Labour Research

LRD’s flagship magazine covered all of 2006’s headlining issues such as school reforms, NHS privatisation, the environment and Olympic profits, while also putting the spotlight on topics under-reported elsewhere: trans workers’ rights, the role of pension trustees and cuts in disability funding. Pensioners’ reasons behind the lack of women at the top of union structures, the black workers’ issue in April examined the likely impact of the new human rights commission on race equality, and the Labour Party conference issue in October looked at the progress achieved so far on the Warwick agreement. These special issues also saw a marked increase in advertising from union service providers, such as solicitors and universities, compared to previous years. At the end of the year circulation stood at 4,847, a 2.3% fall on the figure a year earlier. One encouraging development, indicating that readers value the magazine, is that the proportion renewing their Labour Research subscriptions increased from 86% in both 2004 and 2005 to 94% in 2006.

Workplace Report

LRD’s magazine for union workplace reps continues to provide its readers with up-to-date information on new developments affecting them; features in 2006 examined the Pensions Commission’s call for minimum standards on occupation pension schemes, new legislation requiring employers to consult workers on changes to such schemes, the Employment Equality (Age) Regulations 2006 and the TUC’s new Unionlearn initiative. As ever, surveys of LRD’s workplace contacts provided the basis for many of the magazine’s features; these provide a valuable record of employer and union activity at workplace level, and the results can be surprising. A survey for April’s Workplace Report, for example, revealed that the cautious attitude of many unions towards the Information and Consultation of Employees Regulations 2004 is not shared by their reps: many workplaces have adopted information and consultation arrangements, with considerable union involvement and very few negative experiences. And despite fears that the new law on age equality will force employers and unions to revise their agreements on redundancy payments and selection criteria, our November issue found that such revisions were being planned in only a sixth of the workplaces surveyed.

This year also saw Workplace Report focus on reps themselves: in February it investigated their experiences of victimisation, and 10 months later it looked at the facilities and time off they get to carry out their union duties. Other 2006 features offered advice on developing workplace policies to cover stress management, teleworking, whistleblowing and standby and callout payments. And the magazine published its annual round-ups of the state of bargaining in Europe, London weighting allowances, shift pay, health and safety law and the pay round’s key trends.

Unfortunately, Workplace Report’s circulation fell by 2.9% to 1,722 over 2006. Intensified publicity and marketing efforts are planned for 2007 to reverse this decrease.

Safety Rep

Launched in 2000 and aimed at safety reps who do not normally see Labour Research or Workplace Report, Safety Rep is a monthly bulletin bringing together health and safety information published in those publications. This year it has continued its extensive coverage of the proposed corporate killing law and highlighted key issues such as the forthcoming smoking ban. It has included more reports from workplace reps, and has looked at issues such as thalassaemia, young workers’ health and migrant workers’ safety.

Despite continuing marketing efforts to broaden the base of the publication, circulation fell by 1.7% during the year from 2,950 to 2,900.

Fact Service

LRD’s weekly publication provides a wide range of statistics and union-oriented news for subscribers. It includes official statistics on the measures of inflation, average earnings and unemployment, along with news on topics such as directors’ pay, political donations, health and safety, inequality and TUC surveys. Fact Service’s total circulation stood at 1,011 at the end of 2005 – down 8.2% on the previous year.

By the end of the year, 18% of subscribers...
Alan Sapper (1931-2006)

We are very sad to report the death of Alan Sapper at the age of 75. Alan was a member of the LRD executive committee for more than 40 years, and was its vice-chair from 1995 to 2004.

Alan joined the LRD executive in 1960 and only retired in 2004, when compelled to do so by ill health. During his period on the executive, the longest of any in recent times, he provided constant advice and support to the work of LRD. As one of the most senior trade unionists on the executive – he was a member of the TUC General Council for 14 years – his insights were always extremely valuable.

He also helped to build LRD’s links with the Association of Cinematograph, Television and Allied Technicians (ACTT), where he was general secretary from 1969 to 1991 when it merged to form the broadcasting union BECTU.

He was held in the highest regard by both his fellow members of the executive and the staff of LRD. Those who knew him mourn his passing.

Some new features were introduced during 2006. Almost all LRD booklets now contain an index and subject references at the top of each page; these changes are intended to make the booklets more accessible and easy to use.

Our customised service continues to be popular, with several unions taking their own editions of LRD booklets branded with their own logos, forewords and other details. Unions taking up this service for the first time in 2006 included the CWU, NAPO and some Amicus regions. Regular users include Amicus nationally, the FBU, GMB, PCS, RMT and T&G.

Overall, 91,279 booklets were sold in 2006, a fall of 9.1% on a year earlier. The fall was entirely in the area of one-off purchases, with the number of copies supplied to subscribers and as part of the affiliation remaining constant over the year. One-off sales are liable to fluctuations, sometimes linked to specific events – for example, the loss of jobs at the Rover plant at Longbridge in 2005, which led to a large order for State Benefits in that year, was fortunately not matched by a similar large redundancy last year.

Commissioned research

The largest single research project commissioned in 2006 was a survey for UNISON, looking at its members’ view of the union’s existing structure in the light of the changes occurring in the overall provision of public services. Based on a questionnaire sent to 10,000 members, the final report provided a picture of their current experience of UNISON and their views on how they would like their relationship with its structures to develop in the future. The report will feed into recommendations going to UNISON’s conference later in 2007.

UNISON was not the only national union that commissioned LRD to do research on its behalf this year: we did work on corporate social responsibility in the finance sector for Amicus; city pay and profits for the T&G; continuous professional development for the FBU; health and safety for Community; union subscriptions for the RMT; and leisure charges for the CSP. We also provided our usual set of negotiating briefs for BECTU. One interesting new development was work undertaken for the Southern Region of the GMB: this involved producing a series of employees’ rights leaflets, which were then translated into Polish to help recruit and organise Polish workers. We are pleased that a second set of leaflets, covering more issues, is planned for 2007.

As in the past, a number of projects were undertaken for the TUC, including the biennial safety reps’ survey and work on union recognition and sustainable workplaces. We are pleased that we will again be carrying out the TUC’s Equality Audit in 2007, preliminary work for which was started in 2006.

We continue to do a good deal of work with European trade unions and linked organisations – particularly the Hans Böckler Foundation, the educational and research arm of Germany’s GdB union confederation. As well as working on the regular English edition of its monthly magazine Mitbestimmung, we produced a report on corporate governance and employee involvement in the UK, and incorporated some of that work into a wider study which also looked at the situation in France, the Netherlands and Sweden. We also undertook an evaluation of EU directives on working time for Labour Asociados in Spain, and at the end of the year we began a larger project on collective bargaining in local and regional government for the European Public Service Unions (EPSU).

Payline

The versatility of LRD’s Payline service became more evident during 2006, as several unions adapted the service to place it more at the centre of their approach to bargaining. One example was the UCU lecturers’ union, which launched a version covering higher education.

As well as providing a service to UCU members, in November the union used the information collected to produce a report, published in the Times Higher Educational Supplement, highlighting the best and the worst maternity provision in the sector.

The pay and conditions information collected through Payline, collated and analysed by LRD staff and delivered to subscribers over the internet, can now cover a wider range of service conditions or focus on the key negotiating issues, depending on individual unions’ requirements.

As well as the UCU, unions that have — to a greater or lesser extent — tailored Payline to meet their own requirements, can now cover a greater or lesser extent — tailored Payline to meet their own requirements, can now cover a wider range of service conditions or focus on the key negotiating issues, depending on individual unions’ requirements.

Enquiry service

Most enquiries received this year were in the areas of pay and conditions, employment law and health and safety. The demand from affiliates for company accounts declined yet further. Many of the pay and conditions enquiries were answered by referring affiliates to Payline, which is available to members of most of the larger unions.

Website and electronic services

Late 2006 saw a redesign of the LRD website so that it is easier to navigate and conforms to current international standards. This work will continue during 2007 to ensure that the site meets the latest usability and accessibility standards. In addition, new functionality will be added to allow more visitor interaction; the addition of a sample issue request form has already generated a number of leads that can be followed up for marketing purposes.

Google Search has been added, allowing visitors to search all the free content within the site. Work has begun on improving the formatting of Publications Online data, although this currently applies only to new content. Future work in 2007 will seek to improve the Publications Online search facility; it is encouraging that the number of unions using the service has grown over the year.

Work is also under way in migrating the website to a new content-management platform, which should make the site easier to maintain and update in the longer term.

A future electronic archive of LRD publications in PDF format is currently being set up using Microsoft Sharepoint.

Promotion

More arrangements with unions at regional and national level to insert LRD material into their branch mailings were set up in 2006, as...
well as acquiring new subscriptions and orders, this activity spreads the message about LRD’s services to a local trade union audience, who can otherwise be difficult to reach.

Successful campaigns in 2006 included the offers of free booklets with new Safety Rep subscribed and three free issues to the new Workplace Report subscribers, and customised mailings to union branches offering free booklets with package deals.

A number of booklet “bundles” were offered through the year, such as the dispute resolution package (comprising the Employment tribunals and Disciplinary and grievance procedures booklets). These mailings reduce promotional costs and allow us to cross-promote similar booklets. They are also effective in converting single-copy purchasers into annual booklet subscribers, bringing in 35 new subscriptions in 2006.

Quarterly mailings to lapsed subscribers and affiliates led a number of organisations to reinstate their previous orders, and over time will help us to understand better the reasons why people stop taking our services.

We also added an additional stage to the renewal cycle, enabling us to intervene either just before subscriptions or affiliations lapse or immediately afterwards. As a result, our renewal rates improved and there was a fall in the proportion of organisations and individuals permanently lost as subscribers and affiliates.

An increasing number of people requested sample copies of Labour Research and Workplace Report from the TUC’s union reps web portal (whose e-mail newsletter is produced by LRD) and the LRD’s own website in 2006. These leads are mailed for subscriptions and booklet orders.

LRD continued to have a presence at union events during the year. We attended the UNISON conference and the TUC Congress, union events during the year. We attended the

Affiliation

There were 1,626 organisations and individuals affiliated to the LRD at the end of 2006, a 3.1% increase on the figure for 2005.

This is an encouraging picture, particularly as the growth has been strongest among union branches, where affiliations increased by 6.5% over the year. Almost all other categories showed a slight upward movement, although the number of associates and miscellaneous groups fell.

The number of national unions affiliated to LRD also fell by three as a result of union mergers. The largest was the merger between the AUT and NAFTH to form the UCU, but in addition NUDAGO joined Community and GULO joined the GMB.

Staff

Andrea Oates, an LRD researcher for 16 years, left at the end of the year. During her time at LRD, Andrea worked mostly on health and safety issues but had latterly branched out into a wide range of research work.

Nathalie Towner started work as Labour Research editor in April following the departure of Richard Pond, who had worked at LRD since 1987. Richard worked on a wide range of issues at LRD, starting on pensions but also editing publications and carrying out many research projects.

Mike Arrowsmith departed after six years with LRD to take up a post at St Andrews University, and was replaced by Phil Gooch as Development Officer in November.

We are very sorry to report that Eva Randall, who worked in the LRD office from 1971 to 1997, died in December 2006. Eva worked through a period of immense change and substantial growth for LRD, and is warmly remembered by all of her colleagues from that time.

Executive committee

2006 saw the departure from the executive committee of Brian Kiddell, Richard Lynch, Ernie Small and Enrico Tortolano. They were replaced by Andrew Barton, Pam Cole, Glen Erskine, Brian Garvey, Phil Hanks and Roger Jeary, taking the committee to its full strength of 16.

Finance

LRD had a surplus of £558 in 2006. While this is less than the £17,595 surplus recorded in 2005, it is encouraging that — despite a fall in income compared with the previous year — the Department did not move into deficit.

Overall income was 2.0% down on 2005 at £976,426, as a result of lower sales of publications (particularly LRD booklets) and lower income from commissioned research — the latter reflecting the fact that a number of major pieces of work were commissioned in 2006 but will not be completed until 2007.

Most other income items showed a positive trend, and the increased income from affiliation is especially encouraging as it is based on a rise in the number of affiliates. Affiliation income from trade union branches grew by 6.6% to £81,880.

Other areas of income growth include LRD subscriptions, up from £74,822 to £87,022; advertising in Labour Research, up from £33,517 to £39,365; and LRD Publications Online, up from £44,520 to £47,973. The fact that electronic services now account for 14% of our overall income, compared with 10% in 2001, is an encouraging sign for the future.

Meanwhile, overall expenditure fell by 0.4% to £976,823, representing expenditure on new IT equipment and Firemen

Salaries, National insurance and pension costs remain the largest item of expenditure. Their 7.5% increase to £680,626 is the result of a pay increase, an improvement in pension provisions and the cost of an additional part-time staff member for the whole of 2006, as opposed to six weeks in 2005.

Capital expenditure was £12,688, largely representing expenditure on new IT equipment including an upgrade to the server.

Executive committee 2006/07

Chair Helen Donoghue

Hon Treasurer Howard Marchant

Vice-Chair Dave Gott

Members Sam Aptier Richard Aschoff David Aytton Andrew Barton Eddie Batchelor Pam Cole Glen Erskine Brian Garvey Phil Hanks Roger Jeary Gary Jones Steve Lewis Mary Nicholas Simon Parry

LRD’s national TUC affiliates

Accord

AEG

ALGUS

ANCU

AMICUS

ASLEF

ATF

BACM/TEAM

BCETU

BFAWU

BDA

BSU

Community

Connect

CSF

CWS

CWU

CYWU

EIS

ERU

FBU

FDA

DSA

Diageo Staff Association

GMB

British general union

MU

Musicians Union

NACO

Napo

NASCWU

USDW

USDW

URTU

URTU

USTAW

Union of Shop, Distributive and Allied Workers

NUT

Textile

TUATU

TUC

TUC Defender

TUCU

UCATT

UCF

UCU

Unison

Unity

UTA

UTW

VSO

VSO

W accessed an increase in pension contributions. Their 7.5% increase to £680,626 is the result of a pay increase, an improvement in pension provisions and the cost of an additional part-time staff member for the whole of 2006, as opposed to six weeks in 2005.

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LRD’s national TUC affiliates

Accord

AEP

ALCUS

ANCU

AMICUS

ASLEF

ATF

BACM/TEAM

BCETU

BFAWU

BDA

BSU

Community

Connect

CSF

CWS

CWU

CYWU

EIS

ERU

FBU

FDA

DSA

Diageo Staff Association

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British general union

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Musicians Union

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Union of Shop, Distributive and Allied Workers

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TUCU

UCATT

UCF

UCU

Unison

Unity

UTA

UTW

VSO

VSO

W
Labour Research Department and L.R.D Publications Ltd

Combined Balance Sheet as at 31 December 2006

<table>
<thead>
<tr>
<th>2006 £</th>
<th>2005 £</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fixed assets</strong></td>
<td></td>
</tr>
<tr>
<td>Freehold Property, 78 Blackfriars Road, SE1.</td>
<td></td>
</tr>
<tr>
<td>Land at cost</td>
<td>8,750</td>
</tr>
<tr>
<td>Buildings at written down value</td>
<td>44,625</td>
</tr>
<tr>
<td>Office equipment at written down value</td>
<td>25,633</td>
</tr>
<tr>
<td><strong>Total Fixed assets</strong></td>
<td>79,008</td>
</tr>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
</tr>
<tr>
<td>Stock of publications and work in progress (note 4)</td>
<td>14,895</td>
</tr>
<tr>
<td>Sundry debtors and prepayments</td>
<td>88,185</td>
</tr>
<tr>
<td>Cash on deposit at bank</td>
<td>132,573</td>
</tr>
<tr>
<td>Cash at bank</td>
<td>35,652</td>
</tr>
<tr>
<td>Cash in hand</td>
<td>125</td>
</tr>
<tr>
<td><strong>Total Current assets</strong></td>
<td>271,430</td>
</tr>
<tr>
<td><strong>Less Current liabilities</strong></td>
<td></td>
</tr>
<tr>
<td>Corporation tax payable (note 6)</td>
<td>0</td>
</tr>
<tr>
<td>Money received in advance</td>
<td>7,462</td>
</tr>
<tr>
<td>Eva Reckitt beneficiaries</td>
<td>51,425</td>
</tr>
<tr>
<td>Sundry creditors and expenses accrued</td>
<td>72,702</td>
</tr>
<tr>
<td><strong>Total Current liabilities</strong></td>
<td>131,589</td>
</tr>
<tr>
<td><strong>Net Current assets</strong></td>
<td>139,841</td>
</tr>
<tr>
<td><strong>Fixed assets</strong></td>
<td>79,008</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>£218,849</td>
</tr>
</tbody>
</table>

Financed by:

**General Fund**

Balance as at 1 January 2006 | 198,188 | 180,593 |
Surplus for year | 558 | 17,595 |
Balance as at 31 December 2006 | 198,746 | 198,188 |

**Development Fund**

Balance as at 1 January 2006 | 145 | 145 |
Donations received in year | 0 | 0 |
Expenditure in year | 0 | 0 |
Balance as at 31 December 2006 | 145 | 145 |

**Premises fund**

Balance as at 31 December 2006 | 19,958 | 19,958 |

**Combined Revenue Account for the year ended 31 December 2006**

<table>
<thead>
<tr>
<th>2006 £</th>
<th>2005 £</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income</td>
<td></td>
</tr>
<tr>
<td>Sales of publications (note 1)</td>
<td>541,861</td>
</tr>
<tr>
<td>Affiliation fees (note 3)</td>
<td>188,339</td>
</tr>
<tr>
<td>Commissioned research</td>
<td>150,548</td>
</tr>
<tr>
<td>LRD Payline</td>
<td>87,022</td>
</tr>
<tr>
<td>Donations</td>
<td>120</td>
</tr>
<tr>
<td>Royalties</td>
<td>3,176</td>
</tr>
<tr>
<td>Bank interest received</td>
<td>5,360</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>976,426</td>
</tr>
<tr>
<td>Expenditure</td>
<td></td>
</tr>
<tr>
<td>Printing and distribution of publications (note 2)</td>
<td>162,916</td>
</tr>
<tr>
<td>Commissioned research costs</td>
<td>11,731</td>
</tr>
<tr>
<td>Salaries, national insurance and pension costs</td>
<td>680,628</td>
</tr>
<tr>
<td>Rates, lighting, heating, cleaning and insurance</td>
<td>15,013</td>
</tr>
<tr>
<td>Printing and stationery</td>
<td>11,240</td>
</tr>
<tr>
<td>Postage and telephone</td>
<td>24,342</td>
</tr>
<tr>
<td>Reference books, reports and binding</td>
<td>5,773</td>
</tr>
<tr>
<td>Research and travel</td>
<td>2,622</td>
</tr>
<tr>
<td>Advertising and promotion expenses</td>
<td>19,352</td>
</tr>
<tr>
<td>Audit and accountancy</td>
<td>6,369</td>
</tr>
<tr>
<td>Bank Charges</td>
<td>2,221</td>
</tr>
<tr>
<td>AGM Conference Expenditure</td>
<td>577</td>
</tr>
<tr>
<td>Support and maintenance of IT equipment</td>
<td>7,984</td>
</tr>
<tr>
<td>Decorations and repairs to premises</td>
<td>3,203</td>
</tr>
<tr>
<td>Miscellaneous expenses</td>
<td>5,943</td>
</tr>
<tr>
<td>Staff training</td>
<td>5,243</td>
</tr>
<tr>
<td>Depreciation (note 5b)</td>
<td>11,011</td>
</tr>
<tr>
<td><strong>Total Expenditure</strong></td>
<td>975,868</td>
</tr>
<tr>
<td><strong>Balance before taxation</strong></td>
<td>558</td>
</tr>
<tr>
<td>Taxation (note 6)</td>
<td>0</td>
</tr>
<tr>
<td><strong>Surplus carried forward</strong></td>
<td>£558</td>
</tr>
</tbody>
</table>

Notes to the accounts

1. Sales of publications

Labour Research 64,128 68,626
Advertising 39,365 33,517
Fact Service 31,838 32,231
Workplace Report 60,637 58,439
LRD Booklets 270,468 286,169
Research publications 5,372 12,046
LRD Publications Online 47,973 44,520

2. Printing and distribution of publications

Labour Research 48,542 53,196
Fact Service 18,906 19,108
Workplace Report 17,574 21,849
LRD Booklets 67,763 80,959
Research publication 1,680 3,960
Safety Rep 8,451 7,466

3. Affiliation fees

National trade unions 73,479 74,211
Trade union districts 3,641 3,673
Trade union branches 81,880 76,809
Shop stewards’ committees 3,730 4,259
Trades councils 1,711 1,485
Labour parties and miscellaneous 6,428 7,711
Individuals 17,470 17,768

4. Stock and work in progress

Stock and work in progress have been valued at the lower of cost and net realisable value.

5. Accounting policies

(a) Basis of accounts

The financial statements have been prepared under the historical cost basis of accounting and in accordance with the Financial Reporting Standard for Smaller Entities (applicable June 2002).

(b) Depreciation:

Freehold property

An apportionment has been made between the cost of land and building. Depreciation is provided on the freehold building in order to write this asset off over its estimated useful life of 100 years from the date of purchase in 1964. No depreciation is provided on freehold land.

Office equipment

The basis for depreciation is 20% per annum on cost.

6. Taxation

Taxation has been provided at 0%.

Independent auditors’ statement

We have audited the combined financial statements of both the Labour Research Department and L.R.D. Publications Ltd. in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland) and have reported separately.

In our opinion the combined financial statements of Labour Research Department and L.R.D. Publications Ltd give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the combined state of affairs of Labour Research Department and L.R.D. Publications Ltd. at 31 December 2006, and of the combined surplus for the year then ended.

Hard Dowdy
Chartered Accountants
Registered Auditors
23/28 Great Russell Street, London WC1B 3NG
8 March 2007