

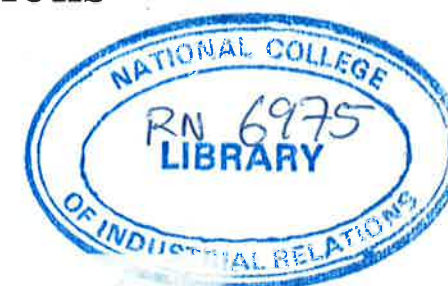
Industrial Relations in Britain



An
Industrial Relations Services
Guide

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**Industrial Relations in Britain:
an Industrial Relations
Services Guide**



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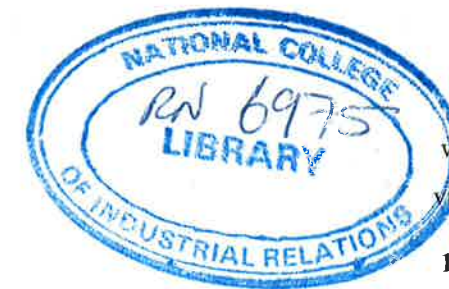
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An analysis of the development of collective bargaining from its origins in the 19th century to the present day.

Chapter 2: The institutions

Descriptions of the major official and voluntary bodies — both national and international — which have an impact on industrial relations in Britain.

Chapter 3: The legal framework

A summary of the main points of law which act as a framework for industrial relations in Britain.

Part 2

The structure of collective bargaining arrangements across each sector of the British economy.

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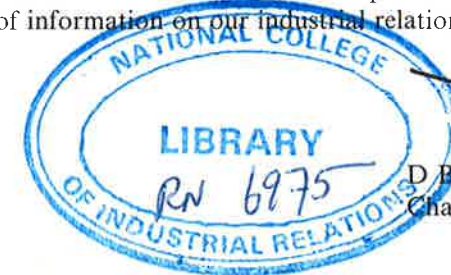
Foreword by the Chairman of ACAS

Significant, indeed fundamental, changes have taken place on the industrial relations scene since ACAS published its Handbook of Industrial Relations in 1980. For much of this period unemployment rose strongly. Older, more heavily unionised industries declined and employment growth was largely confined to the private service sector. Patterns of employment also changed. Self-employment increased, as did part-time work, the engagement of temporary employees and the use of sub-contractors. Mergers and takeovers changed the pattern of corporate interests. Units of employment became generally smaller, particularly in manufacturing industries. The experience of increased competition in larger and generally freer markets created strong pressures for improvements to the added-value of labour and the ways in which work was organised and undertaken. Against this background trade unions found it difficult to maintain membership and an impetus was given to mergers between them. Arrangements for collective bargaining have also changed with some decline in industry-wide and company-wide bargaining.

Over the same period legislation on industrial relations has expanded with important consequences for both employers and trade unions, affecting both collective relationships and the internal affairs of trade unions. Statutory arrangements for the determination of pay and conditions have been repealed or radically amended and there have been continuing changes in the protection afforded individual employees.

After a period of such rapid change, the publication of this Guide is to be welcomed. There is always a clear need for an authoritative, factual and up-to-date account of industrial relations of benefit to both practitioners and students. The overall picture it presents is still one of the essentially voluntary nature and strength of the British system of industrial relations, with well developed arrangements for collective bargaining and for the avoidance and resolution of disputes. Part I provides a brief history of collective bargaining, describes the institutional arrangements and outlines the legal framework. Part II maps in some detail the collective bargaining arrangements in different industries.

I am confident that this Guide will prove a most useful addition to any library of information on our industrial relations system and its complexities.



D. B. Smith.
D. B. Smith
Chairman

Appendix 1: Trade union abbreviations

AAES	Association of Agricultural Education Staffs
ACTSS	Association of Clerical Technical and Supervisory Staffs—a white collar section of TGWU
ACTT	Association of Cinematograph Television and Allied Technicians
AEACF	Atomic Energy Authority Constabulary Federation
AEU	Amalgamated Engineering Union
AIT	Association of Her Majesty's Inspectors of Taxes
AMEE	Association of Managerial Electrical Executives—a section of EETPU
AMMA	Assistant Masters and Mistresses Association
AMPS	Association of Management and Professional Staffs—a section of EETPU
AMU	Associated Metalworkers Union
APC	Association of Principals of Colleges
APEX	Association of Professional Executive Clerical and Computer Staff
APT	Association of Polytechnic Teachers
ASLEF	Associated Society of Locomotive Engineers and Firemen
ASTWKT	Amalgamated Society of Textile Workers and Kindred Trades
ATWU	Amalgamated Textile Workers Union—a section of GMB
AUAW	Amalgamated Union of Asphalt Workers—a section of TGWU
AUT	Association of University Teachers
AVPC	Association of Vice Principals of Colleges
BACM	British Association of Colliery Management
BALPA	British Air Line Pilots Association
BDA	British Dental Association
BESO	Bank of England Staff Organisation—a section of BIFU
BETA	Broadcasting and Entertainment Trades Alliance

BFAWU	Bakers Food and Allied Workers Union
BGSU	Barclays Group Staff Union
BIFU	Banking Insurance and Finance Union
BMA	British Medical Association
BTOG	British Transport Officers Guild
CACFOA	Chief and Assistant Chief Fire Officers Association
CATU	Ceramic and Allied Trades Union
CCSU	Council of Civil Service Unions
CMA	Communication Managers Association
COHSE	Confederation of Health Service Employees
COSA	Colliery Officials and Staffs Area of NUM
CPSA	Civil and Public Services Association
CSEU	Confederation of Shipbuilding and Engineering Unions
CSSS	Clerical and Supervisory Staff Section of UDM
EESA	Electrical and Engineering Staffs Association—a section of EETPU
EETPU	Electrical Electronic Telecommunications and Plumbing Union
EIS	Educational Institute of Scotland
EMA	Engineers and Managers Association
EPEA	Electrical Power Engineers Association
Equity	British Actors Equity Association incorporating the Variety Artistes Federation
FAA	Film Artistes Association
FBU	Fire Brigades Union
FDA	Association of First Division Civil Servants
FTAT	Furniture Timber and Allied Trades Union
FUMPO	Federated Union of Managerial and Professional Officers
GHMA	Gas Higher Management Association
GLSA	Greater London Staff Association
GMB	General Municipal Boilermakers and Allied Trades Union
HCSA	Hospital Consultants and Specialists Association
HCWU	Hotel and Catering Workers Union—a section of GMB
HVA	Health Visitors Association

IOJ	Institute of Journalists
IPCS	Institution of Professional Civil Servants
IRSF	Inland Revenue Staff Federation
ISTC	Iron and Steel Trades Confederation
MATSA	Managerial Administrative Technical and Supervisory Association —a white collar section of GMB
MPU	Medical Practitioners' Union—a section of MSF
MSF	Manufacturing Science and Finance (formerly ASTMS and TASS)
MU	Musicians Union
NACO	National Association of Co-operative Officials
NACODS	National Association of Colliery Overmen Deputies and Shotfirers
NAFO	National Association of Fire Officers
NAHT	National Association of Head Teachers
NAIEA	National Association of Inspectors and Educational Advisers
NALGO	National and Local Government Officers Association
NALHM	National Association of Licensed House Managers
NAS/UWT	National Association of Schoolmasters and Union of Women Teachers
NATFHE	National Association of Teachers in Further and Higher Education
NCU	National Communications Union (Engineering and Clerical Groups)
NCTU	Northern Carpet Trades Union
NFSP	National Federation of Sub-Postmasters
NGA	National Graphical Association (1982)
NIPSA	Northern Ireland Public Service Alliance
NSEAD	National Society of Education in Art and Design
NUCPS	National Union of Civil and Public Servants (formerly SCPS and CSU)
NUCS	National Union of Club Stewards
NUDAGO	National Union of Domestic Appliances and General Operatives
NUFLAT	National Union of the Footwear Leather and Allied Trades
NUHCE	National Union of Hotel and Catering Employees—a section of the NUR
NUHKW	National Union of Hosiery and Knitwear Workers
NUIW	National Union of Insurance Workers

NUJ	National Union of Journalists
NULMW	National Union of Lock and Metal Workers
NUM	National Union of Mineworkers
NUMAST	National Union of Marine Aviation and Shipping Transport Officers
NUPE	National Union of Public Employees
NUR	National Union of Railwaymen
NUS	National Union of Seamen
NUT	National Union of Teachers
NUTGW	National Union of Tailors and Garment Workers
PAT	Professional Association of Teachers
PFA	Professional Footballers Association
PLCW&TWU	Power Loom Carpet Weavers and Textile Workers Union
POA	Prison Officers Association
RCM	Royal College of Midwives
RCN	Royal College of Nursing of the United Kingdom
RUBSSO	Rossendale Union of Boot Shoe and Slipper Operatives
SATA	Supervisory Administrative and Technical Association—a white collar section of USDAW
SCWU	Scottish Carpet Workers Union
SEA	Shipbuilding Engineering and Aerospace Group
SHA	Secondary Heads Association
SHVA	Scottish Health Visitors Association
SIMA	Steel Industry Management Association
SLA	Stable Lads Association
SOGAT	Society of Graphical and Allied Trades 1982
SPOA	Scottish Prison Officers Association
SSTA	Scottish Secondary Teachers Association
STE	Society of Telecom Executives
TGWU	Transport and General Workers Union
TMA	Tobacco Mechanics Association
TSSA	Transport Salaried Staffs Association
UCATT	Union of Construction Allied Trades and Technicians
UCW	Union of Communications Workers
UDM	Union of Democratic Mineworkers
USDAW	Union of Shop Distributive and Allied Workers

URTU	United Road Transport Union
WG	Writers Guild of Great Britain
WWU	Wire Workers Union

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