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ISBN 0 11 885099 7



CERTIFICATION OFFICE FOR TRADE UNIONS
AND EMPLOYERS' ASSOCIATIONS

First Annual Report
of the
Certification Officer
1976

LONDON

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of the Certification Officer
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First published 1977

ISBN 0 11 885099 7

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I have pleasure in sending you the report on my activities during the period from 1 February 1976 to 31 December 1976. As explained in the introduction, the report also covers certain activities of the Chief Registrar of Friendly Societies between 31 October 1975 and 1 February 1976.

JOHN EDWARDS
Certification Officer
4 April 1977

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Introduction

I was appointed by the Secretary of State for Employment under section 7 of the Employment Protection Act 1975, as an independent statutory authority, to determine the independence of trade unions in accordance with the provisions of section 8 of that Act. The Act also transferred to me certain functions relating to trade unions and employers' associations which were previously carried out by the Chief Registrar of Friendly Societies under other legislation. My appointment took effect on 1 February 1976 when the relevant statutory provisions were brought into force.

The transferred functions involve the following responsibilities:

- under the Trade Union and Labour Relations Act 1974, for maintaining lists of trade unions and employers' associations; for seeing that trade unions and employers' associations carry out their duties to keep accounting records, to have their accounts properly audited and to submit annual returns; and for ensuring the periodical examination of members' superannuation schemes;
- under the Trade Union (Amalgamations, etc.) Act 1964, for seeing that the statutory procedures for transfers of engagements, amalgamations, and changes of name are complied with;
- under the Trade Union Act 1913, for ensuring observance of the statutory procedures governing the setting up and operation of political funds and for dealing with any complaints by members.

The common feature of all my functions is that they are concerned in various ways with the internal affairs of trade unions and employers' associations. Taken as a whole, the degree of statutory intervention in these matters at present authorised by Parliament is somewhat greater than it was under the pre-1971 legislation but less than under the Industrial Relations Act 1971. The Certification Office is concerned only to a limited extent with the content of rule books; except for rules governing political funds, trade unions and employers' associations now have no obligation to submit their rules, or changes in them, for approval by a statutory authority.

The Employment Protection Act 1975 requires the Advisory, Conciliation and Arbitration Service to provide me with the necessary staff, accommodation, finance, etc. But I am not subject to directions either by the Service or by the Secretary of State in the exercise of my functions.

In accordance with the powers conferred on me by section 7(4) of the 1975 Act, I appointed Mr. R. L. Foot as Assistant Certification Officer and Mr. J. Craig, OBE, WS, as Assistant Certification Officer for Scotland. With the exception of those relating to trade union independence, my functions are exercised by the latter in respect of organisations which have their head office in Scotland.

Under Schedule 1 to the 1975 Act I am required to submit to the Service and to the Secretary of State as soon as practicable after the end of each calendar year a report of my activities during that year. This first report deals with the work of

the Office (including that of the Assistant Certification Officer for Scotland) during the period 1 February 1976 to 31 December 1976. For the sake of completeness it covers also matters dealt with by the Chief Registrar of Friendly Societies under the 1913, 1964 and 1974 Acts between 31 October 1975, which was the effective date of his last report on trade unions and employers' associations, and my appointment on 1 February 1976.

Chapter 1

Lists of Trade Unions and Employers' Associations

Entry in the lists

1.1 The Certification Office maintains a list of trade unions and a list of employers' associations in accordance with the provisions of section 8 of the Trade Union and Labour Relations Act 1974. When these provisions came into effect on 16 September 1974 organisations were automatically entered in the appropriate list if they were registered under previous legislation or affiliated to the Trades Union Congress, unless it appeared that they did not satisfy the respective definitions of a trade union or an employers' association in section 28 of the Act. The Act also provides for new applications to be made for entry in the lists, and there is a right of appeal to the Employment Appeal Tribunal against the refusal of such an application by the Certification Officer.

Removal from the lists

1.2 If at any time it appears to the Certification Officer that an organisation whose name is entered in the relevant list is not a trade union or an employers' association, he may remove its name from the list after affording the organisation concerned an opportunity to make representations; again there is a right of appeal to the Employment Appeal Tribunal. The Certification Officer is also required to remove the name of an organisation from a list if he is requested to do so by the organisation or if he is satisfied that it has ceased to exist.

Inspection of the lists

1.3 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.

The significance of listing

1.4 Entry in the lists is a simple process in the great majority of cases. The essential requirement of the definitions in section 28 of the 1974 Act 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.

1.5 The Act does not impose any test of size or effectiveness for listing; nor does it require the organisation's rules to satisfy certain conditions, as was the case with registration under the Industrial Relations Act 1971 and, to a more limited extent, under earlier legislation. The entry of a trade union in the list does no more than establish that it satisfies the statutory definition in section 28 (1) of the 1947 Act. It does not imply any judgment about its independent status—a question which can be determined only as a result of a separate application under the procedure laid down in section 8 of the Employment Protection Act 1975.

1.6 For trade unions, entry in the list can have two significant advantages. First, it carries entitlement to tax relief for expenditure on provident benefits. Second, only a listed trade union can make an effective application for a certificate of independence under section 8 of the 1975 Act; the Certification Officer must automatically refuse an application received from an unlisted union.

1.7 There are no corresponding advantages for employers' associations. This difference is reflected in the fact that the great majority of bodies which are known to satisfy the statutory definition of trade union are listed as such, whereas the number of unlisted employers' associations is substantial and actually exceeds the number of those listed.

The lists at 31 December 1976

1.8 The lists of trade unions and employers' associations as they stood at 31 December 1976 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 457 organisations, of which about 200 were affiliated directly or indirectly to the Trades Union Congress. The list of employers' associations comprised 205 organisations.

Changes in the lists

1.9 Changes in the lists during the period covered by this report are summarised in the table below.

	<i>On lists at 31 October 1975 (effective date of last report of Chief Registrar of Friendly Societies)</i>	<i>Period to 31 January 1976 (prior to appointment of Certification Officer)</i>		<i>Period from 1 February 1976 to 31 December 1976</i>		<i>On lists at 31 December 1976</i>
		<i>Additions</i>	<i>Removals</i>	<i>Additions</i>	<i>Removals</i>	
Trade Unions	407	23	9	64	28	457
Employers' Associations	212	4	10	1	2	205

1.10 Between 31 October 1975 and 31 December 1976 the figures show a net increase of 50 in the number of listed trade unions and a net decrease of 7 in the number of listed employers' associations. So far as trade unions are concerned, entry in the list is, as already pointed out, a necessary preliminary to making an effective application for a certificate of independence; and there is no doubt that this accounts for many of the new applications for listing. Of the 87 trade unions which were added to the list between 31 October 1975 and 31 December 1976 (separately identified in Appendix 1), 45 had applied for a certificate of independence by the end of the period and several others had indicated their intention of doing so.

Number of trade unions

1.11 Of these 87 newly listed unions, 23 were formed during 1975 or 1976. Thirty-three had been in existence for at least 5 years at the time of their listing; they included a number of old-established unions which had not felt it necessary to register under previous legislation but which decided to do so after the passing of the 1975 Act, usually as the first step towards obtaining a certificate of independence. These figures do not suggest that the introduction of the certification procedure has itself resulted in the proliferation of new unions on a significant scale, especially as this was only one of the factors at work during the period.

1.12 Because entry in the list is purely voluntary it cannot measure with complete accuracy the number of trade unions in existence at any particular time. The Office knows of about 70 unlisted bodies which are probably trade unions within the statutory meaning of that term. There are certainly others, but their precise number and identity are not easy to establish. It is most unlikely that the Office would remain unaware of the existence of a union of any substantial size or importance; but the same would not necessarily be true of a small and possibly ephemeral body which does not apply for listing or bring itself to public notice in any other way.

Number of employers' associations

1.13 There is a similar problem in identifying organisations which satisfy the statutory definition of employers' association, and more particularly in distinguishing them from trade associations whose activities lie wholly or mainly outside the field of industrial relations. The difficulties are increased by the fact that, as already pointed out, the legislation provides no incentive for employers' associations to apply for listing. However, the number of unlisted organisations which are treated as employers' associations has been reduced substantially since the process was started by the Chief Registrar of Friendly Societies in 1974, mainly by deleting trade associations, and it now stands at about 310.

Liaison with the Department of Employment

1.14 The Department of Employment maintains and publishes statistics of the numbers and size of trade unions and the official Directory of Employers' Associations, Trade Unions, etc. Under pre-1974 legislation the statutory obligations relating to annual returns applied only to registered organisations, and in that context the concern of the Registry of Friendly Societies (and subsequently of the Registry of Trade Unions and Employers' Associations) was limited to such bodies. Accordingly there were inevitable differences between the Registry's statistics and those compiled by the Department of Employment, which covered a wider field.

1.15 The 1974 Act introduced for the first time a system under which trade unions and employers' associations, whether listed or not, have obligations to keep accounts and to submit annual returns. The Certification Officer is responsible for seeing that these obligations are carried out and must therefore interest himself in all organisations which appear to fall within the statutory definition of trade union or employers' association and not merely those which happen to be listed.

1.16 This new situation calls for a further development of the contacts which already exist between the Department of Employment and the Certification Office in order to ensure that there is a full exchange of information, that discrepancies in the statistics are eliminated as far as possible and that duplication of effort is avoided. Discussions have taken place with these aims in view and it is intended to continue them.

Chapter 2

Trade Union Independence

2.1 During the period under review this function occupied a larger share of the resources of the Office than any other. It also, as expected, proved more controversial.

The statutory provisions

2.2 The relevant definition in section 30(1) of the Trade Union and Labour Relations Act 1974 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”.

2.3 The procedure for determining the independence of trade unions in accordance with the definition is laid down in section 8 of the Employment Protection Act 1975. That section provides for applications for a certificate of independence to be made to the Certification Officer by listed trade unions in such form and manner as he may require, and it obliges him to maintain a public record of all applications made. Any application by an unlisted trade union must be automatically refused.

2.4 The Certification Officer may not reach a decision on any application until at least one month after it has been entered in the record; before doing so, he is to make such enquiries as he thinks fit and take into account any relevant information submitted by any person. If he determines that the applicant union is independent he is to issue a certificate of independence; if not, he must give reasons for his decision. All decisions must be entered in the public record.

2.5 A trade union aggrieved by the Certification Officer's refusal to issue it with a certificate—but not a third party aggrieved by his decision to issue a certificate—may appeal to the Employment Appeal Tribunal on a question of fact or law, and the Tribunal if satisfied that a certificate should be issued must declare that fact and direct the Certification Officer accordingly.

2.6 The Certification Officer has the power to withdraw a certificate at any time if he is of the opinion that the trade union in question is no longer independent. He must notify the trade union of any proposal to do so and must follow a similar procedure to that laid down for new applications. The right of appeal mentioned above applies also to a decision to withdraw a certificate.

2.7 The granting or refusal of a certificate is conclusive evidence for all purposes of the independence or otherwise of a trade union. If the independence of a particular union has not been determined by these means and a question about it arises in proceedings before any court, the Employment Appeal Tribunal, the Central Arbitration Committee, ACAS, or an industrial tribunal, those proceedings must be stayed pending a decision by the Certification Officer and the body concerned may refer the question to him for decision.

Working methods

2.8 Unions wishing to apply for a certificate must do so on the prescribed form and are asked to enclose with the application a copy of their current rules, the latest annual return, if not already submitted (or failing that, the latest available information about their finances), and any other documents, such as copies of procedure agreements, which they wish to submit in support of the application.

2.9 As soon as an application is received the Office, in addition to entering it in the public record, publishes a notice in the London Gazette (and where appropriate in the Edinburgh Gazette) advising interested parties that any representations about the application should be made within a month of the appearance of the notice. During the waiting period required by the Act the union's rules and the financial and other information enclosed with the application are examined in the Office. In a straightforward case where no points of doubt or difficulty arise a certificate is issued as soon as the month has expired.

2.10 If objections are received they are forwarded to the applicant union which has the right of reply. The objector's identity is revealed to the applicant unless the former asks to remain anonymous. The great majority of the objections come from other trade unions, though a few have been received from individuals. The normal practice is to carry out a detailed investigation whenever relevant objections have been received; and this is done even in the absence of objections if the Office's initial scrutiny has revealed points which cast doubts on the union's independence or which need to be cleared up before a decision can be taken.

2.11 The investigation, which is usually carried out by a team of two, involves visiting officials of the applicant union at its offices or at their place of work and conducting detailed discussions with them. Documents such as minutes of meetings of the union's executive committee and of joint negotiating meetings with management are examined and enquiries made concerning points covered in objections or revealed by the initial scrutiny. Where necessary, the investigating team pursue enquiries at branch as well as at head office level and in the case of single company unions they normally talk separately with a representative of management in order to assess the employer's attitude.

2.12 The information collected in this way provides the factual basis on which the decision is taken. If it is considered that the applicant union does not meet the requirements of the statutory definition, its application is refused. If it is considered that it does, a certificate is issued, but the Office may first suggest certain changes which would help to underline its independent status; or in a borderline case the issue of a certificate may depend on the union's willingness to make certain changes. These may take the form of, for example, alterations in the rules; increases in the subscription rate to improve the union's finances; or measures to reduce its reliance on employer-provided facilities.

2.13 As soon as the decision has been taken the applicant union and any objectors are notified. If it is a refusal, the applicant union may wish to discuss the reasons set out in the letter before deciding whether to appeal; such a request is usually met without prejudice to any subsequent legal proceedings. Equally, the Office is prepared to discuss with an objecting union the reasons why a particular certificate has been issued, provided this does not involve disclosing information given in confidence.

Criteria

2.14 The Employment Protection Act does not lay down criteria which the Certification Officer must follow in applying the definition; attempts have been made in Parliament to write these into the legislation but they have so far been unsuccessful. Under the Industrial Relations Act 1971 both the Registrar of Trade Unions and Employers' Associations and the Commission on Industrial Relations had responsibilities for determining the independence of trade unions and the experience of the latter, in particular, is relevant and valuable up to a point. However, the definition in the 1971 Act was narrower than the present one and less rigorous, since it took into account only actual domination or control by an employer and not liability to interference. This is an important and significant difference.

2.15 It needs to be emphasised that the Certification Officer's function is confined to answering the question "Does this union come within the statutory definition or not?". The legislation does not require him—or indeed enable him—to take other considerations into account; for example, the effect which the issue of a certificate might have on good industrial relations or on collective bargaining structures, or whether the development of a new trade union in a particular area is desirable or not. Nor does it allow him to take account of effectiveness as distinct from independence, except to the extent that the two concepts overlap.

2.16 The following paragraphs set out the principal criteria which the Office has used in applying the statutory definition to individual cases.

2.17 *History* Sometimes evidence is found that the union began with employer support and encouragement, or even as a creature of management. If that evidence relates to the recent past it is a powerful argument against the grant of a certificate. But experience indicates that over time some unions can and do evolve from a dependent to an independent state; and the decision must, of course, be based on the facts as they are at the time of the investigation and not as they were several years ago.

2.18 *Membership base* From the outset the Office has taken the view that a union whose membership is confined to the employees of one employer is, on the face of it, more vulnerable to employer interference than a broadly-based union. This is less likely to be a critical factor for a large, well-established union backed up by strong resources than for a small, weak, newly-founded organisation. In fact certificates have been issued to a number of single company unions which appear on all the available evidence to be capable of withstanding any pressure which might be brought to bear on them by the employer. Experience has confirmed that a narrow membership base may make the union's task of proving its independence more difficult but that it does not make it impossible.

2.19 *Organisation and structure* It is necessary to examine these both as they are set out in the union's rule book and as they work in practice. The main requirement is that the union should be organised in a way which enables the members to play a full part in the decision-making process and excludes any form of employer involvement or influence in the union's internal affairs. Particular attention is paid to whether employers or senior employees, especially those at or immediately below board level, are eligible to belong to the union and, if so, whether there are suitable restrictions on the part which they can play in its affairs.

2.20 *Finance* While it is exceptional to find evidence of a direct monetary subsidy from employer sources, a union with weak finances and inadequate reserves is obviously more likely to be vulnerable to employer interference than one whose financial position is strong. Particular attention is therefore paid to such questions as the main sources of the union's income, whether this matches its expenditure, the level of its subscription rate and the state of its reserves.

2.21 *Employer-provided facilities* These may take the form of premises, time off and office or other services which the union receives from employer sources. In the case of single company unions the normal practice is to cost these items in order to get a rough idea of the extent of the union's reliance on them in financial terms. But it is not just a question of finance. It is necessary to look too at the administrative convenience of having facilities provided by the employer, even if they are paid for, and how easy or difficult the union would find it to cope on its own if they were withdrawn. The greater the union's reliance on such facilities the more vulnerable it must be to employer interference.

2.22 The provision of facilities is, of course, common practice among good employers, but in the context of independence its significance may vary according to circumstances. A distinction can properly be drawn between a broadly-based union, which could continue to function even if an employer withdrew facilities from one or more of its branches, and a single company union which might well find it difficult or even impossible to carry on at all if such action were taken by the firm which employs its entire membership.

2.23 *Collective bargaining record* This is almost always an important consideration. While a weak record does not itself indicate dependence, a strong record and the display of a robust attitude in negotiation are items on the credit side which may outweigh other factors unfavourable to the union's case. In assessing the record account must be taken of such factors as the limitations on the scope for collective bargaining imposed by incomes policy and the particular environment in which the union operates—for example, the kind of employer with whom it negotiates and the traditions and attitudes of the employees whom it represents.

2.24 This is the point at which independence and effectiveness overlap. The two concepts are not of course identical. A union is not necessarily dependent just because it cannot supply its members with the full range of services which major unions normally provide. But it is equally clear that an effective union is more likely to be independent than an ineffective one.

2.25 None of the factors listed above can be decisive by itself. It is necessary to look at the whole nature and circumstances of the union and then make a judgment about whether or not it satisfies the statutory definition. Because there is no convenient yardstick which can supply a ready-made answer there must often be a subjective element in the decisions, especially where the arguments for and against independence are finely balanced.

The results so far

2.26 At 31 December 1976, 274 applications for certificates had been received, 214 certificates issued and 17 applications refused; details are given in Appendix 3. Two applications had been withdrawn, one had lapsed and 40 were under consideration.

2.27 *Certificates issued* Of the 214 unions which were granted certificates, 138 were directly or indirectly affiliated to the TUC. Of the remaining 76 applications, 23 attracted objections from TUC unions.

2.28 *Refusals* Of the 17 applications refused, 14 attracted objections from TUC unions. All the refusals were on the ground that the union was liable to employer interference within the meaning of part (b) of the definition.

2.29 The most frequent reason for reaching that conclusion was that because all the union's members were in the employment of one employer it was exposed to the risk of pressure by that employer which it might be unable to resist, taking into account such factors as its origins, small size, weak finances and poor or inconclusive negotiating record. Among other reasons were that taking account of similar factors the union might prove incapable of surviving as a viable organisation if recognition were withdrawn by the employer; that its rules or the procedure agreement with the employer, or both, contained provisions which cast doubt on its independent status; that it relied to a substantial extent on facilities provided by the employer; and that its structure was such as to create a risk of employer interference.

2.30 *Appeals* By the end of 1976 only one appeal against the refusal of a certificate had been heard by the Employment Appeal Tribunal—that of the Blue Circle Staff Association. The Tribunal upheld the Certification Officer's decision and in its judgment, given on 2 December 1976, expressed general agreement with his general approach on the lines of the criteria set out above. Notices of appeal against refusal had been given by 5 other unions and two of these notices were withdrawn before the end of the year.

2.31 The General and Municipal Workers' Union attempted to appeal against the Certification Officer's decision to issue a certificate to the Imperial Group Staff Association. At a preliminary hearing on 8 October 1976 the Tribunal ruled that it had no jurisdiction to entertain the appeal because the Employment Protection Act limited the right of appeal to a union aggrieved by the Certification Officer's refusal to issue it with a certificate.

The area of controversy

2.32 The contrast between the large number of certificates issued and the small number of refusals cannot be taken as evidence that applications have been granted indiscriminately or that the test of independence has proved generally ineffective in practice. As the figures in paragraph 2.27 show, the overwhelming majority of certificates have been issued either to unions affiliated to the TUC or to unions which are outside the TUC but whose independence has not been challenged.

2.33 Of the 23 unions which received certificates despite objections, a few are industry-wide organisations which are unacceptable to some TUC unions because their existence is seen as harmful to good industrial relations or as disruptive of existing arrangements for collective bargaining. These are matters which, although within the Certification Officer's knowledge, are outside his field of responsibility as defined in the legislation. Applications from such bodies must, like others, be considered strictly on their merits by reference to the statutory definition and by the use of the criteria set out above. Those criteria do not and cannot cover the kind of factors just mentioned; nor, of course, does it follow that a union is dependent merely because it is considered by others not to be a "bona fide trade union"—an unhelpfully vague concept in the context of the statutory definition.

2.34 But most of the organisations whose applications were unsuccessfully challenged belong to a different category—that of the staff association. A few such bodies received certificates without attracting any objections and staff associations also accounted for almost all the 17 refusals. It is on staff associations that the main controversy centres and they are discussed in the following paragraphs.

Staff associations

2.35 There is no precise definition of this term, but it is used here to describe organisations, usually of white collar workers, not affiliated to the TUC whose membership is confined to the employees of a single employer (or associated employers) in sectors other than central and local government and the nationalised industries. Historically, such organisations have been most common in the banking, insurance and financial sector but they are also to be found in a number of other industries.

2.36 The point has already been made that a union's membership base is one of the criteria used in considering applications and that a single company union is, on the face of it, more vulnerable to employer interference than a broadly-based organisation. But it would be patently absurd to take the view that no such union can be independent; that would rule out a number of major unions whose independent status is not in doubt. Obviously other factors must be taken into account as well and this brings one back to a list of criteria on the lines set out above.

2.37 During the period covered by this report the Office investigated a considerable number of staff associations in detail and amassed a great deal of information about them. The main impression gained is of wide variations in size, history, resources and character which make it impossible to generalise about staff associations as such. In fact when judged against the statutory definition they range from the manifestly dependent to the manifestly independent, with many shades of difference in between.

2.38 For example, the simple theory that all such bodies have come into existence only because of the encouragement or even the active help of the employer is not supported by the facts. It is certainly true of some and in these cases the staff association's origins may or may not continue to influence its behaviour. But it is equally clear that others began quite spontaneously because the employees concerned wanted to have a collective voice and preferred it to take this form, not always with the employer's approval.

2.39 Similarly, while some staff associations apparently make little or no attempt to bargain with the employer on equal terms, others show a robustness in negotiation which leaves no room for doubt about their independent attitude; indeed it is not unknown for some form of industrial action to be threatened or taken. Such robustness has been noticed particularly in the case of foremen's and supervisors' associations whose membership and officers are likely to have had previous experience as trade union members or as shop stewards.

2.40 Again there are marked differences in the extent to which staff associations rely on facilities provided by the employer. At one extreme are those which receive very extensive facilities without which their very existence would be jeopardised and which apparently regard this as a perfectly natural and normal state of affairs. But not all staff associations are like this. Some larger ones have their own paid officials and separate premises and have deliberately reduced their reliance on employer-provided facilities to a level which cannot reasonably be said to endanger their independence; while other small organisations whose needs are much simpler run themselves in such a way as to make only minimal use of the employer's facilities.

2.41 This assessment is based on the experience of the Office in the period covered by this report. It cannot, of course, be assumed that the staff associations examined during that period are a representative sample of the whole. It would be natural if many of the associations which applied for certificates of independence in the early stages were those which were, at any rate in their own opinion, most likely to succeed. It would also be reasonable to assume that

others, less confident of their independence, refrained from applying because, having studied the criteria, they judged that they were unlikely to succeed. Of the associations which did apply, those granted certificates slightly outnumbered those refused.

The Certification Officer's role

2.42 As a statutory authority, the Certification Officer has to work within the limits set by Parliament. It is no part of his function either to defend or to criticise the policy embodied in the legislation or to say how, if at all, it ought to be changed—a question which was raised and discussed during the year both in Parliament and elsewhere. However, some of the criticism has been aimed not at the legislation itself but at the way in which it has been interpreted and applied.

2.43 This is to be expected in view of the controversial nature of the function. But the critics should take account of the statutory limitations—for example, it is pointless to criticise the Certification Officer for ignoring general industrial relations considerations when the legislation obliges him to do just that. They should also recognise that his function is a quasi-judicial one; that it is his duty to examine all applications impartially and objectively; that if he refuses an application he must give reasons for doing so; and that those reasons must be firmly based on the concept of independence as defined in the legislation and can be tested on appeal.

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 must include accounts and a copy of the auditor's report on those accounts, and there are provisions in the Act with regard to the qualifications, rights and duties of auditors. Copies of returns together with the rules which accompany them 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 work to this timetable. However, different arrangements are permitted if the normal timetable would cause serious inconvenience to the organisation concerned. During the period covered by this report 25 directions were issued for that purpose by the Chief Registrar of Friendly Societies and 13 by the Certification Officer; many were for a transitional period only, to assist the organisation to bring its accounting arrangements into line with the normal requirements of the Act.

Returns for 1975

3.5 Up to 31 December 1976 a total of 850 returns for 1975 had been received, as follows:

Listed trade unions	404
Unlisted trade unions	36
Listed employers' associations	176
Unlisted employers' associations	234

3.6 So far as listed organisations were concerned, some of the 457 trade unions and 205 employers' associations on the lists at 31 December 1976 had no obligation to make a return for 1975 because they had only recently come into existence. Of those organisations which were under a statutory duty to render a return, 24 trade unions and 27 employers' associations had not done so by the end of 1976. Most of them are small and some are moribund; appropriate action is being taken to obtain compliance with the statutory requirements.

3.7 The extent of non-compliance among unlisted organisations is necessarily less clear. Annual return forms are sent for completion to all unlisted organisations which the Office treats as trade unions or employers' associations, and those which furnish returns clearly regard themselves as coming within the appropriate definition, even though their status has not been formally determined. On the other hand, the absence of a return may mean not that the organisation concerned is in default, but simply that it falls outside the statutory definition and therefore has no obligation to submit a return.

Trade unions

3.8 Information about the membership and finances of trade unions derived from the 1975 returns* is summarised in Appendix 4, together with comparative totals for 1974.

3.9 *Presentation of the Statistics* Such information has in the past been presented under industrial groups showing the numbers, but not the names, of the unions concerned and aggregated figures for each group. Under present-day conditions this is not a very informative breakdown in view of the increasing tendency for the membership of major unions to be spread over many different industries. It seems more useful to show separate figures for each of the 25 unions with over 100,000 members, which together account for about 80 per cent of all trade union membership; aggregated figures are also given for other listed unions and for unlisted unions. In this way, the reader can see at a glance the basic information about the largest unions set out on a uniform basis. The information has, of course, been publicly available in the past from the returns supplied by individual unions, but not in this tabulated form.

3.10 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.

3.11 *Comparability with 1974 figures* The information in Appendix 4 is based on returns from 446 unions, whereas the report of the Chief Registrar of Friendly Societies for 1974 was based on returns from 336 unions. This means that the figures in the two reports are not strictly comparable—a point which should be borne in mind in interpreting the data in the following paragraphs. However, the real discrepancy is much smaller than the difference

*The figures take into account returns from 6 listed trade unions which were received after 31 December 1976.

in the number of returns might suggest; almost all unions with substantial membership are covered in both sets of figures and the additional returns included in this report are for the most part those of very small bodies.

3.12 *Membership* The total membership of unions from which returns were received was about 11,656,000 which is about 612,000 more than the 1974 total. The membership of the 25 largest unions shown in the Appendix was about 9,464,000, an increase of about 320,000. The biggest increases in the membership of individual unions were those of the National and Local Government Officers' Association (542,000 to 625,000) and the National Union of Public Employees (508,000 to 584,000).

3.13 *Income and expenditure* In 1975 the total income of unions was £121.7 million. Income from subscriptions increased to £100.8 million compared with £79.8 million in 1974, reflecting both increased membership and higher subscription rates. Income from investments rose from £9.1 million to £12.1 million.

3.14 Total expenditure in 1975 amounted to £105.7 million, of which administrative expenses accounted for £79.4 million compared with £62.1 million in 1974; the increase was presumably due in the main to higher membership and to cost inflation. Expenditure on unemployment benefit was £0.8 million compared with £0.5 million in 1974, again reflecting increased membership and also the rise in unemployment during 1975. The decrease in dispute benefit from £3.9 million in 1974 to £3.3 million in 1975 reflects the decline in the number of working days lost through stoppages. Total benefit expenditure decreased slightly from £16.8 million to £16.7 million.

3.15 The table below shows the average annual contribution and total income per member in 1975, together with average annual expenditure on benefits and administration and total expenditure per member. Similar figures are included for 1974 with the exception of those for total income and expenditure.

	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
1974	723p	(b)	4p	35p	152p	563p	(b)
1975	865p	1044p	7p	29p	143p	682p	907p

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

(b) Not available.

3.16 *Funds* The figures given in the Appendix include both general funds and others where applicable e.g. contingency, superannuation and political funds. During 1975 the total funds of all unions which submitted returns for that year increased from £174.2 million to £190.2 million, or by about 9 per cent. In both absolute and percentage terms, this is about double the increase during 1974.

3.17 *Assets* The total assets of trade unions at the end of 1975 amounted to £205.8 million, of which £43.6 million were fixed assets and £125.7 million were investments. Compared with 1974 these figures represent increases in value of about 14 per cent on total assets, 29 per cent on fixed assets and 5 per cent on investments.

3.18 *Political funds* Comparison of political fund income and expenditure figures with those for 1974 shows that income rose from £2 million to £2.3 million. Expenditure fell from £3 million to £1.9 million; this is, of course, explained by the fact that there were two general elections in 1974 and none in 1975.

3.19 *Branch accounts* Scrutiny of the returns submitted by some large unions has shown that the transactions, assets and liabilities of their branches are not fully covered in the returns and has raised doubts about whether auditing arrangements are adequate at that level. In some cases, comments recorded by the unions' auditors have indicated that they themselves have reservations on these points.

3.20 Clearly this is an unsatisfactory state of affairs. It is recognised that for a union with 1,000 or more branches, each run by volunteers and enjoying a degree of autonomy, the proper supervision and auditing of branch accounts may pose a considerable administrative problem. But it is the clear intention of Parliament both that a comprehensive picture of the affairs of each union should be made publicly available through its annual returns and that its finances as a whole should be properly regulated in accordance with the requirements of the 1974 Act. The sums of money held by branches may be substantial both in absolute terms and in relation to the union's total funds.

3.21 The Office has had correspondence and discussions with some of the unions concerned and welcomes their co-operation in working out solutions to these problems. It is intended to continue and extend the process with the assistance of the Government Accountancy Service, which has agreed to provide the Office with professional advice where necessary.

Employers' associations

3.22 Information about employers' associations is summarised in Appendix 5. The information is based on returns from 410 employers' associations with a total membership of 390,232 employers compared with returns from 326 associations with a membership of 221,945 employers for 1974. Among the returns not included in the 1974 figures was that of the National Farmers' Union with over 100,000 members. The substantial difference in coverage means that no useful comparisons can be drawn between the two sets of figures.

3.23 In 1975 the total income of employers' associations which submitted returns was £29.2 million including £22.9 million from subscriptions and £1.4 million from investments. Expenditure amounted to £29.7 million and exceeded income by £0.5 million; funds available at the end of the year were reduced to £22.1 million. Total assets at the end of 1975 were £33.8 million, of which £12.1 million were fixed assets and £11.2 million investments.

Superannuation Schemes

The statutory provisions

4.1 Periodical examinations The 1974 Act requires a trade union or employers' association (whether listed or not) which maintains a members' superannuation scheme to have it periodically examined by a qualified actuary. The requirement originated in a suggestion made by the Chief Registrar of Friendly Societies which was endorsed by the Donovan Commission and first enacted in the Industrial Relations Act 1971.

4.2 The Act provides that, in general, such a scheme should first be examined as it had effect at a date between the commencement of these provisions (i.e. 16 September 1974) and 15 September 1976; thereafter, examinations should normally take place at 5-yearly intervals. The organisation concerned must send a copy of each actuarial report to the Certification Officer within one year of the date of the examination and must supply a copy free of charge to any of its members who applies for one.

4.3 Where there has been an actuarial examination based on a date not more than two years before the commencement of these provisions (i.e. between 16 September 1972 and 15 September 1974), the Certification Officer may allow a period of up to 5 years from the effective date of this examination before requiring a first examination under the Act to be carried out. In that event the report of the examination already completed must fulfil the requirements of the Act and must be sent to the Certification Officer.

4.4 Exemptions The Certification Officer has power to exempt a scheme from actuarial examination if the number of members involved is small or for any other special reason.

4.5 New schemes Unless an exemption is granted by the Certification Officer no trade union or employers' association may begin to maintain a members' superannuation scheme unless it has first arranged for an actuary to examine and report on the proposals for the scheme, and a copy of the report has been sent to the Certification Officer.

4.6 Separate fund As from 16 September 1974 (i.e. the date on which the provisions took effect), no organisation may introduce a new scheme unless a separate fund is maintained for the payment of benefits under the scheme, and as from 16 September 1979 no organisation may maintain any scheme (whenever established) unless such a separate fund is maintained. This provision will apply even where schemes have been exempted from the need for actuarial examination.

Scope of the provisions

4.7 In practice, the requirements have been found to affect trade unions only. No employers' association has so far been identified as maintaining a members' superannuation scheme.

4.8 Originally the Office drew up a list of more than 70 trade unions which it was thought might be maintaining schemes within the scope of the statutory provisions. On closer inspection, a considerable number of the schemes turned out not to be members' superannuation schemes as defined; many were restricted to employees of the union and did not cover members in general. By the end of 1976 the number of unions concerned had fallen to 34 and the number of schemes considered to be within scope to 41.

Schemes exempted

4.9 Of these 41 schemes, 16 schemes maintained by 15 unions had been exempted from the need for actuarial examination. The unions concerned were:

- Chain Makers' and Strikers' Association
- Chorley and District Textile Warehousemen's Association
- Halifax and District Carpet Powerloom Tuners' Association
- Haslingden and District Power-Loom Overlookers' Society
- *National Society of Operative Printers Graphical and Media Personnel
- National Union of Domestic Appliance and General Metal Workers
- National Union of Mineworkers
- National Union of Mineworkers (North Stafford Federation Midland Area)
- National Union of Mineworkers (Power Group Area)
- National Union of Mineworkers (Yorkshire Area)
- National Union of Seamen
- Preston and Districts Powerloom Overlookers' Association
- *Printing Trades Alliance, The (2 schemes)
- Tobacco Workers' Union, The
- Transport and General Workers' Union

The usual reason for exemption was the small numbers involved either absolutely or in relation to the union's total membership. Some large unions are still maintaining very small schemes inherited from unions which they absorbed some years ago.

Schemes examined before 16 September 1974

4.10 Three schemes maintained by the National Graphical Association had been examined by a qualified actuary as they had effect at a date less than two years before the commencement of the provisions. Directions have been issued that two of the schemes should be examined again at an effective date not later than 31 March 1978 and the other at an effective date not later than 31 March 1979.

Reports received

4.11 Up to 31 December 1976 reports had been received on schemes maintained by the following unions:

- Amalgamated Society of Woolcomb Hackle and Gill Makers, The

†These exemptions were issued by the Chief Registrar of Friendly Societies prior to 1 February 1976.

Associated Society of Locomotive Engineers and Firemen
National Graphical Association (Manchester Graphical Society)
National Union of Hosiery and Knitwear Workers

Other schemes

4.12 At 31 December 1976 the following 17 unions which were maintaining schemes considered to be within the scope of the statutory provisions had not as yet secured exemption for those schemes or submitted reports on them:

Amalgamated Union of Engineering Workers—Engineering Section
Association of Patternmakers and Allied Craftsmen
Bradford and District Power-Loom Overlookers Society
Colne and District Textile Warehouse Association
*Iron and Steel Trades Confederation
Military and Orchestral Musical Instrument Makers' Trade Society
National Graphical Association (London Region)
National Union of Flint Glass Workers
National Union of Lock and Metal Workers
National Union of Mineworkers (Leicester Area)
National Union of Sheet Metal Workers Coppersmiths and Heating and Domestic Engineers
National Woolsorters' Society, The
Power Loom Carpet Weavers' and Textile Workers' Association
Printing Trades Alliance, The
Society of Lithographic Artists, Designers, Engravers and Process Workers (2 schemes)
Trade Society of Machine Calico Printers
Union of Construction, Allied Trades and Technicians

The Office has been in touch with all these unions with a view to ensuring that reports are submitted on all schemes which do not receive exemption.

Technical defects in the provisions

4.13 As already noted, the 1974 Act enables the Certification Officer to exempt a scheme from the requirement that it must be actuarially examined as at a date between 16 September 1974 and 15 September 1976. However, once a scheme has been examined and reported on under paragraph 23 of Schedule 2, there is no power to exempt it from the requirement of paragraph 32 that it must be periodically re-examined. Obviously such exemption may be desirable if, for example, a scheme contracts in size or its nature changes so as to make actuarial examination unnecessary.

4.14 A related point is that although paragraph 31 provides for the revocation of an exemption granted under paragraph 30, it is not clear that such a revocation would enable the Certification Officer to direct that the scheme should be actuarially examined, although this would clearly be the right course to take.

4.15 On both these points the legislation appears to have been inadvertently drawn in a way which makes it difficult for the Certification Officer to respond

*This scheme has since been exempted.

appropriately to changing circumstances. It is suggested that consideration should be given to making the necessary changes when a suitable opportunity occurs.

General comments

4.16 Historically, the provision of superannuation benefits by trade unions for their members preceded the development of the Welfare State; and, as the figures show, it is now a relatively small and declining activity for the trade union movement as a whole. Only a few of the major unions are involved and some of these have been able to secure exemption because they have only small residual commitments inherited from the past. While, therefore, the requirements of the 1974 Act provide a necessary discipline for the few unions concerned, their practical scope is limited and it is likely to contract rather than expand in the future.

4.17 The Office acknowledges the assistance of the Government Actuary's Department, which supplies it with professional advice on these matters where necessary.

Transfers of Engagements, Amalgamations and Changes of Name

The statutory provisions

5.1 The Trade Union (Amalgamations, etc.) Act 1964, as amended by subsequent legislation, lays down procedures for the amalgamation of trade unions and of unincorporated employers' associations (whether listed or not) and for transfers of engagements between them. An instrument of transfer or amalgamation and a notice to members must be approved by the Certification Officer before a ballot of members is held to approve the terms.

5.2 The main purposes of the legislation are to facilitate the processes of transfer and amalgamation and at the same time to safeguard the rights of the members affected by the proposal by ensuring that they are fully informed and have the opportunity of expressing their views on it. A member of an organisation which passes or purports to pass a resolution approving an instrument of transfer or amalgamation may complain to the Certification Officer on specified grounds mainly concerned with the voting arrangements.

5.3 In the case of listed trade unions and employers' associations the Act also stipulates that a change of name must be approved by the Certification Officer before it can take effect.

Transfers of engagements

5.4 During the period covered by this report 4 transfers of engagements of trade unions were effected under the supervision of the Chief Registrar of Friendly Societies, as follows:

Scottish Professional Footballers' Association to the National Union of General and Municipal Workers
Amalgamated Springworkers Union and Allied Trades to the Amalgamated Union of Engineering Workers—Engineering Section
Union of Women Teachers to the National Association of School Masters
Grimsby Steam and Diesel Fishing Vessels Engineers' and Firemen's Union to the Transport and General Workers' Union

5.5 Nine transfers of engagements of trade unions were effected under the supervision of the Certification Officer, as follows:

National Association of Liverpool Victoria Managers	} all to the Association of Scientific, Technical and Managerial Staffs
Health Service Chiropodists Association	
United Commercial Travellers' Association of Great Britain and Ireland (UKCTA) Limited	
RSPCA Staff Federation	

Great Harwood and District Weavers', Winders' and Warpers' Association to the Blackburn and District Weavers', Winders' and Warpers' Association

Lloyds Bank Technical and Services Staff Association to the National Union of Bank Employees

Laminated and Coil Spring Workers' Union to the Amalgamated Society of Boilermakers, Shipwrights, Blacksmiths and Structural Workers

Association of Supervisory and Executive Engineers to the Electrical Power Engineers' Association

Federation of Ambulance Personnel to the Confederation of Health Service Employees

Amalgamations

5.6 The following amalgamation of trade unions was effected under the supervision of the Chief Registrar of Friendly Societies:

Association of Teachers in Technical Institutions and the Association of Teachers in Colleges and Departments of Education	} to form the National Association of Teachers in Further and Higher Education

5.7 The following amalgamation of employers' associations was effected under the supervision of the Certification Officer:

Leicester Footwear Manufacturers' Association and the Leicester County Footwear Manufacturers' Association	} to form the Leicester and County Footwear Manufacturers' Association

Changes of name

5.8 Changes of name were approved by the Chief Registrar of Friendly Societies for 4 trade unions and 3 employers' associations, and by the Certification Officer for 8 trade unions and 8 employers' associations.

Political Fund Rules

Adoption of political fund rules

6.1 In accordance with the provisions of the Trade Union Act 1913, as amended, a trade union or unincorporated employers' association (whether listed or not) may, by a simple majority in a ballot of the members held under rules approved by the Certification Officer, approve the furtherance of political objects as an object of the organisation and may adopt political fund rules providing for the expenditure of funds on political objects as defined in the Act.

6.2 In the period under review these procedures were used for the establishment of a political fund by the Society of Graphical and Allied Trades 1975, a trade union formed by the amalgamation of the Scottish Graphical Association and the Society of Graphical and Allied Trades. The arrangements for balloting on the proposal to approve the furtherance of political objects were supervised by the Chief Registrar of Friendly Societies before he relinquished his responsibilities under the 1913 Act. The result of the ballot was in favour of the proposal and this was notified to the Certification Officer, who gave formal approval to the political fund rules of the new union.

Approval of amendments to political fund rules

6.3 During the period covered by this report 5 trade unions had amendments to their political fund rules approved by the Chief Registrar of Friendly Societies, and 7 trade unions and one employers' association by the Certification Officer. Such amendments are approved provided that they have been endorsed by the members of the organisation concerned in accordance with its rules and that they are not inconsistent with the provisions of the 1913 Act. The purpose of most of the amendments was to increase the level of contributions to the fund.

Complaints of breaches of the rules of political funds

6.4 Section 3(2) of the 1913 Act, as amended, enables any member of a trade union or of an unincorporated employers' association who alleges that he is aggrieved by a breach of a political fund rule to complain to the Certification Officer. 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.

6.5 In the period under review 3 complaints by members of trade unions were made to the Certification Officer. All were resolved by correspondence and no formal hearings were necessary.

Appendix 1

LIST OF TRADE UNIONS AT 31 DECEMBER 1976

Note: Trade unions entered in the list since 1 November 1975 are marked*

England and Wales

- A A Staff Association
- Accrington and District Power Loom Overlookers' Association
- *Alumasc Employees' Association, The
- 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, The
- 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, The
- Amalgamated Tape Sizers Friendly Protection Society
- Amalgamated Textile Warehousemen
- 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 Union of Asphalt Workers
- Amalgamated Union of Block Printers of Great Britain and Ireland, The
- 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, The
- Association of Assistant Mistresses, The
- Association of Broadcasting and Allied Staffs
- Association of Cambridge University Assistants
- *Association of Career Teachers
- Association of Cinematograph Television and Allied Technicians, The
- Association of Clinical Biochemists Limited, The
- *Association of Community Home Schools, The

Association of First Division Civil Servants, The
 Association of Foremen British Aircraft Corporation Limited (Filton Factory and Fairford), The
 Association of Government Supervisors and Radio Officers
 *Association of Head Mistresses, Incorporated 1896, The
 Association of HSD (Hatfield) Employees
 *Association of HSDE (Hatfield) Employees
 *Association of HSD (Lostock) Monthly Staff Employees
 Association of HSD (Stevenage) Employees
 Association of Licensed Aircraft Engineers
 Association of Local Authority Chief Architects
 *Association of Local Authority Chief Executives, The
 Association of London Transport Officers
 Association of Managerial Electrical Executives
 *Association of Managerial Staff of the National Bus Company and Subsidiary Companies, The
 Association of National Health Service Officers, The
 *Association of Nurse Administrators, The
 Association of Official Architects
 Association of Operative Cotton Spinners of Haslingden and Surrounding Neighbourhood
 *Association of Optical Practitioners (Incorporating the Joint Council of Qualified Opticians and the Institute of Ophthalmic Opticians), The
 Association of Passenger Transport Executives and Managers
 Association of Patternmakers and Allied Craftsmen
 Association of Planning Officers
 Association of Plastic Operatives and Engineers
 Association of Polytechnic Teachers
 Association of Professional, Executive, Clerical and Computer Staff
 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, The
 Association of Supervisory and Executive Engineers, The
 Association of University Clinical Academic Staff
 Association of University Teachers
 Australian Mutual Provident Society Staff Association

Bakers 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 Tape-Sizers' Society
 *Blackburn and District Weavers, Winders and Warpers' Association, The

Blue Circle Staff Association, The
 Bolton and District Powerloom Overlookers Trade Sick and Burial Association
 *Bolton and District Power Loom Weavers, Winders, Warpers, Loom Sweepers and Ancillary Workers Association, The
 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 Airline Pilots Association
 British Association of Colliery Management, The
 British Dental Association
 *British Federation of Textile Technicians
 *British Fire Service Federation, The
 British Medical Association
 British Roll Turners' Trade Society
 *British Transport Officers' Guild, The
 Burnley and District Branch of the Amalgamated Association of Twisters and Drawers (Hand and Machine), The
 Burnley and District Tape Sizers' Protective Society
 *Burnley Building Society Staff Association, The
 Bury and District Card Blowing and Ring Spinners Association, The

Cadbury Limited Representatives Association
 *Cadbury Schweppes Senior Managers' Association
 Cadbury Typhoo Representatives' Association
 Card Dressers' Society, The
 Card Setting Machine Tenters' Society
 *Carlsberg Brewery Staff Association, The
 Ceramic and Allied Trades Union
 Chain Makers' and Strikers' Association
 *Chartered Society of Physiotherapy, The
 *Chelsea Building Society Staff Association
 Chief and Assistant Chief Fire Officers' Association, The
 Chorley and District Textile Warehousemen's Association
 Church and Oswaldtwistle Power-Loom Overlookers Society
 Civil and Public Services Association
 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, The
- Cloth Pressers' Society
- *Colman Association of Staff, The
- *Colne and Craven Textile Workers' Association
- Colne and District Power Loom Overlookers' Association
- *Colne and District Textile Warehouse Association
- Colne District of the Amalgamated Association of Twistors and Drawers
- Commercial Bank of Australia (London) Staff Association
- *Commercial Cable Staffs' Association
- Commercial Union Group Staff Association, The
- Confederation of Employee Organisations, The
- Confederation of Health Service Employees
- *Construction Industry Training Board Staff Association
- Corporation of London Staff Association
- Cosesa
- Council of Bank Staff Associations
- Coutts Staff Association
- Coventry Economic Building Society Staff Association
- *Credit Lyonnais UK Staff Association, The
- Cumberland Colliery Officials Association, The
- *Darwen and District Branch of the Amalgamated Association of Beamers, Twistors and Drawers (Hand and Machine)
- Dean Clough Staff Association
- Derbyshire Building Society Staff Association
- Design Council Staff Association
- *Dexion (Hourly Paid Staff) Union
- D Maclaren Limited Staff Association
- Eagle Star Staff Association
- Electrical and Mechanical Instrument Makers' Association
- Electrical Electronic Telecommunication and Plumbing Union
- Electrical Power Engineers' Association
- Electricity Supply Union
- EMI Electronics Limited Feltham Junior and Middle Management Staff Association
- *EMI Group Staff Association (Hayes Branch), The
- Engineering Inspectors' Association, The
- English Chiropodists Association
- Excess Insurance Group Staff Association
- *Executive and Management Association, British Aircraft Corporation Limited, Hurn
- Executives and Managers Association of Great Britain and Ireland, The
- *Federation of Professional Officers' Associations
- Film Artistes' Association
- Fire Brigades Union, The
- Football League Secretaries' and Managers' Association
- Football Pools Collectors Union, The

Foremen's Association of the British Aircraft Corporation Limited, Military Aircraft Division, The

Furniture Timber and Allied Trades Union

- General Dental Practitioners Association, The
- General Federation of Trade Unions, The
- General Union of Associations of Loom Overlookers, The
- Greater London Council Staff Association, The
- Grimsby Trawler Officers' Guild
- *Grindlays Staff Association
- Group 1 Staff Association
- Guardian Royal Exchange Staff Union
- *Guild of Local Authority Valuers and Estate Surveyors, The
- Guild of Medical Secretaries
- *Guild of Public Health Inspectors
- Guild of Senior Officers of the Greater London Council and the Inner London Education Authority, The
- 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, The
- Health Visitors' Association
- *Hopkinsons' Senior Staff Association
- *Hosiery and Textile Dyers' and Auxiliary Association
- Hospital Consultants and Specialists Association, The
- *Hospital Physicists' Association, The
- *Huddersfield and Bradford Building Society Staff Association, The
- Huddersfield and Dewsbury Power Loom Overlookers Society
- Huddersfield and District Healders' and Twistors' Trade and Friendly Society
- Hull Trawler Officers' Guild
- ICI Management Association
- Imperial Group Staff Association
- Imperial Supervisors' Association (Imperial Tobacco Limited)
- Incorporated Association of Assistant Masters in Secondary Schools, The
- Incorporated Association of Head Masters, The
- Inland Revenue Staff Federation, The
- Institute of Journalists, The
- Institution of Professional Civil Servants, The
- Inter Employees' Association
- Iron and Steel Trades Confederation
- *Johnson Matthey Chemicals Royston Staff Society
- Johnson Matthey Headquarters Staff Society, The
- Joint Industry Board for the Electrical Contracting Industry, The
- *Junior Hospital Doctors Association

KDG Industries Staff Association
*Kossett Staff Association

Lancashire Box, Packing Case and General Woodworkers' Friendly, Relief,
Sick, Superannuation and Burial Society, The
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
Letter Cutters' Association (Monumental and Architectural)
Liverpool Victoria Section of the National Union of Insurance Workers
Lloyds Bank Group Staff Association
Lloyd's Register (UK) Staff Association
Lloyds Staff Association
London Firefighters' Federation
London Jewel Case and Jewellery Display Makers Union, The
London Society of Tie Cutters
Lufthansa Staff Association United Kingdom

Managers' and Overlookers' Society
Manchester, Salford and District Society of Brewers' and General Coopers
*Medical Insurance Agency Staff Association
Merchant Navy and Air Line Officers Association
Military and Orchestral Musical Instrument Makers' Trade Society
Musicians' Union

NALGO Staff Union
National Amalgamated Stevedores and Dockers
National and Local Government Officers' Association
National Association of 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 Fire Officers
National Association of Head Teachers, The
National Association of Licensed House Managers, The
National Association of NFU Group Secretaries, The
*National Association of Probation Officers, The
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, The
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, The
National Society of Operative Printers Graphical and Media Personnel
National Tile, Faience and Mosaic Fixers' Society
National Union of Agricultural and Allied Workers
National Union of Bank Employees, The
National Union of Blast Furnacemen, 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 Glass Workers
National Union of Funeral Service Operatives
National Union of General and Municipal Workers
National Union of Gold Silver and Allied Trades
*National Union of Hebrew Teachers of Great Britain and Ireland, The
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 (Cokemen's Area)
National Union of Mineworkers (Colliery Officials' and Staffs' Area)
National Union of Mineworkers (Colliery Officials' and Staffs' Area) Region
No. 2
National Union of Mineworkers (Colliery Officials' and Staffs' Area) Region
No. 3

National Union of Mineworkers (Colliery Officials' and Staffs' Area) Region No. 4

National Union of Mineworkers (Cumberland Area)

National Union of Mineworkers (Derbyshire Area)

National Union of Mineworkers (Durham Area)

National Union of Mineworkers (Durham Enginemen Group No. 1 Area)

National Union of Mineworkers (Durham Mechanics Group No. 1 Area)

National Union of Mineworkers (Kent Area)

National Union of Mineworkers (Leicester Area)

National Union of Mineworkers (Midland Area)

National Union of Mineworkers (North Stafford Federation Midland Area)

National Union of Mineworkers (Northumberland Area)

National Union of Mineworkers (Northumberland Mechanics Group No. 1 Area)

National Union of Mineworkers (North Wales Area)

National Union of Mineworkers (North Western Area)

National Union of Mineworkers (North Western Area) Pendlebury Branch

National Union of Mineworkers (Nottingham Area)

National Union of Mineworkers (Power Group Area)

National Union of Mineworkers (South Derbyshire Area)

National Union of Mineworkers (South Wales Area)

National Union of Mineworkers (Warwickshire District, Midlands Area)

National Union of Mineworkers (Yorkshire Area)

National Union of 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 Textile and Allied Workers Staff Section

National Union of the Footwear, Leather and Allied Trades

National Union of Wallcoverings Decorative and Allied Trades, The

National Union of Winding Enginemen

National Westminster Staff Association

National Woolsorters' Society, The

Nationwide Building Society Staff Association

Nelson and District Association of Preparatory Workers, The

Nelson and District Branch of the Amalgamated Association of Beamers, Twisters and Drawers (Hand and Machine)

*Nelson and District Clothlookers and Warehouse Association, The

Nelson and District Powerloom Overlookers' Society

Nelson, Colne and District Tape Sizers' Protective Society

*New Towns Chief Officers Association, The

North-East Coast Tug-Boatmen's Association, The

Northern Carpet Trades Union

Northern Colliery Officials and Staffs Association

*Northern Counties Textile Trades' Federation

Northern Textile and Allied Workers' Union

*North Lancashire and Cumberland Textile Workers Association

Nottingham and District Federation of Club Stewards

*Nottingham Dyers and Bleachers Association

*Nursing Auxiliaries Association

Oldham Association of Loom Overlookers, The

Oldham Provincial Union of Textile and Allied Workers

Pattern Weavers' Society

Pearl Union Federation

Pen Workers' Federation

Phoenix Staff Union

*Playboy 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, The

Prison Officers' Association

Professional Association of Teachers

Professional Flight Instructors Association, The

Professional Footballers' Association

Radio and Electronic Officers' Union

*Redifon Flight Simulation Monthly Staff Association

Reliant Supervisory Association, The

Retail Book, Stationery and Allied Trades Employees' Association

Retired Officers Association

Rolls-Royce (1971) Limited Management Association

Rossendale Union of Boot, Shoe and Slipper Operatives

Rowntree Mackintosh Sales Staff Association

*Royal College of Midwives, The

Salaried Pharmacists Union, The

*Schering Chemicals Representatives Association

Schweppes Limited Representatives Association

Screw, Nut, Bolt and Rivet Trade Union

Seaboard World Airlines Maintenance Staff Association

Sheffield-Sawmakers Protection Society

Sheffield Wool Shear Workers' Trade Union

Shipbuilding and Allied Industries Management Association

*Skilled Supervisory Staff Association

*Skipton and District Power-Loom Overlookers' Association, The

*Société Générale Staff Association, The
Society of Civil and Public Servants (Executive, Directing and Analogous Grades)

*Society of Education Officers, The
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 Registration Officers (Births, Deaths and Marriages)
Society of Shuttlemakers

South-East Lancashire and Cheshire Weavers and Winders Association, The

*Squibb UK Staff Association

Staff Association for Royal Automobile Club Employees, The

Staff Association of S W Farmer and Son Limited, The

*Staff Association of the Printing and Publishing Industry Training Board, The

Star Aluminium Managerial Staff Association

Steel Industry Management Association, The

Sun Alliance and London Staff Association

Sun Life Staff Association

Technical and Services Union

Telecommunications Staff Association

*Telephone Contract Officers' Association, The

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, The

Trade Society of Machine Calico Printers

Transport and General Workers' Union

Transport Salaried Staffs' Association

*Trebor Sharps Limited Salesmen's Association

Union of Construction, Allied Trades and Technicians

*Union of County and District Secretaries, The

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, The

*United Friendly Head Office Management Association, The

*United Friendly Insurance Co. Ltd., Assistant Managers' Association, The

United Kingdom Association of Professional Engineers

United Road Transport Union

Walsall Lock and Keysmiths Male and Female Trade Society

*Whitman Reeve Angel Staff Association, The

*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 Lecturers in Colleges of Education in Scotland

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 Enginemakers
Boilermen and Tradesmen's 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, The

Scottish Carpet Workers' Union

*Scottish Equitable Staff Association

Scottish Further Education Association

Scottish Joint Industry Board for the Electrical Contracting Industry

Scottish Legal Managers' and Inspectors' Association

*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 1976

Note: Employers' associations entered in the list since 1 November 1975 are marked*

England and Wales

Advertisement Typesetting and Foundry Employers' Federation
Advertising Film and Videotape Producers Association
Apparel and Fashion Industry's 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, The
Association of Northern Master Electrotypers and Stereotypers, The
Association of Specialised Film Producers

Birmingham Horse and Motor Vehicle Owners' Association, The
Birmingham Wholesale Fruit Flower and Potato Merchants' Association, The
Blackburn District Textile Manufacturers Association, The
Bolton and District Textile Employers' Association
British Amusement Catering Trades Association, The
British Animated Film Association
British Association of Lithographic Plate Manufacturers, The
British Brush Manufacturers' Association
British Carton Association, The
British Ceramic Manufacturers' Federation
British Decorators' Association, The
British Lace Federation, The
British Leavers' Lace Manufacturers' Association, The
British Lock Manufacturers' Association, The
British Paper and Board Industry Federation Limited, The
British Paper Bag Federation, The
British Paper Box Association, The
British Precast Concrete Federation Limited, The
British Printing Industries Federation
British Ready Mixed Concrete Association
British Scrap Federation
British Shipping Federation, The
British Textile Employers' Association (Cotton, Man-Made and Allied Fibres), The
British Woodwork Manufacturers' Association, The

Central Lancashire Engineering Employers' Association
China Clay Association
Cinematograph Exhibitors' Association of Great Britain and Ireland, The
Clothing Manufacturers' Federation of Great Britain

Concrete Block Association
Contractors' Plant Association, The
Co-operative Employers' Association
Cornwall and Devon Mining Employers' Association, The
Coventry and District Engineering Employers' Association

East Anglian Printing Industries Alliance
East Anglian Ship and Boat Building Employers' Association, The
*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, The
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 Organisation of Local Authority Employers (for Administrative, Professional, Technical and Clerical Services and Manual Worker Services)

Federation of Bakers, The
Federation of Civil Engineering Contractors, The
Federation of Design and Engineering Contractors, The
Federation of Dredging Contractors, The
Federation of London Clearing Bank Employers, The
Federation of London Wholesale Newspaper Distributors
Federation of Master Builders, The
Federation of Master Organ Builders, The
Federation of Medium and Small Employers, The
Fibre Reclaimers' Federation, The
Film Production Association of Great Britain Limited, The

Graphic Reproduction Federation
Grimsby Fishing Vessel Owners Association, The

Hampshire Yacht and Boat Builders Association, The
Heating and Ventilating Contractors Association

Hinckley and District Knitting Industry Association
Hull Association of Port Labour Employers, The
Hull Fishing Industry Association, The
Hull Fish Merchants' Society
Hull Master Stevedores' Association

Independent Steel Employers' Association, The
Institute of Iron and Steel Wire Manufacturers

Kent Ship and Boat Building Employers Association, The
Knitted Textile Dyers Federation, The

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, The
London and South Eastern Furniture Manufacturers' Association
London Association of Shore Gang Contractors, The
*London Dress Makers and Allied Contractors Association
London Enclosed Docks Employers' Association
London Printing Industries Association
Lowestoft Fishing Industry Association, The

Master Sign Makers' Association
Mastic Asphalt Council and Employers Federation Limited, The
Medway Ship Repairers' Association, The
Mersey Ship Repairers' Association
Merseyside Master Boatmen and Dock Pilots Association, The
Mid-Anlian Engineering Employers' Association
Midland Bolt, Nut, Screw and Rivet Employers' Association, The
Midland Printing Industries Alliance
Multiple Food Retailers' Employers' Association
Multiple Shoe Retailers' Association
Multiwall Sack Manufacturers Employers Association, The
Music Trades' Association Limited

National Association of Exhibition Contractors
National Association of Glove Manufacturers
National Association of Master Bakers, Confectioners and Caterers, The
National Association of Plumbing, Heating and Mechanical Contractors, The
National Association of Restaurant Engineers
National Building and Allied Hardware Manufacturers' Federation, The
National Federation of Building Trades Employers
National Federation of Master Window Cleaners
National Federation of Retail Newsagents
National Federation of Vehicle Trades
National Filling Trades Association
National Hairdressers' Federation

National Master Farriers', Blacksmiths' and Agricultural Engineers' Association, The
National Pharmaceutical Association Limited
National Sawmilling Association
National Society of Provincial Wholesale Sunday Newspaper Distributors
*National Trainers Federation
National Union of Small Shop Keepers of Great Britain and Northern Ireland
Newspapers Publishers Association Limited
Newspaper Society, The
North East Coast Shiprepairers' Association, The
North Eastern Printing Industries Alliance
North East Lancashire Textile Manufacturers Association, The
North Lancashire Textile Employers Association, The
North of England Engineering Employers' Association
North Wales Slate Quarries Association, The
North Western Master Printers Alliance
North West Lancashire Engineering Employers' Association

Office Machines and Equipment Federation
Overall Manufacturers' Association of Great Britain, The

Printing Industries Alliance of Wales
Provincial Wholesale Newspaper Distributors Association

Representative National Organisation of Employers of Local Authorities' Administrative, Professional, Technical and Clerical Services, The
Representative National Organisation of Employers of Local Authorities' Services (Manual Workers), The
Representative National Organisation of Employers of New Towns Staffs, The
Representative Organisation for Local Authorities' Services (Manual Workers) in the North Wales Provincial Area, The
Representative Organisation of Employers for Local Authorities' Administrative, Professional, Technical and Clerical Services in the North Wales Provincial Area, The
Representative Organisation of the Local Authorities, Police Authorities, River and Water Boards in membership of the Southern Provincial Council for Local Authorities' Administrative, Professional, Technical and Clerical Services, The
Representative Organisation of the North Eastern Provincial Employers of Local Authorities' Administrative, Professional, Technical and Clerical Services, The
Representative Organisation of the Northern Provincial Employers of Local Authorities' Services (Manual Workers), The
Representative Organisation of the South Western Provincial Employers of Local Authorities' Services (Administrative, Professional, Technical and Clerical), The
Representative Organisation of the South Western Provincial Employers of Local Authorities' Services (Manual Workers), The

Representative Organisation of the Western Provincial Employers of Local Authorities' Services (Manual Workers), The
Rochdale and Yorkshire Textile Employers' Association
Rochdale Engineering Employers' Association

Shipbuilders and Repairers National Association
Shirt Collar and Tie Manufacturers' Federation, The
Showmen's Guild of Great Britain, The
Slag Employers Association
Smithfield Market Tenants' Association London
Society of British Printing Ink Manufacturers, The
South Eastern Local Authorities' Employers' Organisation
South Midlands Representative Provincial Organisation of Employers'
Local Authorities' Services (Manual Workers), The
South Western Master Printers Alliance
Stourbridge Crystal Glass Manufacturers Association

Thames Ship and Boat Builders Association
Timber Packaging and Pallet Confederation
Trustee Savings Banks Employers Council

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, The
Woollen and Worsted Trades' Federation, The
Woollen Yarn Spinners Federation, The

Yorkshire Glass Manufacturers Association, The
Yorkshire Printing Industries Alliance

Scotland

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

Clyde Shipbuilders' and Shiprepairers Association, The

Electrical Contractors Association of Scotland, The
Engineering Employers' Aberdeen and District Association

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

Glasgow and District Retail Fleshers' Association

Hawick Knitwear Manufacturers' Association, The
Hebridean Spinners Advisory Committee, The

Malt Distillers' Association of Scotland

National Coöperage Federation, The
Radio and Television Retailers' Association of S

Scottish and Northern Ireland Plumbing Emplo
Scottish Association of Marine Electrical Contr
Scottish Daily Newspaper Society, The
Scottish Decorators' Federation
Scottish East Coast Shipbuilders' Association, T
Scottish Engineering Employers' Association
Scottish Glass Merchants' and Glaziers' Associa
Scottish House Furnishers' Federation
Scottish Lace and Window Furnishing Associat
Scottish Master Monumental Sculptors' Associa
Scottish Newspaper Proprietors' Association
Scottish Pharmaceutical Federation, The
Scottish Timber Merchants and Sawmillers' Ass
Scottish Tobacco Trade Federation
Scottish Woollen Trade Employers' Association
Society of Master Printers of Scotland

Appendix 3

DECISIONS ON TRADE UNION INDEPENDENCE

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

- A A Staff Association
- †Amalgamated Association of Beamers Twisters and Drawers (Hand and Machine)
- †Amalgamated Felt Hat Trimmers' Wool Formers' and Allied Workers' Association
- †Amalgamated Society of Boilermakers, Shipwrights, Blacksmiths and Structural Workers, The
- †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, The
- †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 Union of Asphalt 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
- †Associated Metalworkers' Union
- †Associated Society of Locomotive Engineers and Firemen
- Association of Assistant Mistresses, The
- †Association of Broadcasting and Allied Staffs
- Association of Cambridge University Assistants
- †Association of Cinematograph Television and Allied Technicians, The
- Association of Clinical Biochemists Limited, The
- Association of Community Home Schools, The
- Association of First Division Civil Servants, The
- Association of Foreman British Aircraft Corporation Limited (Filton Factory and Fairford), The
- †Association of Government Supervisors and Radio Officers
- Association of Headmistresses, Incorporated 1896, The
- Association of Licensed Aircraft Engineers
- Association of Local Authority Chief Executives, The
- Association of Managerial Staff of the National Bus Company and Subsidiary Companies, The

- Association of Official Architects
- Association of Passenger Transport Executives and Managers
- †Association of Patternmakers and Allied Craftsmen
- Association of Planning Officers
- Association of Polytechnic Teachers
- †Association of Professional, Executive, Clerical and Computer Staff
- 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 University Teachers
- †Bakers Union
- Barclays Group Staff Association
- †Blackburn and District Weavers, Winders and Warpers' Association, The
- †Bolton and District Power Loom Weavers, Winders, Warpers, Loom Sweepers and Ancillary Workers Association, The
- †British Actors Equity Association Incorporating the Variety Artistes Federation
- British Aircraft Corporation Limited, Guided Weapons Division, Senior Staff Association (Bristol)
- †British Air Line Pilots Association
- †British Association of Colliery Management, The
- †British Federation of Textile Technicians
- British Medical Association
- †British Roll Turners' Trade Society
- †Card Setting Machine Tenters' Society
- †Ceramic and Allied Trades Union
- Chartered Society of Physiotherapy, The
- Chief and Assistant Chief Fire Officers' Association, The
- †Civil and Public Services Association
- †Civil Service Union
- Clerical and Secretarial Staffs Association of the University of Liverpool
- †Cloth Pressers' Society
- †Colne and Craven Textile Workers' Association
- †Colne and District Power Loom Overlookers' Association
- †Colne District of the Amalgamated Association of Twisters and Drawers
- †Confederation of Health Service Employees
- †Coopers and Allied Workers Federation of Great Britain
- †Electrical Electronic Telecommunication and Plumbing Union
- †Electrical Power Engineers' Association
- Executives and Managers Association of Great Britain and Ireland, The
- †Fire Brigades Union, The
- Foremen's Association of the British Aircraft Corporation Limited, Military Aircraft Division, The
- †Furniture, Timber and Allied Trades Union

†General Union of Associations of Loom Overlookers, The
 †Greater London Council Staff Association, The
 Group 1 Staff Association
 Guardian Royal Exchange Staff Union
 Guild of Local Authority Valuers and Estate Surveyors, The
 Guild of Textile Supervisors
 Guinness (Park Royal) Supervisory Association

Hospital Consultants and Specialists Association, The
 †Huddersfield and District Healders' and Twisters' Trade and Friendly Society

Imperial Group Staff Association
 Imperial Supervisors' Association (Imperial Tobacco Ltd)
 †Inland Revenue Staff Federation, The
 Institute of Journalists, The
 †Institution of Professional Civil Servants, The
 †Iron and Steel Trades Confederation

Junior Hospital Doctors Association

Lancashire Box, Packing Case and General Woodworkers' Friendly, Relief,
 Sick, Superannuation and Burial Society, The
 Laurence Scott and Electromotors Foreman's Association
 Leek and Westbourne Staff Association
 †Liverpool Victoria Section of The National Union of Insurance Workers
 Lloyds Bank Group Staff Association
 London Society of Tie Cutters

†Managers' and Overlookers' Society
 †Merchant Navy and Air Line Officers Association
 †Military and Orchestral Musical Instrument Makers' Trade Society
 †Musicians' Union

NALGO Staff Union
 †National and Local Government Officers' Association
 †National Association of Colliery Overmen, Deputies and Shotfirers
 †National Association of Co-operative Officials
 National Association of Fire Officers
 National Association of Head Teachers, The
 †National Association of Licensed House Managers, The
 National Association of Probation Officers, The
 †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 Graphical Association
 †National League of the Blind and Disabled
 National Owner Drivers Association UK

†National Society of Metal Mechanics, The
 †National Society of Operative Printers Graphical and Media Personnel
 National Tile, Faience and Mosaic Fixers' Society
 †National Union of Agricultural and Allied Workers
 †National Union of Bank Employees, The
 †National Union of Blast Furnacemen, Ore Miners, Coke Workers and
 Kindred Trades
 †National Union of Domestic Appliance and General Metal Workers
 †National Union of Dyers, Bleachers and Textile Workers
 National Union of Flint Glass Workers
 †National Union of Funeral Service Operatives
 †National Union of General and Municipal Workers
 †National Union of Gold, Silver and Allied Trades
 †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 (Colliery Officials' and Staffs' Area)
 †National Union of Mineworkers (Leicester Area)
 †National Union of Mineworkers (Northumberland Mechanics Group No. 1
 Area)
 †National Union of Mineworkers (North Western Area)
 †National Union of Mineworkers (Nottingham Area)
 †National Union of Mineworkers (Power Group Area)
 †National Union of Mineworkers (South Derbyshire Area)
 †National Union of Mineworkers (Yorkshire Area)
 †National Union of Public Employees
 †National Union of Railwaymen
 †National Union of Scalemakers
 †National Union of Seamen
 †National Union of Sheet Metal Workers, Coppersmiths and Heating and
 Domestic Engineers
 National Union of 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, The
 National Westminster Staff Association
 †National Woolsorters' Society, The
 Nationwide Building Society Staff Association
 Nelson and District Association of Preparatory Workers, The
 Nelson and District Clothlookers and Warehouse Association, The
 †Northern Carpet Trades Union

†Northern Colliery Officials' and Staffs' Association
 Northern Counties Textile Trades' Federation
 †Northern Textile and Allied Workers' Union

†Oldham Provincial Union of Textile and Allied Workers

†Pattern Weavers' Society
 †Post Office Engineering Union
 †Post Office Management Staffs' Association
 †Power-Loom Carpet Weavers' and Textile Workers' Association
 †Prison Officers' Association
 Professional Association of Teachers

†Radio and Electronic Officers' Union
 Retail Book, Stationery and Allied Trades Employees' Association
 (2nd application)
 Retired Officers' Association
 Rolls-Royce (1971) Limited Management Association
 †Rossendale Union of Boot, Shoe and Slipper Operatives
 Royal College of Midwives, The

†Scottish Carpet Workers' Union
 Scottish Further Education Association
 Scottish Prison Officers' Association
 Scottish Secondary Teachers' Association
 †Scottish Union of Bakers and Allied Workers
 †Scottish Union of Power-Loom Technicians
 †Screw, Nut, Bolt and Rivet Trade Union
 †Sheffield Sawmakers Protection Society
 Shipbuilding and Allied Industries Management Association
 †Society of Civil and Public Servants (Executive, Directing and Analogous
 Grades)
 Society of Education Officers, The
 †Society of Graphical and Allied Trades 1975
 †Society of Lithographic Artists, Designers, Engravers and Process Workers
 †Society of Post Office Executives
 †Society of Shuttlemakers
 †South-East Lancashire and Cheshire Weavers and Winders Association, The
 Steel Industry Management Association, The

Telecommunications Staff Association
 Telephone Contract Officers' Association, The
 Thames Water Staff Association
 †Tobacco Mechanics Association
 †Tobacco Workers' Union, The
 †Transport and General Workers' Union
 †Transport Salaried Staffs' Association

†Union of Construction, Allied Trades and Technicians
 †Union of Jute, Flax and Kindred Textile Operatives

†Union of Post Office Workers
 †Union of Shop, Distributive and Allied Workers
 †United Commercial Travellers' Association of Great Britain and Ireland
 (UKCTA) Limited, The
 United Friendly Agents Association
 United Kingdom Association of Professional Engineers
 †United Road Transport Union

†Writers' Guild of Great Britain

†Yorkshire Association of Power Loom Overlookers
 Yorkshire Society of Textile Craftsmen

Trade unions whose applications for certificates of independence were refused

Alumasc Employees' Association, The
 A Monk and Company Staff Association
 Association of HSD (Hatfield) Employees

Bank of New Zealand (London) Staff Association
 Blue Circle Staff Association, The
 British Aircraft Corporation (Military Aircraft Division) Professional Staff
 Association

Commercial Bank of Australia (London) Staff Association
 Commercial Cable Staffs' Association

Dean Clough Staff Association

Executive and Management Association, British Aircraft Corporation Limited,
 Hurn

Kosset Staff Association

Medical Insurance Agency Staff Association

Printing Trades Alliance, The

Retail Book, Stationery and Allied Trades Employees' Association
 (1st application)

Squibb UK Staff Association
 Staff Association for Royal Automobile Club Employees, The
 Staff Association of S W Farmer and Son Limited, The

†Certificate of independence cancelled in accordance with section 8 (10) of the Employment
 Protection Act 1975, following the transfer of engagements of this union to the Association
 of Scientific, Technical and Managerial Staffs.

Summary of Statistics—Trade Unions

	Number of Members	INCOME		
		From Members	From Investments	Total Income
		(a) £000s (2)	(b) £000s (3)	(c) £000s (4)
Unions each with 100,000 members or more:	(1)			
Transport and General Workers Union	1,856,165	14,181	1,665	17,140
Amalgamated Union of Engineering Workers	31,220	371	59	432
Constructional Section	1,204,720	9,340	805	10,240
Engineering Section	57,815	553	88	642
Foundry Section	140,784	1,556	84	1,643
Technical, Administrative and Supervisory Section	881,356	8,718	900	10,313
National Union of General and Municipal Workers	625,163	3,613	132	4,237
National and Local Government Officers Association	584,485	3,879	285	4,166
National Union of Public Employees	426,812	2,917	286	3,265
Electrical Electronic Telecommunication and Plumbing Union	377,302	2,339	219	2,861
Union of Shop Distributive and Allied Workers	374,164	5,051	1,038	6,696
National Union of Mineworkers (g)	351,000	2,799	27	3,010
Association of Scientific, Technical and Managerial Staffs	284,893	1,555	271	2,010
National Union of Teachers	278,127	2,726	94	3,082
Union of Construction Allied Trades and Technicians	224,742	2,012	90	2,204
Civil and Public Services Association	190,473	1,750	78	2,129
Society of Graphical and Allied Trades 1975	185,000	2,391	35	2,447
Union of Post Office Workers	180,931	2,455	1,178	3,638
National Union of Railwaymen	167,200	1,018	13	1,041
Confederation of Health Service Employees	136,193	1,092	190	1,325
Amalgamated Society of Boilermakers, Shipwrights, Blacksmiths and Structural Workers	136,097	1,362	25	1,506
Association of Professional, Executive, Clerical and Computer Staff	125,216	1,662	68	1,754
Post Office Engineering Union	118,142	956	586	2,080
Iron and Steel Trades Confederation	109,429	696	242	947
National Union of Tailors and Garment Workers	108,676	1,427	699	2,127
National Graphical Association	103,502	1,054	18	1,120
Institution of Professional Civil Servants	102,772	1,374	11	1,464
Society of Civil and Public Servants	101,922	556	6	567
National Union of Bank Employees				
Total of above unions each with 100,000 members or more	9,464,301	79,403	9,192	94,086
Total of 352 other listed unions with less than 100,000 members	2,164,192	21,180	2,835	27,344
Total of listed unions	11,628,493	100,583	12,027	121,430
Total of 36 unlisted unions which have submitted returns	27,925	217	48	286
TOTAL of all unions for 1975	11,656,418	100,800	12,075	121,716
TOTAL of all unions for 1974 (h)	11,044,460	79,813	9,093	(i)

NOTES:

- 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.
- 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.
- 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.
- 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.

Appendix 4

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	Total 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)
—	537	3,021	9,681	13,297	25,277	29,120	5,788	21,477	29,305	502	349
—	—	—	2	2	15	13	(f)	—	16	—	—
—	7	57	352	417	808	823	274	494	823	6	4
164	1,460	3,849	5,431	10,416	11,914	11,738	5,924	5,199	12,944	248	243
5	42	166	434	630	1,050	1,062	66	890	1,101	20	15
—	109	201	1,342	1,601	1,692	1,734	789	837	1,909	28	18
—	167	1,347	6,864	8,565	12,899	14,647	3,594	3,739	14,739	288	210
—	17	340	2,848	3,608	3,898	4,527	4,137	1,874	7,483	—	—
—	10	148	3,441	3,811	3,146	3,501	1,158	3,175	4,864	295	235
—	249	537	2,284	2,995	4,670	4,940	1,481	3,439	5,195	59	58
10	14	219	2,216	2,634	3,092	3,319	347	2,153	3,333	96	89
—	—	1,077	3,548	5,367	13,505	14,834	795	11,476	15,668	206	169
15	215	185	2,543	2,948	1,286	1,348	996	78	1,867	49	31
—	—	64	1,406	1,679	4,469	4,800	501	4,252	4,923	—	—
20	—	575	1,974	2,919	1,801	1,964	968	1,193	2,211	32	36
—	18	110	1,126	1,560	1,415	2,059	290	1,699	2,134	—	—
62	34	371	1,662	2,095	2,738	2,772	1,446	386	2,854	22	14
—	—	129	1,248	2,231	1,463	1,679	511	831	1,679	37	47
5	2	624	1,775	2,486	11,003	12,155	422	11,391	12,337	74	64
—	(f)	29	854	916	520	645	544	187	771	16	14
—	62	195	838	1,077	2,417	2,665	459	1,600	2,766	19	15
—	22	25	908	1,073	1,244	1,677	501	669	1,882	55	34
—	—	178	1,278	1,580	2,061	2,235	937	1,078	2,524	40	33
—	24	521	909	1,500	8,615	9,195	280	9,012	9,515	25	25
—	1	84	651	782	2,789	2,954	353	2,429	2,991	9	13
173	133	561	890	1,700	8,972	9,399	303	8,265	9,399	13	7
—	—	—	1,118	1,126	446	440	163	137	520	—	—
—	—	24	1,074	1,130	379	713	741	(f)	1,205	—	—
—	(f)	(f)	513	553	125	139	24	60	201	—	—
454	3,123	14,637	59,210	80,698	133,709	147,097	33,792	98,020	157,159	2,139	1,723
352	215	2,018	20,024	24,731	39,685	42,298	9,741	27,057	47,735	196	170
806	3,338	16,655	79,234	105,429	173,394	189,395	43,533	125,077	204,894	2,335	1,893
25	—	34	215	299	849	836	115	637	872	—	—
831	3,338	16,689	79,449	105,728	174,243	190,231	43,648	125,714	205,766	2,335	1,893
479	3,871	16,780	62,133	(i)	161,125	168,842	33,894	120,090	180,522	1,964	3,026

- The figures for Total Assets are gross and include debtors without making any allowances for creditors.
- Less than £500.
- These figures include those of the 29 Areas and other constituents of the Union which submit separate returns.
- These figures are taken from the Report of the Chief Registrar of Friendly Societies for 1974, except those in columns (5) and (7) which have been adjusted by the Office in the light of later information.
- Not available.

Summary of Statistics—Employers' Associations

Total Members (1)	INCOME			Total Expen- diture £000s (5)	TOTAL FUNDS		ASSETS			POLITICAL FUND TRANSACTIONS (Inc. in Other Columns)	
	From Members £000s (2)	From Investments £000s (3)	Total Income £000s (4)		Beginning of the Year £000s (6)	End of the Year £000s (7)	Fixed Assets £000s (8)	Investments £000s (9)	Total Assets £000s (10)	Political Fund Income (inc. in Cols. (2), (3) and (4)) £000s (11)	Political Fund Expenditure (inc. in Col. (5)) £000s (12)
160,649	13,812	997	17,058	17,081	12,294	12,271	3,311	8,273	17,880	2	1
229,583	9,068	427	12,092	12,597	10,350	9,845	8,778	2,927	15,907	5	(a)
390,232	22,880	1,424	29,150	29,678	22,644	22,116	12,089	11,200	33,787	7	1

NOTE:

(a) Less than £500.