by then the great majority of unions directly affiliated to the TUC had applied for and received certificates and almost all new applications were coming from other listed bodies, including staff associations.

2.10 At the end of the year there were still about 150 listed unions which had not put in applications, but these included a number which, for various reasons, are unlikely to do so (e.g. constituents of unions which are listed separately but which are covered by a certificate already issued to the parent body). On the other hand, fresh organisations continue to be added to the list and many of these can be expected to apply for certificates sooner or later. It seems likely, therefore, that new applications will continue to come in for some time yet, although at a much reduced rate.

Decisions

2.11 Fifty-nine certificates were issued during the year, 17 of them to unions directly or indirectly affiliated to the TUC. Of the other 42 successful applications 12 attracted objections from TUC unions. Fifteen applications were refused, of which 9 attracted objections from TUC unions. Four unions obtained certificates at the second attempt after their original applications had been refused. Two unions whose applications had been refused in 1976 were granted certificates in 1977 by direction of the Employment Appeal Tribunal. Details are given in Appendix 3.

2.12 One of the references by ACAS under section 8(12) of the Employment Protection Act concerned an organisation whose name was not entered on the statutory list and the refusal was issued for that reason, as required by section 8(4) of the Act. All the other refusals were, like those in 1976, based on the ground that the union concerned was liable to employer interference within the meaning of part (b) of the definition of "independent trade union". In every case except one the union's membership was confined to the employees of a single employer; the letters of refusal referred to this fact and to the risk of pressure by the employer which it was doubtful that the union would be able to resist, taking into account such factors as its origins (including evidence of management involvement or support in its formation), small size, weak finances and poor or inconclusive negotiating record. Among other reasons given were excessive reliance on facilities of various kinds provided by the employer (including free or subsidised office premises and the payment by the employer, in full or in part, of the salaries of officers employed full time on union business), and the existence in the union's rules or in the procedure agreement, or both, of provisions which cast doubt on its independent status.

*This figure includes 8 second applications made by unions whose original applications had been refused.

2.13 Cumulative totals from 1 February 1976 to 31 December 1977 are as follows:

Certificates issued	273
Applications refused	30*
Applications withdrawn or lapsed	4
Applications under consideration at 31 December 1977	30
Total number of applications received (including references by ACAS)	337

During the period 6 certificates were cancelled because the unions concerned ceased to exist following the transfer of their engagements to other organisations.

Appeals

2.14 The following table shows notices of appeal given and withdrawn and appeals heard by the Employment Appeal Tribunal during 1976 and 1977.

Notices of appeal given during 1976	8†
Appeals heard by the Employment Appeal Tribunal	1
Notices withdrawn	3†
Notices outstanding at 31 December 1976	4
Notices given during 1977	6
	10
Appeals heard by the Employment Appeal Tribunal	2
Notices withdrawn	6
Notices outstanding at 31 December 1977	2

The main features of the two appeals heard during 1977 are summarised below.

2.15 *Association of HSD (Hatfield) Employees v. Certification Officer* The Association's application had been refused in October 1976 on the ground that it was doubtful whether it could survive as a viable organisation if recognition were withdrawn by the Company. Among the factors adduced in support of this view were the Association's comparatively recent formation, with the apparent support of management, its narrow membership base, its reliance on part-time officers employed by the Company and its unimpressive bargaining record.

2.16 The appeal was heard by the Tribunal on 25 and 26 May 1977, 7 months after the refusal had been issued. In their judgement the Tribunal expressed doubts about whether the Association could have satisfied the statutory definition of "independent trade union" in the early stages of its existence.

*This figure excludes the two cases in which certificates were subsequently issued by direction of the Employment Appeal Tribunal.

†These figures were incorrectly given as 6 and 2 respectively in last year's report.

However, they felt it unnecessary to decide that question since what they had to consider was the position at the time of the hearing. They remarked that the case before them was a very different one from that with which the Certification Officer had had to deal; that the latter had stated in his evidence that with the facts at the Tribunal's disposal he might well have granted the Association a certificate; that the nationalisation of the aerospace industry, though not in itself sufficient to lead to a conclusion that the Association had become independent, was a relevant factor; and that changed circumstances had compelled it to acquire a status it had not previously reached and to become "fiercely independent of management". Their conclusion was that it would be clearly wrong to say that the Association was liable to interference at the time of the hearing. The appeal was therefore allowed and a certificate issued in accordance with the Tribunal's direction.

2.17 *Squibb UK Staff Association v. Certification Officer* The Association's application had been refused in July 1976 on the ground that it relied to a substantial extent on facilities provided free by the Company, and that having regard to its narrow membership base, small size and limited resources it would find it extremely difficult to operate effectively if they were withdrawn.

2.18 The appeal was heard by the Employment Appeal Tribunal on 30 and 31 May 1977. In their judgement the Tribunal endorsed the need for a strict approach as stated in evidence by the Certification Officer in the following terms:

"Because of the many rights and privileges which the legislation reserves for independent trade unions, I start from the assumption that Parliament intended the statutory definition to be applied strictly and that I should use rigorous standards in considering applications for certificates of independence."

But they rejected his interpretation of the words "liable to interference" in the statutory definition, i.e. that "any union whose situation, deduced from the application of the criteria, makes it vulnerable to interference by the employer is not independent because it is potentially at risk and therefore . . . 'liable to interference' ". Instead they accepted the interpretation put forward on behalf of the appellants, stating their view as follows: "We feel 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."

2.19 The Tribunal went on to consider the application of the Certification Officer's criteria in the light of that interpretation. They commented that the Association's history showed no taint of control by the employer and its collective bargaining record was agreed to be good, but that its membership was small and confined to the employees of one company and its financial state weak. They accepted that these last factors made such a union vulnerable to employer interference and raised "a rebuttable presumption" that interference was not unlikely to occur. But having examined the evidence about the facilities received by the Association, they reached the view that "there is no real likelihood either of the facilities being withdrawn or, if they were, of this in any way

affecting the independence of the union from employer interference, and that therefore the union has successfully rebutted the presumption."

2.20 Accordingly the Tribunal were satisfied that the union had demonstrated that it was independent of the Company within the meaning of the statutory definition. They concluded, however, by expressing some disquiet at the result of the case and suggested that "effectiveness in representing the interests of its members"—which presupposed the possession of sufficient funds to support its members in the taking of industrial action or in litigation—might have been expected to be one of the more important criteria in deciding independence. If Parliament had framed the legislation in those terms, the Tribunal felt that a union with membership and resources as small as this one might have had difficulty in achieving the desired status.

2.21 A certificate of independence was issued to the Association in accordance with the Tribunal's direction. However, the Tribunal's interpretation of the words "liable to interference" differs significantly from that hitherto adopted by the Office and has important implications for the way in which the legislation is to be applied in future; it also appears difficult to reconcile with the Tribunal's own acceptance of the need for a strict approach. Leave was therefore sought and obtained to appeal against the decision and, at the end of the year, the case was awaiting hearing by the Court of Appeal.

General

2.22 Last year's report pointed out that the Certification Officer's function was confined to answering the question "Does this union come within the statutory definition or not?"; it could not include consideration of other factors such as the effect which the issue of a certificate might have on good industrial relations or on collective bargaining structures. His function was also a quasi-judicial one and the reasons for any refusal had to be firmly based on the concept of independence as defined in the legislation, and could be tested on appeal.

2.23 The importance of this latter point was underlined during 1977 by the two successful appeals just mentioned. Due account must clearly be taken of those proceedings and of the evidence which they provide of the Employment Appeal Tribunal's general approach to the question of trade union independence. Particular importance will attach to the interpretation of the words "liable to interference" adopted by the Tribunal in the *Squibb* case if it is upheld by the Court of Appeal.

2.24 The controversy surrounding the subject of trade union independence, which was somewhat less acute during 1977, continued to centre on the treatment of staff associations. The experience of the Office confirmed the view previously expressed that these bodies show widely differing characteristics, and range from those which are clearly independent within the meaning of the statutory definition to those which are equally clearly dependent. In 1977 staff associations accounted for about one quarter of the certificates issued

and the number receiving certificates was very close to the number of applications refused.

2.25 1976 had seen considerable discussion in Parliament and elsewhere about possible changes in the legislation governing trade union independence. In May 1977 the Minister of State, Department of Employment, announced in the House of Commons that the Government had decided not to introduce amending legislation, at least for the time being, but to keep the matter under review in the light of experience.

Chapter 3

Annual Returns

Duties under the 1974 Act

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 of all its receipts and remittances.

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. 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. It must also show any changes in the organisation's officers or in the address of its head office and must be accompanied by a copy of its rules. Copies of the returns and rules are held by the Certification Officer (or the Assistant Certification Officer for Scotland), and are available for public inspection on payment of a reasonable charge, which currently is 25p per organisation.

3.3 With the exceptions already noted, the duties apply to all trade unions and employers' associations, whether listed under section 8 of the 1974 Act or not.

3.4 Subject to variations allowed by a direction of the Certification Officer, annual returns must be submitted before 1 June in each year and must cover the year ending with the preceding 31 December. The great majority of trade unions and employers' associations follow this timetable. However, different arrangements are permitted if the normal timetable would cause serious inconvenience to the organisation concerned. During 1977, 9 directions were issued for that purpose, mostly for a transitional period to assist the organisation to bring its accounting arrangements into line with the normal requirements of the Act.

Auditing requirements

3.5 The 1974 Act stipulates that the annual return is to include a copy of the auditor's report on the accounts. All auditors must be professionally qualified unless the organisation's receipts and payments, membership and assets are below a specified level, or in certain other special circumstances. The Act 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.

3.6 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.

Developments during the year

3.7 The decline in applications for certificates of independence enabled the Office to give increased attention to this side of its work, and in doing so it has been greatly helped by professional advice from the Government Accountancy Service.

3.8 Through the 1974 Act Parliament introduced accounting and auditing standards appreciably stricter than those required by the pre-1971 legislation; and it applied these standards to the generality of trade unions and employers' associations, not (as in the Industrial Relations Act 1971) only to those which choose to be entered in a statutory register or list. The Act thus created a new situation which could be expected to raise some problems of adjustment, particularly for trade unions and their auditors.

3.9 *Trade union branch accounts* Last year's report mentioned that the returns of some large unions did not fully cover branch finances and that there were doubts about the adequacy of auditing arrangements at branch level. It described the position as unsatisfactory and said that the Office intended to continue discussions with the unions concerned. Progress has been made in establishing the nature and extent of these difficulties and in working out solutions.

3.10 *Liaison with the Accountancy Bodies* Awareness of the problems raised by the stricter requirements of the 1974 Act led the Consultative Committee of Accountancy Bodies (representing the six major accountancy organisations) to set up a working party under the auspices of its Auditing Practices Committee to advise members on the responsibilities of auditors under the Act and to provide guidance on the manner in which they should report on accounts contained in annual returns. The Working Party's terms of reference were as follows:

"To determine the accounting requirements of the Trade Union and Labour Relations Act 1974. To consider the implications of the above for auditors appointed under that Act and to prepare a statement of guidance on the form of the audit report appropriate to the various circumstances which may be encountered."

The Office welcomed the initiative taken by the Consultative Committee and, together with the TUC, has been represented by an observer on the Working Party. It is expected that a Guidance Statement prepared by the Working Party will be issued during 1978 and that this will include guidance to auditors on the question of trade union branch accounts referred to above.

Returns for 1976

3.11 Up to 31 December 1977 a total of 896 returns for 1976 had been received, as follows:

Listed Trade Unions	436
Unlisted Trade Unions	47
Listed Employers' Associations	168
Unlisted Employers' Associations	245

Of those listed organisations which were under a statutory duty to render a return, 43 trade unions and 23 employers' associations had not done so by the end of 1977. The Office is in touch with all these bodies, most of which are small, and appropriate action is being taken to obtain compliance with the statutory requirements.

Trade unions

3.12 Information about the membership and finances of trade unions derived from the 1976 returns* is summarised in Appendix 4, together with comparative totals for 1975. In continuation of the practice introduced for the first time last year, figures are shown for each of the 25 unions with over 100,000 members, together with aggregated figures for other listed and unlisted unions.

3.13 It may be difficult to correlate the figures in Appendix 4 with those in the published accounts of individual trade unions. This is because there are considerable variations in the ways in which unions present information in their accounts and the method of presentation often differs from that required in the annual return, from which the figures in the appendix have been abstracted.

3.14 *Comparability with 1975 figures* The information in Appendix 4 is based on returns from 484 unions, compared with 446 for 1975. However, the two sets of figures are broadly comparable because almost all unions with substantial membership are covered in both and most of the additional returns included in this report are those of very small bodies.

3.15 *Membership* The total membership of trade unions from which returns were received was about 12,133,000 which is about 476,000 more than the total for 1975. The total membership of the 25 largest unions shown in the appendix was about 9,855,000, an increase of about 391,000. The biggest changes in the membership of individual unions were as follows:

Changes in union membership			
Union	Membership (000's)		
	1975	1976	Difference
Increases:			
Transport and General Workers Union	1,856	1,930	74
National Union of Public Employees	585	651	66

*The figures take into account a return from one listed trade union which was received after 31 December 1977.

Table continued

Union	Membership (000's)		
	1975	1976	Difference
National and Local Government Officers Association	625	683	58
Association of Scientific Technical and Managerial Staffs	351	396	45
Union of Shop Distributive and Allied Workers	378	413	35
National Union of General and Municipal Workers	881	916	35
Confederation of Health Service Employees	168	201	33
Amalgamated Union of Engineering Workers—Technical Administrative and Supervisory Section	141	162	21
Decrease:			
Amalgamated Union of Engineering Workers—Engineering Section	1,205	1,169	36

3.16 *Income and Expenditure* In 1976 the total income of trade unions was £151.5 million compared with £121.7 million in 1975. Income from members rose from £100.8 million to £130.2 million, reflecting both increased membership and higher subscription rates. Income from investments rose from £12.1 million to £13.2 million.

3.17 As shown in the table below expenditure generally in 1976, with the exception of dispute benefit, was greater than in 1975.

Changes in expenditure

	£ million	Percentage change from 1975
Total expenditure in 1976	125.0	+ 18
including (a) total benefits to members	18.3	+ 9
including (i) unemployment benefit	1.0	+ 20
(ii) dispute benefit	2.0	— 39
(b) administrative expenses and other outgoings	94.2	+ 19

The decrease in the payment of dispute benefit reflects the continued decline in the number of working days lost through stoppages during the year.

3.18 Expenditure under (a) consists mainly of cash benefits but these are not, of course, the only—or nowadays the most important—form of benefit which trade unions provide for their members. Apart from items such as group insurance policies or convalescent homes, which are included in (a), expenditure under (b) covers a range of services, including the employment of full time officials who negotiate on behalf of the membership, the training of shop stewards and others and the provision of legal and other advisory services for members.

3.19 The table below shows the average annual contribution and total income per member in 1976, together with average annual expenditure on benefits and administration and total expenditure per member. Similar figures are included for 1975.

	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
1975	865p	1044p	7p	29p	143p	682p	907p
1976	1074p	1249p	8p	17p	151p	776p	1030p

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

3.20 *Funds* The figures given in the appendix include both general funds and others where applicable, e.g. contingency, superannuation and political funds.* During 1976 the total funds of trade unions increased from £190 million to £216.5 million, or by about 14 per cent compared with an increase of about 9 per cent in 1975.

3.21 *Assets* At the end of 1976 gross assets of trade unions amounted to £232.6 million, of which £50.5 million were fixed assets and £138.6 million were investments. Compared with 1975 these figures represent increases in value of about 13 per cent on gross assets, 16 per cent on fixed assets and 10 per cent on investments.

Employers' associations

3.22 Information about the finances and membership of employers' associations derived from the 1976 returns is summarised in Appendix 5, together with comparative totals for 1975.

3.23 *Presentation of the statistics* Previously such information has been confined to aggregated figures for listed and unlisted employers' associations. This year separate figures are given for each organisation (including some which are unlisted) whose return for 1976 showed its total income from all sources as more than £250,000. The structure of the appendix is therefore similar to that

*Separate figures for political funds are given in paragraph 6.3.

of Appendix 4, which gives separate figures for the largest trade unions. In addition, aggregated figures are given for other listed and unlisted employers' associations.

3.24 Many of the organisations which submit returns to the Office as employers' associations are also trade associations with functions outside the field of industrial relations. Their returns relate to their activities as a whole, as does the information derived from them in Appendix 5. There is no requirement for these organisations to give separate information in respect of their activities as employers' associations and it would no doubt be difficult if not impossible for many of them to do so.

3.25 *Comparability with 1975 figures* The information in Appendix 5 is based on returns from 413 employers' associations compared with returns from 410 associations for 1975. The largest employers' associations, as measured by total income, are included in both sets of figures, which are therefore comparable.

3.26 *Income and expenditure* In 1976 the total income of employers' associations was £42.9 million compared with £29.2 million in 1975. Income from members rose from £22.9 million to £31.1 million, and income from investments from £1.4 million to £1.8 million. There was also an increase in total expenditure in 1976 from £29.7 million to £40.4 million.

3.27 *Funds* The figures given in the appendix include both general funds and, where applicable, funds maintained for specific purposes. According to the returns for 1976 the total funds of employers' associations increased during the year from £21.1 million to £23.6 million or by about 12 per cent, compared with a decrease of about 2 per cent in 1975.

3.28 *Assets* At the end of 1976 gross assets of employers' associations amounted to £44.6 million, of which £12.8 million were fixed assets and £12.1 million were investments. Compared with 1975 these figures represent increases in value of about 32 per cent on gross assets, 6 per cent on fixed assets and 8 per cent on investments.

Chapter 4

Superannuation Schemes

The statutory provisions

4.1 Under the 1974 Act any members' superannuation schemes maintained by trade unions or employers' associations* must, unless exempted, be periodically examined by a qualified actuary and a copy of each actuarial report sent to the Certification Officer. No new scheme may be introduced unless it is financed from a separate fund and this requirement will apply to all existing schemes from 16 September 1979.

4.2 In applying these provisions the Office has continued to receive professional advice from the Government Actuary's Department, which has been of great assistance.

Scope of the provisions

4.3 In the First Annual Report it was stated that 41 schemes maintained by 34 unions were then considered to be within scope of the provisions. During 1977, 4 additional schemes were identified. It was also established that one union (National Union of Mineworkers (Leicester Area)), previously thought to be maintaining a scheme, does not in fact do so, and that another (National Woolsorters Society) had brought its scheme to an end. The revised figures for coverage of the provisions are therefore 43 schemes maintained by 35 unions.

Exemptions

4.4 The previous report listed 16 schemes maintained by 15 unions which had been exempted from the need for actuarial examination by the end of 1976. During 1977 one further scheme—that maintained by the Iron and Steel Trades Confederation—was similarly exempted on the ground that the circumstances of the scheme and the intention to end it made examination unnecessary.

Reports received

4.5 Up to 31 December 1976 reports had been received on 7 schemes maintained by 4 unions and these were listed in the previous Report. By 31 December 1977 the Office had received reports on 12 further schemes maintained by the following unions:

- †Amalgamated Society of Wire Drawers and Kindred Workers
- Amalgamated Union of Engineering Workers—Engineering Section
- Association of Patternmakers and Allied Craftsmen
- Bradford and District Power-Loom Overlookers Society
- Military and Orchestral Musical Instrument Makers Trade Society
- National Graphical Association (London Region—LTS Benefit)

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

†Newly identified scheme not included in the previous Report.

National Union of Sheet Metal Workers Coppersmiths and Heating and Domestic Engineers
Power Loom Carpet Weavers and Textile Workers Association
Printing Trades Alliance
Society of Lithographic Artists Designers Engravers and Process-Workers (2 schemes)
Union of Construction Allied Trades and Technicians

4.6 The 1974 Act requires actuarial reports to comment on the adequacy of the premium or contribution rates, the suitability of the accounting or funding arrangements, and the adequacy of any separate fund maintained for the purposes of the scheme. The 19 reports received up to 31 December 1977 show that certain features are shared by many of the schemes submitted to actuarial examination, although there are, of course, exceptions.

4.7 Most reports show relatively small numbers contributing and a generally low level of contributions and benefits payable. In one or two cases weekly contributions are as low as 5p per member and the average benefit payable under all the schemes examined is less than £1 per week. In over half the schemes separate funds will have to be set up, as required by the Act, in order to replace the present practice of drawing on the general funds of the union to meet benefits payable under the scheme. A substantial refunding of several schemes will be necessary if they are to remain viable, while others may be wound up.

4.8 In general the reports confirm the view stated in the previous Annual Report that the provision of superannuation benefits to members is a small and declining activity for trade unions. The unions concerned are considering the recommendations made in the reports and the Office will continue to assist with advice as necessary.

Other schemes

4.9 At 31 December 1977 the following 7 unions maintaining schemes considered to be within the scope of the statutory provisions had not submitted reports on them:

†*Amalgamated Society of Boilermakers Shipwrights Blacksmiths and Structural Workers

*Colne and District Textile Warehouse Association

†National Graphical Association (London Region—Electrotypers and Stereotypers)

National Union of Flint Glassworkers

*National Union of Lock and Metal Workers

†National Union of Railwaymen

*Trade Society of Machine Calico Printers

The Office has been in touch with the unions concerned and it is known that actuaries have been appointed to examine all the schemes on which reports have not yet been received.

*Reports since received.

†Newly identified schemes not included in the previous Report.

Chapter 5

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.

5.2 A transfer of engagements and an amalgamation provide alternative methods by which organisations may merge, but they differ both in the end result and in the procedure which the law requires to be followed. The essential difference between the two methods is that 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, on the other hand, produces a new organisation and all the amalgamating bodies cease to exist. For a transfer of engagements the consent of the transferor's members only is necessary; an amalgamation requires a favourable vote of all the amalgamating bodies.

Transfers of engagements

5.3 During 1977 the procedures laid down by the Act were used to effect 10 transfers of engagements of trade unions, as follows:

Engagements transferred	
From	To
Association of Managerial Electrical Executives	Electrical Electronic Telecommunication and Plumbing Union
Coutts Staff Association	National Westminster Staff Association
Technical and Services Union	
Engineering Staff Association	Engineers and Managers Association
Shipbuilding and Allied Industries Management Association	
Grimsby Trawler Officers Guild	Merchant Navy and Air Line Officers Association
Group 1 Staff Association	Association of Scientific Technical and Managerial Staffs
Managers and Overlookers Society	
Rossendale Valley Textile Workers Association	Burnley Nelson and District Textile Workers Union
Scottish Union of Bakers and Allied Workers	Union of Shop Distributive and Allied Workers

5.4 The following transfer of engagements of an employers' association was effected:

Advertisement Typesetting and Foundry to Graphic Reproduction
Employers Federation Federation

Amalgamation

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

The Incorporated Association of Headmasters and the Association of
Head Mistresses Incorporated 1896 to form the Secondary Heads
Association

Changes of name

5.6 The 1964 Act also 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 1977 changes of name were approved for 10 trade unions and one employers' association.

Chapter 6

Political Funds

Establishment of political funds

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.

Number of organisations maintaining political funds

6.2 At 31 December 1976, 81 trade unions and 4 employers' associations were maintaining political funds under these provisions. During 1977 no new political funds were established but two trade unions with political funds ceased to exist, thus reducing the number to 79.

Income and expenditure

6.3 Annual returns showed the total income of political funds maintained by trade unions as £2.9 million in 1976 compared with £2.3 million in 1975, and expenditure as £2.3 million compared with £1.9 million. The funds totalled £2.6 million at the end of 1976 compared with £2 million at the beginning of the year. In the case of funds maintained by employers' associations income was £6,000 compared with £7,800 and expenditure £9,400 compared with £1,200. The funds totalled £147,000 at the end of 1976 compared with £150,400 at the beginning of the year.

Proportion of union members contributing to political funds

6.4 At 31 December 1976 the 81 trade unions maintaining political funds had a total of about 9.4 million members. According to the annual returns for that year about 7.6 million members, or 81 per cent of the total, were contributing to those funds. This is the same percentage as that shown by the 1975 returns.

6.5 The aggregate figure conceals wide variations between individual unions. Of the 25 major unions with over 100,000 members for which separate figures are given in Appendix 4, 6 do not maintain political funds. Of those which do, 7 gave the proportion of members contributing to the political fund as more than 90 per cent; these were:

National Union of Public Employees	99 per cent
National Union of General and Municipal Workers	98 per cent
Transport and General Workers Union	96 per cent
Union of Post Office Workers	95 per cent
National Union of Railwaymen	95 per cent
Union of Shop Distributive and Allied Workers	93 per cent
Confederation of Health Service Employees	91 per cent

The following 4 unions gave the proportion as less than 50 per cent:

Amalgamated Union of Engineering Workers (Technical Administrative and Supervisory Section)	48 per cent
National Graphical Association	46 per cent
Association of Scientific Technical and Managerial Staffs	37 per cent
Society of Graphical and Allied Trades 1975	18 per cent

The figures quoted are those provided by the unions themselves in the annual returns submitted to the Office.

Amendments to political fund rules

6.6 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 1977, 8 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 up to date in the light of changes in the legislation.

6.7 In recent years the 1913 Act has been successively amended and re-amended by the Industrial Relations Act 1971, the Trade Union and Labour Relations Act 1974 and the Employment Protection Act 1975. Consequently the political fund rules of some organisations are now out of date in certain respects. For example, the rules may still contain references to one of the previous Registrars instead of to the Certification Officer, and they may have no reference (or an out of date reference) to the right of appeal from a decision of the Certification Officer on a complaint about a breach of a political fund rule. To assist the updating process the Office prepared a new set of model political fund rules and these were circulated in September 1977 to all organisations maintaining political funds.

Complaints of breaches of the rules of political funds

6.8 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.

6.9 In 1977 a total of 18 members from 7 trade unions made complaints to the Certification Officer. All were related to difficulties in obtaining exemption from contributing to the political fund. On receiving a complaint which appears to have some substance the Certification Officer writes to the union concerned explaining the nature of the member's complaint. In many cases, especially with the most common form of complaint which alleges a failure at local level in the union's procedures for contracting out, the union proposes a course of action satisfactory to the complainant who then withdraws his complaint. At the end of the year 10 of the complaints received had been resolved in this way without the need for formal hearings, and the others were being investigated.

Appendix 1

LIST OF TRADE UNIONS AT 31 DECEMBER 1977

Note: Trade unions entered in the list since 1 January 1977 are marked*

England and Wales

A A Staff Association
Accrington District Power Loom Overlookers Association
Alumasc Employees Association
Amalgamated Association of Beamers Twisters and Drawers (Hand and Machine)
Amalgamated Association of Beamers Twisters and Drawers (Hand and Machine) Preston and District Branch
Amalgamated Felt Hat Trimmers Wool Formers and Allied Workers Association
Amalgamated Society of Boilermakers Shipwrights Blacksmiths and Structural Workers
Amalgamated Society of Journeymen Felt Hatters and Allied Workers
Amalgamated Society of Textile Workers and Kindred Trades
Amalgamated Society of Wire Drawers and Kindred Workers
Amalgamated 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
Associated Metalworkers Union
Associated Society of Locomotive Engineers and Firemen
Association of Agricultural Education Staffs of Local Authorities
Association of Assistant Mistresses
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 Foremen British Aircraft Corporation Limited (Filton Factory and Fairford)
 Association of Government Supervisors and Radio Officers
 Association of Head Mistresses Incorporated 1896
 *Association of Her Majestys Inspectors of Taxes
 Association of HSD (Hatfield) Employees
 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 Personnel Officers
 Association of London Transport Officers
 *Association of Magisterial Officers
 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 Plastics Operatives and Engineers
 Association of Polytechnic Teachers
 *Association of Principals of Colleges
 Association of Professional Executive Clerical and Computer Staff (APEX)
 Association of Professional Scientists and Technologists
 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
 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
 Bernard Wardle (Everflex) Limited Staff Association

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 Staffs Association
 British Aircraft Corporation Limited Commercial Aircraft Division Managerial Staffs Association (Bristol)
 British Aircraft Corporation Limited Guided Weapons Division Senior Staff Association (Bristol)
 British Aircraft Corporation (Military Aircraft Division) Professional Staff Association
 British Air Line Pilots Association
 British Association of Colliery Management
 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
 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

 Cadbury Limited Representatives Association
 Cadbury Schweppes Senior Managers Association
 Cadbury Typhoo Representatives Association
 *Cameron Staff 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
 Chain Makers and Strikers Association

Chartered Society of Physiotherapy
 Chelsea Building Society Staff Association
 Chief and Assistant Chief Fire Officers Association
 Chorley and District Textile Warehousemen's 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
 *Communications Division of the Foreign and Commonwealth Office Staff Association
 *Community and Youth Service Association
 Confederation of Bank Staff Associations
 Confederation of Employee Organisations
 Confederation of Health Service Employees
 Construction Industry Training Board Staff Association
 Corporation of London Staff Association
 COSESA
 Coventry Economic Building Society Staff Association
 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
 Electricity Supply Union
 EMI Electronics Limited Feltham Junior and Middle Management Staff Association
 EMI Group Staff Association (Hayes Branch)
 Engineering Inspectors Association
 Engineers and Managers Association
 English Chiropodists Association

Excess Insurance Group Staff Association
 Executive and Management Staff Association British Aircraft Corporation
 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
 Foremen's 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
 Guardian Royal Exchange Staff Union
 *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
 Hopkins 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 Association of Assistant Masters in Secondary Schools
 Incorporated Association of Head Masters
 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

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

Manchester Salford and District Society of Brewers and General Coopers
 Medical Insurance Agency Staff Association
 Merchant Navy and Airline 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 (North-
 umberland Area)
 National Association of Colliery Overmen Deputies and Shotfirers North
 Western Area
 National Association of Colliery Overmen Deputies and Shotfirers (South
 Wales Area)
 National Association of Colliery Overmen Deputies and Shotfirers (York-
 shire 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 Inspectors and Educational Advisers
 National Association of Licensed House Managers
 National Association of Master Lettercarvers (Monumental and Architec-
 tural)
 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 Association of Youth Hostel Wardens
 National Federation of Club Stewards and Hotel Managers
 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 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 Funeral Service Operatives
 National Union of General and Municipal Workers
 National Union of Gold and Silver 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 (Pearl Federation)
 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 Enginemens Group No 1 Area)
 National Union of Mineworkers (Durham Mechanics Group No 1 Area)
 National Union of Mineworkers (Kent Area)
 National Union of Mineworkers (Leicester Area)
 National Union of Mineworkers (Midlands 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 Musical Instrument Makers
 National Union of Public Employees
 National Union of Railwaymen
 National Union of Scalemakers

National Union of Seamen
 National Union of Sheet Metal Workers Coppersmiths and Heating and
 Domestic Engineers
 National Union of 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-Boatmen's 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
 Pearl Union Federation
 Penworkers Federation
 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
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

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

Skilled Supervisory Staff Association

Skipton and District Power Loom Overlookers Association

Société Générale Staff Association

Society of Civil and Public Servants (Executive Directing and Analogous Grades)

Society of Education Officers

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

Staff Association for Royal Automobile Club Employees

Staff Association of S W Farmer and Son Limited

Staff Association of the Printing and Publishing Industry Training Board

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

Willerby 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

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 Boiler-men 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 Prison Officers Association
Scottish Secondary Teachers Association
Scottish Union of Bakers and Allied Workers
Scottish Union of Power Loom Technicians

Union of Jute Flax and Kindred Textile Operatives

Appendix 2

LIST OF EMPLOYERS' ASSOCIATIONS AT 31 DECEMBER 1977

Note: Employers' associations entered in the list since 1 January 1977 are marked*

England and Wales

Advertising Film and Videotape Producers Association
Apparel and Fashion Industries 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 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 Manufacturing Federation of Great Britain
Concrete Block Association

Contractors Plant Association
Co-operative Employers Association
Cornwall and Devon Mining 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 Organisation of Employers of Local Authorities Administrative
Professional Technical and Clerical Employees
East Midlands Organisation of Employers of Local Authorities Manual
Employees
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 Association of South Wales
Engineering Employers Barrow Association
Engineering Employers East Anglian Association
Engineering Employers Federation
Engineering Employers London Association
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 Limited

National Association of Exhibition Contractors
National Association of Glove Manufacturers
National Association of Master Bakers Confectioners and Caterers
National Association of Plumbing Heating and Mechanical Services Contrac-
tors
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 Federation of Vehicle Trades
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 Coast Shiprepairers Association
 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 Employers for 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 Authori-
 ties 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

Scotland

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

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 Shipbuilders Association
 Scottish Engineering Employers Association
 Scottish Glass Merchants and Glaziers Association
 *Scottish Grocery Trade Employers Association
 Scottish House Furnishers Federation
 Scottish Lace and Window Furnishing Association

Scottish Newspaper Proprietors Association
 Scottish Pharmaceutical Federation
 Scottish Timber Merchants and Sawmillers Association
 Scottish Woollen Trade Employers Association
 Society of Master Printers of Scotland

Appendix 3

DECISIONS ON TRADE UNION INDEPENDENCE DURING 1977

Note: †Denotes unions affiliated to the Trades Union Congress or constituents of affiliated unions

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

†Amalgamated Textile Warehousemen
 †Amalgamated Textile Warehousemen (Bolton and District Branch)
 †Amalgamated Textile Workers Union—Staff Section
 §Association of HSD (Hatfield) Employees
 †Association of Her Majestys Inspectors of Taxes
 Association of Lecturers in Colleges of Education in Scotland
 †Association of Managerial Electrical Executives
 Association of Nurse Administrators
 Association of Optical Practitioners Limited
 Association of Principals of Colleges
 Bank of England Staff Organisation (2nd application)
 †Blackburn and District Amalgamated Power Loom Overlookers Association
 †Bolton and District Powerloom Overlookers Trade Sick and Burial Association
 †Bolton and District Union of Textile and Allied Workers
 Bradford and Bingley Building Society Staff Association
 British Aerospace Staffs Association (2nd application)
 British Aircraft Corporation (Military Aircraft Division) Professional Staff Association (2nd application)
 British Dental Association
 British Fire Service Federation
 British Orthoptic Society
 Cadbury Schweppes Senior Managers Association
 †Colne and District Textile Warehouse Association
 Confederation of Bank Staff Associations
 COSESA
 Coventry Economic Building Society Staff Association
 Eagle Star Staff Association
 EMI Electronics Limited Feltham Junior and Middle Management Staff Association (2nd application)
 Grindlays Staff Association
 Guild of Senior Officers of the Greater London Council and the Inner London Education Authority
 Guild of Water Service Senior Officers

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

†Certificate cancelled in accordance with section 8(10) of the Employment Protection Act 1975, following the transfer of engagements of this union to the Electrical Electronic Telecommunication and Plumbing Union.

†Health Visitors Association
Hospital Physicists Association
†Hyde and District Loom Overlookers Association

Incorporated Association of Assistant Masters in Secondary Schools
Incorporated Association of Head Masters

Lufthansa Staff Association United Kingdom

National Association of NFU Group Secretaries
†National Society of Brushmakers and General Workers
†National Union of Co-operative Insurance Society Employees
North-East Coast Tug-Boatmen Association
†North Lancashire and Cumbria Textile Workers Association
Nursing Auxiliaries Association

†Preston and Districts Powerloom Overlookers Association

Retained Firefighters Union
Rowntree Mackintosh Sales Staff Association
Royal College of Nursing of the United Kingdom

Scottish Health Visitors Association
†Skipton and District Power-Loom Overlookers Association
Society of Metropolitan and County Chief Librarians
Society of Radiographers
§Squibb UK Staff Association
Star Aluminium Managerial Staff Association

Teston Independent Society of Cricket Ball Makers
†Textile Manufacturing Trades Federation of Bolton and Surrounding Districts
Undeb Cenedlaethol Athrawon Cymru (National Association of the Teachers of Wales)
Union of County and District Secretaries
†United Association of Power Loom Overlookers
United Friendly Divisional and District Managers Association

Walsall Lock and Keysmiths Male and Female Trade Society

Trade Unions whose applications for certificates of independence were refused

Arts Council of Great Britain Staff Association
Bank of England Staff Organisation (1st application)
Bernard Wardle (Everflex) Limited Staff Association
British Aerospace Staffs Association (1st application)

†Cameron Staff Association.

Carlsberg Brewery Staff Association
Commercial Union Group Staff Association

EMI Electronics Limited Feltham Junior and Middle Management Staff Association (1st application)

Guinness Brewing Staff Association (UK)

HSD (Stevenage) Staff Association

†Joseph Terry and Sons Limited Sales Force Staff Association

Playboy Staff Association

Société Générale Staff Association

United Friendly Head Office Management Association
United Friendly Insurance Co Ltd Assistant Managers Association

§Certificate issued in accordance with a direction of the Employment Appeal Tribunal.
†Referred by ACAS under section 8(12)(b) of the Employment Protection Act, 1975.

†Referred by ACAS under section 8(12)(b) of the Employment Protection Act, 1975.

Summary of Statistics—Trade Unions

Appendix 4

	Number of Members	INCOME		
		From Members (a) £000s (2)	From Investments (b) £000s (3)	Total Income (c) £000s (4)
Unions each with 100,000 members or more:	(1)			
Transport and General Workers Union	1,929,834	16,809	1,972	18,804
Amalgamated Union of Engineering Workers	—	—	—	14
Constructional Section	34,056	484	58	543
Engineering Section	1,168,990	12,496	665	13,272
Foundry Section	56,479	533	152	686
Technical Administrative and Supervisory Section	161,607	1,935	99	2,046
National Union of General and Municipal Workers	916,438	9,620	1,078	10,710
National and Local Government Officers Association (h)	683,011	8,418	316	9,807
National Union of Public Employees	650,530	4,607	373	5,435
Electrical Electronic Telecommunication and Plumbing Union	428,636	3,579	274	3,933
Union of Shop Distributive and Allied Workers	412,627	3,071	287	3,606
Association of Scientific Technical and Managerial Staffs	396,000	3,595	15	3,683
National Union of Mineworkers (i)	370,541	5,604	1,122	6,963
Union of Construction Allied Trades and Technicians	297,264	3,216	102	3,363
National Union of Teachers	294,081	2,064	319	2,506
Civil and Public Services Association	230,905	2,782	183	3,062
Union of Post Office Workers	201,099	3,327	59	3,973
Confederation of Health Service Employees	200,689	1,681	17	1,734
Society of Graphical and Allied Trades 1975	195,107	1,943	67	2,542
National Union of Railwaymen	177,548	2,910	996	3,917
Association of Professional Executive Clerical and Computer Staff	141,766	1,646	32	1,831
Amalgamated Society of Boilermakers Shipwrights	128,403	1,357	222	1,589
Blacksmiths and Structural Workers	124,535	1,936	35	2,395
Post Office Engineering Union	117,411	1,255	695	1,954
Iron and Steel Trades Confederation	112,783	764	265	1,031
National Union of Tailors and Garment Workers	111,609	780	11	795
National Union of Bank Employees	107,723	1,777	683	2,512
National Graphical Association	104,910	2,044	33	2,149
Society of Civil and Public Servants	100,233	1,860	40	1,949
Institution of Professional Civil Servants	—	—	—	—
Total of above unions each with 100,000 members or more	9,854,815	102,093	10,170	116,804
Total of 379 other listed unions with less than 100,000 members	2,254,619	28,009	2,967	34,384
Total of listed unions	12,109,434	130,102	13,137	151,188
Total of 47 unlisted unions which have submitted returns	23,339	141	47	313
TOTAL of all unions for 1976	12,132,773	130,243	13,184	151,501
TOTAL of all unions for 1975	11,656,418	100,800	12,075	121,716

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 will be comprised of 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.

EXPENDITURE						TOTAL FUNDS		ASSETS			POLITICAL FUND TRANSACTIONS (Inc. in Other Columns)	
Unemployment Benefit	Dispute Benefit	Total Benefits to Members	Administration Expenses and Other Outgoings	Total Expenditure	Beginning of the Year	End of the Year	Fixed Assets	Investments	Gross Assets	Political Fund Income (inc. in cols. (2), (3) & (4))	Political Fund Expenditure (inc. in cols. (8) & (9))	
£000s (5)	£000s (6)	£000s (7)	£000s (8)	£000s (9)	£000s (10)	£000s (11)	£000s (12)	£000s (13)	£000s (14)	£000s (15)	£000s (16)	
—	343	3,211	11,471	15,493	(f)28,515	31,826	8,386	22,428	32,676	530	425	
—	—	—	7	9	13	18	(g)	—	16	—	—	
—	5	61	406	482	823	884	246	544	884	10	4	
129	729	3,643	6,117	10,439	11,738	14,571	5,960	6,020	18,030	374	272	
10	9	146	479	652	1,062	1,096	73	918	1,129	21	22	
—	144	278	1,659	2,042	1,734	1,738	932	832	2,008	39	23	
—	106	1,456	7,469	9,342	14,647	16,015	3,914	5,046	16,063	306	249	
—	77	489	3,958	6,939	5,887	8,755	4,474	4,832	10,684	—	—	
—	50	278	3,160	3,734	3,501	5,202	1,461	4,524	6,749	350	315	
—	46	349	2,554	3,114	4,940	5,759	1,708	3,870	5,915	89	72	
10	1	246	2,564	3,262	3,319	3,663	369	2,239	3,681	103	105	
17	112	224	3,399	3,830	1,348	1,201	1,125	94	2,033	54	37	
—	—	955	3,956	5,475	(f)15,031	16,519	738	12,290	17,597	256	131	
20	—	633	2,386	3,130	1,964	2,197	1,114	1,371	2,528	48	46	
—	—	63	1,554	1,934	4,800	5,372	506	4,772	5,529	—	—	
2	132	234	1,495	2,145	2,059	2,976	709	2,324	3,234	—	—	
—	—	163	2,029	2,743	1,679	2,909	1,108	1,157	2,909	74	59	
—	(g)	63	1,120	1,240	645	1,139	657	300	1,222	35	34	
77	8	401	2,268	2,749	2,772	2,565	1,725	440	2,762	21	13	
7	(g)	642	2,042	2,811	12,155	13,261	502	12,022	13,368	93	89	
—	56	59	1,114	1,351	1,677	2,157	544	1,036	2,385	56	44	
—	21	152	1,041	1,265	2,665	2,989	484	1,716	3,037	66	22	
—	—	220	1,501	1,879	2,235	2,751	1,898	474	3,005	82	53	
(g)	11	508	1,185	1,775	9,195	9,374	385	9,069	9,763	49	39	
(g)	(g)	88	739	879	2,954	3,106	404	2,542	3,158	20	19	
—	—	—	653	676	139	258	118	81	371	—	—	
463	72	1,093	1,176	2,395	9,399	9,516	306	8,368	9,550	11	8	
—	(g)	34	1,328	1,406	713	1,456	835	102	1,918	—	—	
—	—	—	1,389	1,408	440	981	163	611	1,090	—	—	
735	1,922	15,689	70,219	94,599	148,049	170,254	40,844	110,022	183,294	2,687	2,081	
263	117	2,558	23,704	30,102	41,256	45,538	9,597	27,993	48,682	254	197	
998	2,039	18,247	93,923	124,701	189,305	215,792	50,441	138,015	231,976	2,941	2,278	
1	(g)	7	271	300	654	667	74	548	660	1	(g)	
999	2,039	18,254	94,194	125,001	189,959	216,459	50,515	138,563	232,636	2,942	2,278	
831	3,338	16,689	79,449	105,728	174,243	190,231	43,648	125,714	205,766	2,335	1,893	

- (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 branch transactions for the first time.
- (i) These figures include those of the 29 areas and other constituents of the union which submit separate returns.

Summary of Statistics—Employers' Associations

Appendix 5

	INCOME		
	From Members	From Investments (a)	Total Income (b)
Employers' associations each with over £250,000 Total Income:	£000s (1)	£000s (2)	£000s (3)
Engineering Employers Federation	1,135	252	1,433
Engineering Employers London Association	478	38	554
West Midlands Engineering Employers Association	383	37	600
Engineering Employers West of England Association	211	11	382
15 Other Engineering Employers Associations in Great Britain	1,278	67	1,525
*National Farmers Union	4,118	69	4,374
*General Council of British Shipping } British Shipping Federation	1,586	13	3,986
National Federation of Building Trades Employers	2,488	160	2,862
*Freight Transport Association	397	32	1,851
*Chemical Industries Association Limited	996	28	1,174
Electrical Contractors Association	398	126	1,133
British Printing Industries Federation	442	20	574
11 Constituent Associations in Great Britain	479	22	531
*Incorporated National Association of British and Irish Millers	590	38	824
*Road Haulage Association Limited	433	217	681
British Paper and Board Industry Federation	596	34	656
Newspaper Society	403	22	465
National Federation of Retail Newsagents	387	36	438
Heating and Ventilating Contractors Association	264	52	438
Newspaper Publishers Association Limited	407	1	415
Federation of Master Builders	332	23	383
*British Bacon Curers Federation	177	4	361
*Cement Makers Federation	299	20	319
*British Rubber Manufacturers Association Limited	256	12	271
*Dairy Trade Federation	253	—	260
*National Farmers Union of Scotland	250	8	259
Total of above employers' associations each with over £250,000 Total Income	19,036	1,342	26,749
Total of 129 other listed employers' associations	6,954	273	8,663
Total of 233 other unlisted employers' associations	5,113	171	7,466
TOTAL of all employers' associations for 1976	31,103	1,786	42,878
TOTAL of all employers' associations for 1975	22,880	1,424	29,150

Total Expenditure (b)	TOTAL FUNDS		ASSETS			Number of Members
	Beginning of the Year	End of the Year	Fixed Assets	Investments	Gross Assets (c)	
£000s (4)	£000s (5)	£000s (6)	£000s (7)	£000s (8)	£000s (9)	(10)
1,195	2,913	3,151	113	2,800	7,972	—
588	269	235	40	136	471	803
542	664	722	266	496	840	935
382	111	111	91	7	178	418
1,427	855	953	511	225	1,137	3,031
3,769	6,256	6,861	5,727	399	7,972	134,724
3,941	753	798	383	114	1,574	245
2,594	1,494	1,762	715	1,213	2,602	11,339
1,671	339	519	484	37	1,067	14,424
1,157	34	51	32	—	483	290
954	267	446	90	1,886	3,508	2,148
554	331	351	86	167	417	—
512	221	240	55	124	317	3,522
795	235	264	2	51	655	43
675	457	463	285	214	863	15,714
661	132	127	70	103	268	109
458	88	95	22	82	195	269
461	670	647	276	322	744	29,851
403	120	155	90	42	709	997
396	(7)	12	28	5	174	10
350	306	339	122	181	391	19,911
328	(7)	26	30	—	57	90
318	67	68	3	125	214	6
272	63	62	50	6	172	117
271	21	10	99	—	173	4,400
213	63	109	9	58	133	19,644
24,887	16,715	18,577	9,679	8,793	33,286	263,040
8,380	2,734	3,017	1,742	1,944	5,959	46,855
7,146	1,683	2,003	1,360	1,360	5,351	55,088
40,413	21,132	23,597	12,781	12,097	44,596	364,983
29,678	22,644	22,116	12,089	11,200	33,787	390,232

*Unlisted employers' associations.

NOTES:

- For the named employers' associations Income from Investments includes interest on short term deposits.
- Total Income and Total Expenditure include all items which increased or decreased an employers' association's 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.
- The figures include debtors without making allowances for creditors.