Labour Research

The new year began with a major interview with new TUC general secretary Frances O’Grady. This saw Frances outlining her top priorities for the years ahead, including the key challenge of gaining a bigger union presence in the private sector.

In February, we looked at the vital support provided by unions’ legal services and the fact that, every year, unions win millions in compensation for members who have been unfairly treated at work. Another aspect of union support for their members – union education – was covered in August.

The March special Women’s TUC Conference edition looked at how women’s continued lack of representation in UK boardrooms reflects the massive inequalities women face further down the ranks. This issue also examined community unionism, focusing on Unite’s community membership scheme as well as reporting on community engagement initiatives being undertaken by other unions.

The April special Black Workers’ TUC Conference issue posed the question: “Has the outlook improved for BME youth?” and found that many young BME people continue to face labour market disadvantage.

The burgeoning role of food banks and the coalition’s attempts at curbing pay progression in the public sector featured in the June issue, while the July edition marked the 25th anniversary of the Piper Alpha disaster by asking how far safety in the offshore oil and gas sector has improved since the tragedy.

To coincide with the TUC Congress, the September issue looked at the impact of the government’s austerity programme on union membership. It pointed out that although union membership had fallen after the crisis in 2009, the most recent figure saw union density stabilising.

In November, Labour Research looked at union campaigns against the blackstructors and the issues posed by the suggestion of a compensation scheme for those who had suffered blacklisting in the past.

Finally, in December, the magazine looked at two issue of direct concern at workplace level: the increasing use of performance management to put pressure on workers – and in extreme cases to “manage” them out of a job, and the growth of zero-hours contracts. Throughout the year Labour Research has continued to provide a unique range of news covering employment law, health and safety, equality, union developments and relevant European issues.

Labour Research’s circulation in December 2013 was 3,635, a 6.2% decrease or the loss of 239 copies on the year before.

Workplace Report

A survey of union reps and officials’ expectations for the bargaining year featured in the January issue of Workplace Report. The 2013 survey found that the majority of reps and officials were expecting a tougher bargaining climate than the year before.

Among the majority of respondents not affected by public sector pay restraint, the expectation was of a below-inflation pay rise, with a pay rise matching inflation the next most likely outcome. There were minority views expecting inflation-busting deals, while pay freezes were expected to feature again.

The annual analysis of the pay round was published in the October issue and found that these expectations had been largely fulfilled. The main finding was that earnings and pay settlements continued to lag behind RPI price inflation. And, although the overall median rise of 2.5% was the same as for the previous pay round, the private sector median fell from 2.91% to 2.5%. Pay freezes applied to 10% of all settlements, including 5% of those in the private sector.

As in 2012, the special pay supplement, which had usually been published with the October issue, was produced as a pdf document and along with more detailed analysis of settlements was made available to subscribers online at www.lrd.org.uk/?pid=102. In addition, an enhanced version was made available to Payline subscribers.

Other issues covered over the year included the contentious area of zero-hours contracts as well as bread and butter topics, such as London and regional allowances and shift pay. Pay in the energy and bus sectors as well as the NHS was also covered. A July survey of absence management policies was followed up in the September issue with an examination of the linked issue of capability procedures.

The magazine’s circulation in December 2013 stood at 1,559, an increase of 58 copies or 3.9% on a year earlier.

Safety rep

Safety rep is a monthly bulletin bringing together the health and safety pages from Labour Research and Workplace Report. Last year it continued its coverage the coalition government’s continuing attacks on health and safety regulation.
Sales of Health and safety law dropped by 15%, although the income received from sales was slightly up. We will continue to work to increase sales of this title over the coming year.

Two of our 2013 booklets did not fare so well in terms of sales. They were Representing older workers — a guide for trade union negotiators (July) and Promoting equality for disabled workers (November).

However, our legal guide Contracts of employment — a guide to using the law for union reps (September) proved to be very popular and was produced to coincide with the TUC Congress.

Working Time Regulations: application and enforcement — a union guide came out in April, explaining the overall requirements of the regulations and how they have been amended and extended in a number of important ways.

A total of 56,898 booklets were sold in 2013, which was less than in 2012. The difference was due, in part, to the fact that only nine booklets were published this year against 10 in 2012 along with sales being down for some regular titles.

There were a number of 100-plus bulk orders for different titles and we continued to produce customised versions of our booklets for affiliated unions. In 2013, these customised versions, which were printed in the union’s own covers, included editions of Law at Work for Unite, the GMB, the NASUWT, Usdaw, NUT, Sor, Pcs, Ucu and Urtu.

Booklet subscriptions fell by 8% or 138 subscriptions to 1,589 at the end of the year.

**Research publications**

The booklet, Green Unions at Work 2012, continued to sell during 2013 and the writing of an environmental guide for the Community union was completed during the year.

**Commissioned research**

In 2013, the LRD undertook research projects for a range of union organisations both in the UK and in Europe, and the issues reflected many of the key union concerns over the year.

Attacks on employment and conditions in the public sector were covered in a number of projects. There were regional surveys carried out for UNISON, looking at job losses in local government, a study for the European Federation of Public Service Unions (EPSU) examining the impact of public sector cuts on women employed in public services in eight EU countries (the Czech Republic, Greece, Ireland, Latvia, Portugal, Romania, Spain and the UK), and work for the Fire Brigades’ Union (FBU) on fire service staffing levels.

Rights at work were the subject of work for the TUC, with the LRD again being asked to provide an update for two sections of the TUC’s workSMART website. “Your rights at work”, covering a range of employment law topics and “Your health at work”, covering health and safety. Another project for the TUC, started during the year was the latest TUC equality audit, which will be finalised in 2014.

Equality was also central to work done for EPSU on the gender pay gap in public services, which was completed during the year, and work on older women workers for UNISON, which was completed during the year.

EPSU on the gender pay gap in public services, which was completed during the year.

The booklet, Health and safety law at work in January, State benefits and tax credits in March, Law at work in May and Health and safety law in August.

Law at work and Health and safety law are normally our most popular titles and this was again the case in 2013. Total sales of Law at work were down compared to 2012 when they were bumped up by one large bulk order. Nevertheless, 2013 sales remained healthy with Law at work continuing to generate substantial income for LRD.

Asbestos-related issues were given wide coverage, as was the CWU communications workers’ union campaign for protection against dangerous dogs. A number of stress-related issues at work also featured, as did the health implications of shift working.

The circulation at the end of 2013 stood at 1,682, a loss of 39 subscribers or a 2.3% fall on the circulation of 1,721 a year earlier.

**Fact Service**

LRD’s weekly publication, published 50 times a year, provides a wide range of official statistics, such as inflation and average earnings.

It also covers news on issues such as the divide between workers’ and directors’ pay, the gap between rich and poor and the ongoing attacks by the coalition government on employment and welfare rights.

The circulation was 725 at the end of 2013 — a loss of 49 copies or 6.3% down on the previous year. The number of subscribers opting to receive Fact Service by e-mail was up by eight to 297 at the end of the year.

**Booklets**

Nine booklets were published in 2013. Some were regular titles, while others responded to events and requests from our affiliates.

The four regular titles were Case law at work in January, State benefits and tax credits in March, Law at work in May and Health and safety law in August.

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Equality was also central to work done for EPSU on the gender pay gap in public services, which was completed during the year, and work on older women workers for UNISON, which involved a major survey of the union’s older women members, the results of which are being presented in 2014.

In the area of health and safety, the LRD undertook a survey of employees in two government departments for the civil service union PCS, which demonstrated levels of stress that were considerably above the average. There was also work on union organisation for UNISON.

The LRD completed a major survey on collective bargaining in European ports for the European Transport Workers’ Federation and again updated the national industrial relations sections of the www.worker-participation.eu website for the European Trade Union Institute (ETUI).

**Electronic services**

The LRD continues to host a major survey on collective bargaining in European ports for the European Transport Workers’ Federation and again updated the national industrial relations sections of the www.worker-participation.eu website for the European Trade Union Institute (ETUI).

**Enquiry service**

The enquiry service is exclusively available to affiliated unions. The LRD continues to host a major survey on collective bargaining in European ports for the European Transport Workers’ Federation.

**Promotion**

Direct mail is still used as a promotional tool, but we also send out pre-publication e-mails about new LRD publications, particularly booklets. Telemarketing also plays a role as it is more focused and creates a good relationship with any customers making bulk purchases of booklets.

The LRD’s social network links on Twitter and Facebook are used to promote our publications. The LRD twitter account is going strong with over 100,000 followers.

**Booklets subscriptions fell by 8% or 138 subscriptions to 1,589 at the end of the year.**
strong with 2,333 followers, while the LRD Facebook page has 385 friends. A major mailing and affiliation insert campaign was undertaken via union regions, which resulted in an increase in affiliations. Likewise, there was an increase in Workplace Report’s circulation after a new promotional mailshot to affiliates.

The LRD took exhibition space at union conferences including the TUC and UNISON. The UNISON conference, as in previous years, saw a large take-up of LRD booklet subscriptions.

The LRD also has a newly-designed affiliation folder, which was commissioned by Jenny Shramenko, the marketing maternity cover. The folder is now being used extensively in all campaigns as a promotional tool. Jenny also gave well-received presentations to trainee union reps in two Workers’ Educational Association classes and some booklets were sold.

Affiliation
There were 1,294 affiliated organisations and individual members at the end of 2013, up from 1,289 at the end of 2012. The increase of five represented an 0.4% rise — the first rise for four years.

Some of the recent losses among union branches were recovered in 2013, with a gain of 26 branches on the year before.

The small decline in affiliated regions was the result of mergers and related changes. However, the main disappointment was the decline in individual affiliations, which were down by 19.

The Hospital Consultants’ and Specialists’ Association became a new national affiliate.

Staff
Gabriel Barton, one of LRD’s employment law researchers who also covered health and safety issues, left in February to take up a post at the National Union of Rail, Maritime and Transport Workers. His replacement, Lina Bhatt, started at the LRD in August.

Shenaz Navaz returned from maternity leave in July and her temporary replacement as marketing officer, Jenny Shramenko, left the LRD the same month.

Researcher Nathalie Towner went on maternity leave in October and is expected to be away for a year.

During the year several members of staff spoke at events outside of the LRD. In March, Lewis Emery presented a report on energy sector pay trends to GMB reps from the EDF company. In September, he gave a presentation on pay bargaining to GMB and UNISON reps from British Gas, as part of a joint union training session at Wortley Hall, Sheffield. In December, he once again attended a Low Pay Commission meeting and gave an account of pay trends in 2013 and prospects for 2014, alongside other pay analysts.

Nerys Owen chaired the Institute of Employment Rights’ (IER) annual TUPE conference in October and wrote the blog for the IER’s annual conference on equality in December.

Lina Bhatt represented the LRD at the European Trade Union Institute’s health and safety conference on understanding the impact of ageing, gender and occupational hazards on workers in Brussels in December.

Lionel Fulton made presentations on recent developments in workers’ participation and industrial relations in Europe to a number of conferences and other events during the year. These included: a conference organised by the European Workers’ Participation Competence Centre (a body linked to the ETUI), a workshop for trade unionists and employers in the Baltic States, Malta and Cyprus, organised by the European federations, EuroCommerce and UNI-Europa; a conference on decent work run by the International Labour Organisation for the European union federation industrial; a seminar for European works council members at the German company Freudenberg; and an ETUI training course. He also presented material on the gender pay gap in public services to two EPSU conferences and on tax to another EPSU meeting.

Executive Committee
In 2013, one new member was elected to the Executive Committee, Dennis Doody of UCATT. However, he soon had to stand down as he was appointed a full-time regional officer of the union; his replacement was Alan Stansfield.

Natalie Jacottet also stood down during the year as she moved on from the Communication Workers’ Union. We thank her for her contribution to the work of the LRD.

Michelle Singleton from UNISON was co-opted onto the Executive Committee during the year.

Finance
There was an after-tax surplus of £29,987 in 2013, down on the after-tax surplus of £36,189 in 2012. However, the 2012 figure was boosted by donations to the Centenary Appeal. Excluding donations, there was an after-tax surplus of £11,657 in 2012 and £28,835 in 2013.

Income fell by 6.6% in 2013 compared with the previous year, down to £997,984. This was largely the result of the much reduced income from donations, as well as lower publications sales. However, while income from LRD Booklets and Research publications was down, it is encouraging that there was a small increase in income from Labour Research, Fact Service and LRD Publications Online.

Total expenditure was 6.2% lower than in 2012, at £967,490. Lower booklet sales resulted in lower production and distribution costs, and the overall salary bill was also lower, down 3.6% on the previous year.

LRD’s national TUC affiliates

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Executive Committee 2013/14

Chair: Helen Donaldson
Hon Treasurer: Howard Marchant
Vice-Chair: David Ayrton

Members:
- Sam Apter*
- Ida Cleemo
- Ron Douglas
- Dave Gott
- Jonathan Jeffries
- Amy Leversidge
- Mary Nicholas*
- Alan Stansfield*
- * co-opted

* includes non-UK unions

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

Combined Balance Sheet as at 31 December 2013

Fixed assets
Freehold Property, 78 Blackfriars Road, SE1.
  Land at cost 8,750 8,750
  Buildings at written down value 40,348 40,959
  Office equipment at written down value 3,795 2,858
  52,993 52,567

Current assets
Stock of publications (note 4) 18,950 16,127
  Sundry debtors and prepayments 95,656 183,750
  Cash on deposit at bank 254,254 153,439
  Cash at bank 92,725 67,298
  Cash in hand 49 258
  461,634 420,872

Less Current liabilities
  Corporation tax payabe (note 6) 507 372
  Creditors and accruals 110,811 99,845
  111,318 100,217

Net Current assets 350,316 320,655

FINANCED BY:
General Fund
  Balance as at 1 January 2013 301,694 265,505
  Surplus/(Deficit) for year 29,987 36,189
  331,681 301,694

Other Reserves
  Balance at 31 December 2013 and 2012 51,425 51,425

Premises Fund
  Balance at 31 December 2013 and 2012 201,03 201,03

403,209 373,222

Combined Revenue Account for the year ended 31 December 2013

Income
Sales of publications (note 1) 566,865 611,572
Affiliation fees (note 3) 208,637 203,481
Commissioned research 137,228 139,991
L R D Payline 76,082 81,034
Donations 1,152 24,532
Royalties/Rental 5,480 5,970
Bank interest received 2,540 1,863
  997,984 1,068,443

Expenditure
  Printing and distribution of publications (note 2) 203,266 232,043
  Commissioned research costs 856 1,446
  Salaries, national insurance and pension costs 653,695 678,182
  Rates, lighting, heating, cleaning and insurance 37,866 39,031
  Printing and stationery 4,384 6,447
  Postage and telephone 16,892 16,751
  Reference material and archiving 3,850 3,874
  Research and travel 397 370
  Advertising and promotion expenses 12,076 16,505
  Audit and accountancy 8,155 6,918
  Legal and professional 795 –
  Bank charges 2,573 2,636
  Annual General Meeting 556 566
  Support and maintenance of IT equipment 12,596 16,451
  Decorations and repairs to premises 4,524 4,825
  Miscellaneous expenses 2,677 4,025
  Staff training 1,058 275
  Depreciation (note 5b) 1,474 1,537
  203,481 232,043

Surplus/(Deficit) before taxation 30,494 36,561
Taxation (note 6) 507 372
Surplus/(Deficit) carried forward 29,987 36,189

Notes to the accounts

1. Sales of publications
   Labour Research 56,088 54,566
   Advertising 18,162 21,936
   Fact Service 28,168 27,712
   Workplace Report 51,231 52,814
   L R D Booklets 360,809 384,751
   Research publications 6,945 23,192
   L R D Publications Online 31,997 31,077
   Safety Rep 13,465 15,524
   566,865 611,572

2. Printing and distribution of publications
   Labour Research 62,416 64,933
   Fact Service 19,052 17,843
   Workplace Report 18,657 17,601
   L R D Booklets 92,655 120,259
   Research publications 2,280 3,505
   Safety Rep 8,206 7,902
   203,266 232,043

3. Affiliation fees
   National trade unions 93,248 88,632
   Trade union districts 3,158 2,969
   Trade union branches 90,078 87,712
   Shop stewards’ committees 1,900 2,363
   Trades councils 1,301 1,426
   Miscellaneous 5,653 5,714
   Individuals 13,299 14,665
   208,637 203,481

4. Stock of publications
   Stock has 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 (effective April 2008).
   (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 20% on investment income.

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., in accordance with relevant
legal and regulatory requirements and International Standards on Auditing (UK
and Ireland) and have reported separately.

Chantrey Vellacott DFK LLP
Chartered Accountants
Statutory Auditor
LONDON
3 April 2014