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June 2012

BLACKLISTING - illegal corporate bullying: endemic, systemic and deep-rooted in Carillion and other companies



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Blacklist – a list of people or groups regarded as unacceptable or untrustworthy and often marked down for punishment or exclusion.¹

*'Blacklisting is a nasty, secretive and unaccountable practice that causes untold misery for individuals who are entrapped unwittingly by its covert nature, incapable of challenging what is being said and used against them, and unable to understand why their lives are being blighted by the failure to secure work'*²

1. Summary

- Of the 3,213 people on The Consulting Association blacklist, **2,863** are still unaware that their details were held by The Consulting Association. The blacklist file, presented as evidence during a court case involving Carillion and two subsidiary companies, gives details of 224 people. GMB have contacted those where addresses were given. Keith Ewing, professor of Public Law at King's College, London, described the blacklist as **'the worst human rights abuse in relation to workers'** in the UK in 50 years.
- The details of the 224 people named showed that they are based or tried to obtain work in the following areas: Barnsley (1), Birkenhead (2), Blackburn (5), Brentwood (1), Bristol (1), Caernarfon (2), Canvey Island (1), Chatham (3), Cheshire (1), Chester (1), Cleator Moor (1), Clwyd (5), Croydon (1), Derby (1), Dundee (1), Edinburgh (2), Ellesmere Port (3), Essex (1), Folkestone (1), Gateshead (1), Glasgow (1), Gravesend (1), Grimsby (1), Hartlepool (2), Hillingdon (1), Irvine (1), Isle of Man (10), Kent (58), Kirkby (1), Leeds (2), Liverpool (14), Livingston (3), Llandudno (1), London (39), Lowestoft (1), Manchester (13), Merseyside (5), Mold (1), North Wales (1), Oldham (1), Plymouth (1), Rayleigh (1), Romford (2), Rotherham (4), Scunthorpe (1), Sheffield (1), Sherburn in Elmet (1), Stanford-le-Hope (2), Sunderland (1), Surrey (1), Thatcham (1), Uxbridge (3), Warrington (1), West Wickham (1), Wirral (5), Woodbridge (1). See Appendix 3 and Appendix 4 for further details and locations.
- Carillion have been significant users of the blacklist. In one quarter alone³, they spent £6,108+VAT on searching and matching up names of people applying for jobs against the blacklist. This equates to at least 2,776 names checked that particular quarter using the figure of £2.20 per name check, which invoices show it to be in 2008. In the period from October 1999 to April 2004 Carillion spent £32,393+VAT on searching the blacklist, equating to at least 14,724 name checks. See Appendix 5 for Carillion entries from The Consulting Association Sales Day Book.
- This report pulls back the curtain of secrecy to give a glimpse how employers like Carillion have illegally used their power and money to blacklist citizens and to deny them their rights to employment. The report shows that the level of wrong doing and abuse around this

¹ The New Oxford Dictionary of English definition

² Keith Ewing, professor of Public Law at King's College, London: Ruined Lives, Blacklisting in the UK Construction Industry www.ier.org.uk/node/433

³ Quarter 4, 2003

blacklisting is the construction industry's equivalent of phone hacking by newspapers and is just as serious.

- For far too long, vested interests have sought to ignore discriminatory activities by Carillion and others. GMB will campaign to expose these activities. GMB will call on politicians to bring social justice to the victims of blacklisting by these companies.
- GMB will campaign the length and breadth of the land for Carillion and others to apologise and to compensate victims who have fallen foul of their illegal activities. Carillion are trading with the public and are in receipt of large amounts of public funds every year on public sector contracts. The politicians who award these contracts and who monitor Carillion's performance have to make clear to the company and to others that nothing less than an apology and compensation will suffice.

2. Background

A secret blacklist was exposed in 2009 when investigators from the Information Commissioner's Office (ICO) raided the offices of The Consulting Association, run by Ian Kerr, in Droitwich, Worcestershire. He had been compiling and maintaining a database on 3,213 workers, in breach of privacy laws (The Data Protection Act 1998), from around the UK, labelling workers 'troublemakers', 'poor time keepers', 'bad news', 'militants' and other wildly inaccurate and unsubstantiated comments which had damaging impacts on thousands of workers lives (see appendix 1 for further quotes). The Information Commissioner stated that:

'The database contained, amongst other things, sensitive personal data relating to the trade union activity of an individual, his employment conduct together with any information that the individual may pose a threat to industrial relations between an employer and its employees. It was clear that the database was maintained in a covert manner'.

Over 40 of the largest companies in the construction industry, including Carillion, Balfour Beatty, Amec, Mowlem, Laing O'Rourke, Wimpey, Morrison Construction and Kier (appendix 2 for full list) were using this 'covert database', paying a fee of £3,000 per year and then further payments for each name they wanted to check.

Ian Kerr was previously involved with the Economic League, a vetting agency that kept files on thousands of workers it considered subversive between 1919 and 1993. It was closed down after media and political pressure exposed the information held as inaccurate and unreliable. As of 2000, it had 40 Labour MP's on its files, including Gordon Brown, and prominent trade unionists.⁴ Kerr infiltrated trade union and political meetings, recording what was said and took attendance lists. Some files removed from The Consulting Association offices by the ICO dated back to the 1970's so it is clear that Kerr took Economic League files on construction workers with him when the League was closed down. He subsequently pleaded guilty to breaking data protection laws and was fined £5,000 in July 2009.

The blacklist also contained information on elected politicians, journalists, lawyers and academics that assisted construction workers or wrote articles about the industry. People named on the database

⁴ www.guardian.co.uk/business/2000/sep/09/emu.theeuro

were not contacted directly by the ICO but if anyone suspected they were on the list then they could contact the ICO directly for further information. Once it has been confirmed that a particular person has been named on a file, the ICO sent the relevant information. The ICO have received just over 1,500 requests from individuals to ascertain whether they appear on The Consulting Association blacklist which has resulted in 350 information packs being sent out. This means that there are still 2,863 people who are unaware as to what information is held on them within their blacklist file. They probably still do not know that the problems they have faced in getting employment over the last 30 years were down to being 'blacklisted'.

3. Carillion involvement

Dave Smith, an engineer, brought a claim to the Employment Tribunal in January 2012 against Carillion plc and two subsidiary companies, Carillion (JM) Ltd and Schal International Management Ltd. This claim was about being blacklisted by these companies due to his trade union activities.

The blacklist file, presented as evidence during a court case, included Dave Smith's name, address, national insurance number, work history, photographs, his car, union safety representative's credentials, newspaper cuttings, and details about his family. This information was secretly passed on to The Consulting Association blacklist by managers of the companies and then covertly shared with other organisations within the industry.

Carillion admitted that two of its subsidiaries – Carillion (JM) Limited and Schal International Management Limited – had used the services of the Consulting Association and that its managers supplied damaging and false information to the blacklist about Mr. Smith because he had raised concerns about safety when he was an accredited UCATT (Union of Construction, Allied Trades and Technicians) safety rep.

Dave Smith 'lost' his Employment Tribunal on a technicality because he was employed through an employment agency rather than directly through Carillion. However, the tribunal chair, Anthony Snelson, explained the reasons why they had to disallow his claim:

'We reached our conclusion with considerable reluctance. It seems to us that he has suffered a genuine injustice and we greatly regret that the law provides him with no remedy. We hope that he can take some comfort from the fact that the wrongdoing of which he complains has been exposed and punished and legislation passed designed to protect others from the misfortunes which he has experienced.'

Because of this blacklist, Dave Smith was forced out of the construction industry after being continually rejected by major contractors whenever he applied for permanent positions. On one occasion, when applying for work through an employment agency he was told he 'was wasting his time calling because his name came up as Code 99 on their internal system which meant he was not to be given any work'. This was in 1999-2000, the time of the building boom where there was a severe shortage of skilled labour. His Consulting Association file still followed him, incorrectly stating his new job was an academic post.

The legal challenge now remaining is a class action by a group of 100 workers against the blacklisting companies which they claim breached their rights when they were blacklisted. Hugh Tomlinson QC will take up the case in the High Court.

Carillion were one of the biggest users of The Consulting Association since it de-merged from Tarmac in 1999. Prior to that, Tarmac used the services of Ian Kerr. Sales book entries show that Carillion made payments of £38,613+VAT, between October 1999 and December 2006, to The Consulting Association which includes membership subscriptions, name checks and attendance at meetings in Scotland and the North West, London and the South East regions. (See Appendix 5 for Carillion entries from The Consulting Association Sales Day Book) Invoices show that Carillion were still part of the blacklisting operation in 2008, months before the raid by the ICO. This culture of corporate bullying was endemic, systematic and deep rooted. They were halted, not because their attitudes changed but because they were caught red-handed and forced to stop by the ICO.

4. The Electricians Case

It was a tribunal in 2006 by electricians Steve Acheson, Tony Jones and Graham Bowker that first exposed The Consulting Association to the Information Commissioner. A member of staff from the ICO read a report of this case written by Phil Chamberlain of The Guardian⁵.

One of the witnesses in this case was Alan Wainwright who had held three senior labour related positions within the UK construction industry, including National Labour Manager for Crown House Engineering, a Carillion subsidiary company. In his witness statement at the Manchester Employment Tribunal of Steve Acheson and others v Logic Control Ltd he stated that:

*'UK construction companies and their mechanical and electrical subsidiaries operate a blacklisting procedure to ensure certain electrical operatives do not gain employment on their projects. This is based on procedures I have undertaken in the workplace in previous roles and information that has come to my direct attention. I first became aware of blacklisting in 1997 when I was employed by Carillion plc. I was told by a Mr Gorman, Crown House Engineering's Human resources manager that Carillion used the services of an external consultant called Ian Kerr to ensure that certain workers did not gain employment on their projects.'*⁶

Mr Acheson was subcontracting for Logic on the Royal Manchester Infirmary site and, under pressure from Balfour-Kirkpatrick and Bovis, were forced to sack him. The Manchester tribunal unanimously decided that the three electricians were unlawfully dismissed from the site because of their record of upholding workers' rights and they were awarded compensation.

Subsequently, Steve Acheson was dismissed from a project at Fiddlers Ferry power station in Warrington in 2008. Mr Acheson was being deliberately victimised because he was an active trade union member. Scottish and Southern Energy had sought an injunction under the Prevention of Terrorism act against him as he was protesting against his dismissal. Justice Mann, in his summary to

⁵ www.guardian.co.uk/money/2008/jun/28/workandcareers

⁶ www.scribd.com/doc/15314574/Logic-Witness-Statement

reject the injunction by SSE stated the case *'was lacking any evidence at all'* and that it was *'fanciful bordering on paranoid.'*⁷

5. The Blacklist

In the blacklist relating to Carillion and two of its wholly owned subsidiaries, presented as evidence during a court case, there are 224 named people, a small fraction of the 3,213 who are named on the full list. Of these 224 the description *'given details and not employed'* is given against 109 people. In the majority of cases, 81 times, the details are given as *'LK given details and not employed'*. This makes a mockery of Carillion's Equal Opportunities and diversity policy which states:

*Carillion will make every effort to ensure that all employees are treated with courtesy, dignity and respect.....Our aim is to eliminate all bias and unlawful discrimination in relation to job applicants*⁸

In Mr Smith's witness statement to the employment tribunal held in January 2012 against Carillion, it is claimed that LK is Liz Keates, senior Carillion HR manager. It is known that Ms Keates took over the role of managing Carillion's relationship with The Consulting Association from Alan Wainwright.

Keith Ewing, professor of Public Law at King's College, London, described the blacklist as *'the worst human rights abuse in relation to workers'* in the UK in 50 years. In a testimony by David Clancy, investigations manager at the ICO, he stated that he believed some of the information in the files *'could only be supplied by the police or the security services'*⁹

Most of the details on the blacklist relate to Trade Union activities. Section 137 of the Trade Union and Labour Relations (Consolidation) Act 1992¹⁰ states:

- 137 Refusal of employment on grounds related to union membership
- (1) It is unlawful to refuse a person employment –
 - (a) because he is, or is not, a member of a trade union
 - (b) because he is unwilling to accept a requirement—
 - (i) to take steps to become or cease to be, or to remain or not to become, a member of a trade union, or
 - (ii) to make payments or suffer deductions in the event of his not being a member of a trade union
 - (2) A person who is thus unlawfully refused employment has a right of complaint to an employment tribunal

⁷ www.tuc.org.uk/workplace/tuc-17144-f0.pdf

⁸ www.carillionplc.com/media/33130/equality_diversity.pdf

⁹ www.guardian.co.uk/business/2012/mar/03/blacklisted-building-workers-court-hopes

¹⁰ www.legislation.gov.uk/ukpga/1992/52/section/137

6. “Crimes” committed to be blacklisted

Concerns regarding health and safety conditions at the Pfizer site in Kent were raised by a union representative and another employee. The employer was indifferent to the problems. The employees consequently refused to work and were dismissed. At the Steve Acheson & others v Balfour Kilpatrick employment tribunal case in December 2002 the following was stated:

‘A particular danger at this site was the risk of Weil’s disease. This is a serious water borne infection carried in rat urine. Rats were present on the site and there were indeed warning notices alerting workers to the dangers of this disease. The tribunal found that it was reasonable for the men to be concerned that the increased levels of standing water would increase their risk of exposure to this disease. There were also concerns about the dangers of working with electricity in these wet conditions.’¹¹

The judgment was highly critical of Balfour Kilpatrick throughout:

‘In the practical world, we cannot believe that any employer would criticise an employee for informing him of imminent health and safety risks, whether directly or through any other means of communication.’¹²

Some employees succeeded in their claims for unfair dismissal. This meant nothing to The Consulting Association as further details would appear on the blacklist files with information supplied by ‘MA’ of Balfour Kilpatrick.

Dave Smith, as a UCATT safety rep working on a Tesco site in Ilford in 1998, raised concerns about asbestos with the site agent and was subsequently dismissed. He made an initial, successful claim for unfair dismissal against the contractor, Costain, eventually overturned on the technicality of him being an agency worker and not covered by the law as it stands.

While working for John Mowlem he was elected to become a safety rep after a serious explosion, resulting in a 22m wide, 7m deep crater in the grounds of a school site.

After a serious accident in which a young worker fell three floors from scaffolding which did not have a safety hand rail, Dave Smith felt obliged to become safety rep to prevent similar incidents occurring on this Schal Ltd run site. One of his duties was to provide Schal with a written safety report raising a number of concerns from workers on the site. This included deplorable toilet facilities which flooded with human excrement on an almost daily basis, uncovered holes, lack of safety training, fire points and handrails and a failure to provide safety information in different languages. Schal refused to acknowledge receipt of the safety inspections and Dave was immediately put on shorter hours and refused Saturday working until his eventual dismissal.

It was for reasons like this that Dave Smith found himself on the blacklist, labelled a troublemaker and forced out of the construction trade.

¹¹ www.employmentappeals.gov.uk/Public/Upload/EAT1412011612003.doc page 4

¹² www.employmentappeals.gov.uk/Public/Upload/EAT1412011612003.doc page 22

The database is littered with other “crimes” which individuals committed to find themselves blacklisted. See appendix 1 for further details but examples include ‘*Union activity*’, ‘*troublemaker*’, ‘*involved in dispute*’, ‘*highly vocal in support of union*’, ‘*brought in H&S issues*’, ‘*keeps extremely interesting company*’. It is for these reasons that companies like Carillion thought it acceptable to provide, and use, information gathered in this way to keep these ‘troublemakers’ off their sites and the sites of the 40 largest construction companies in the UK causing significant impacts on the lives of these workers and their families.

7. Am I blacklisted?

To find out whether you are named on The Consulting Association blacklist you need to contact the Information Commissioner’s Office using the Helpline on 0303 123 1113 or 01625 545745, which is available between 9am and 5pm, Monday to Friday. Leave your name and contact telephone number and a case officer will check the database to see if there is a match. If there is no match you will be informed straight away. If the details you provided are similar or do match then the ICO will ask you to provide them with further identification in writing. Once your identity has been verified and a match against the database confirmed they will contact you and provide a copy of the information held.

8. The Law

An employment tribunal claim can be made if an employer has been suspected of:

- refusing someone employment for a reason related to a blacklist
- dismissing someone for a reason related to a blacklist
- subjecting someone to any other detriment for a reason related to a blacklist

It can also be made if an employment agency refused its services to someone for a reason related to a blacklist.

If an employment tribunal is successful then the tribunal can:

- award compensation
- recommend that the employer or employment agency takes action to correct the harm suffered

A county court claim can be made by anyone - including someone who is self-employed - if they have suffered loss or been threatened by a potential loss.

The complaint can be made against any individual, business or other person because of:

- compiling a blacklist
- distributing a blacklist
- selling a blacklist
- using a blacklist

The court operates the same rules as the employment tribunal when deciding whether the complainant or the defendant must prove their case.

CB&I was the first contractor to face action in the wake of last year's construction trade union blacklist, with an employment tribunal ordering the firm to pay a union member nearly £20,000 in damages after he was unlawfully refused employment.¹³

For 30 years it has been illegal to sack a worker because of their trade union involvement. The ICO has taken enforcement action against a number of construction companies based on the evidence recovered from The Consulting Association.

The government introduced new regulations against blacklisting in 2010, making it unlawful to operate a list and to compensate those who suffer loss as a result of being blacklisted.¹⁴ The Employment Relations Act 1999 (Blacklists) Regulations 2010¹⁵ came into force 2 May 2010 and state:

1) Subject to regulation 4, no person shall compile, use, sell or supply a prohibited list.

(2) A "prohibited list" is a list which—

(a) contains details of persons who are or have been members of trade unions or persons who are taking part or have taken part in the activities of trade unions, and

(b) is compiled with a view to being used by employers or employment agencies for the purposes of discrimination in relation to recruitment or in relation to the treatment of workers.

(3) "Discrimination" means treating a person less favourably than another on grounds of trade union membership or trade union activities.

(4) In these Regulations references to membership of a trade union include references to—

(a) membership of a particular branch or section of a trade union, and

(b) membership of one of a number of particular branches or sections of a trade union;

¹³ <http://construction-manager.co.uk/news/cbi-handed-first-blacklisting-fine>

¹⁴ www.bbc.co.uk/news/uk-england-14080162

¹⁵ www.legislation.gov.uk/uksi/2010/493/contents/made

9. Conclusion

This report pulls back the curtain of secrecy to give a glimpse how employers like Carillion have illegally used their power and money to blacklist citizens and to deny them their rights to employment. The report shows that the level of wrong doing and abuse around this blacklisting is the construction industry's equivalent of phone hacking by newspapers and is just as serious.

For far too long, vested interests have sought to ignore discriminatory activities by Carillion and others. GMB will campaign to expose these activities. GMB will call on politicians to bring social justice to the victims of blacklisting by these companies.

GMB will campaign the length and breadth of the land for Carillion and others to apologise and to compensate victims who have fallen foul of their illegal activities. Carillion are trading with the public and are in receipt of large amounts of public funds every year on public sector contracts. The politicians who award these contracts and who monitor Carillion's performance have to make clear to the company and to others that nothing less than an apology and compensation will suffice.

GMB will relentlessly pursue companies involved with the blacklisting of any of our members, including bringing multiple claims in the High Court. GMB has instructed a leading law firm experienced in the filing of multiple claims to fight for justice and compensation for the blacklisted workers. GMB will use the parliamentary process to contact the relevant select committee to raise appropriate employment rights and privacy concerns and campaign for any necessary changes to the law.

Appendix 1 - Further quotes and descriptions against the 224 names on The Consulting Association blacklist:

A worker behind the scenes and can speak with a forked tongue. Vociferous on the picket line

Migratory habits watched with interest. Keeps extremely interesting company - known members of certain factions

Brought in H&S issues. Intimidation of the workforce. Would not recommend for employment

Allowed himself to be drawn along by the course of events. Not in front line of action

Dark haired, stocky Liverpoolian with a strong accent. Close friend of Mr Smith. Both recently seen at a Left Wing meeting. Known as Left-Wing activist since mid 1980's. Girlfriend is Miss L who has been involved in several marriages of convenience.

Union activity. Aggressive individual with short fuse. Very lazy and needs constant watching.

Allowed himself to be drawn along by the course of events at Jubilee Line Extension, not in front line of action

Active in dispute at Heathrow Terminal 5

Involved in dispute at Connah's Quay, Deeside. Union Activity and Incompetent. Bit of a sheep but elected steward.

Trouble maker and is politically motivated.

Applied to 3271/81 agency SkyBlue. LK given details and not employed (this statement occurs 81 times)¹⁶

Described as SA's Lieutenant. A worry that foremen would employ him. Gone from being a normal, good electrician to being squarely in the EPIU/SA camp

Involved in Manchester Metropolitan University site dispute

Involved in dispute at Connah's Quay, Deeside. Incompetent

Involved in dispute at Connah's Quay, Deeside. Union Activity. Active in strike

Working on Uxbridge contract. Company was able to remove

Described as Militants, having been involved in the actions by electricians on the London Bridge section of the Jubilee Line Extension

Involved in dispute at Connah's Quay, Deeside. Union activity. Friend and confidante of MR One of 12 men employed on Isle of Man who walked off the job, stopping it completely Haden Young would not re-employ, assistant shop steward

¹⁶ 3271/81 is the code that was used for Carillion and then Crown House Technologies. Out of 224 names on the database we have been able to research, 81 state 'LK given details and not employed'.

Involved in dispute at Connah's Quay, Deeside. Union Activity. Highly vocal in support of union at mass meeting. Applied to 3271/81, LK given details and not employed

Systematically disruptive during the term of engagement, misleading the workforce and raising minor grievances into major disputes by the use of unofficial union channels. Applied to 3271/81 agency. KG given details and not employed. Concern expressed by KG as to why own agency still has him on their books

Involved in dispute at Connah's Quay, Deeside. Incompetent. Handy with his fists - very aggressive

Aldermaston baddies!! Possible EPIU. Applied to 3271/81 agency SkyBlue. LK given details and not employed

Seemed to be prominent organiser on the picket. Could be associated with some intimidation Shop steward on 3271's Power Station site and described as a troublemaker. Threatens to take men outside gates on anything where he does not get his own way. GMB union. Applied to 3228 at Barrow Power Staton, SM given details, application not proceeded with.

Extreme troublemaker who would not be re-employed. Applied to 3233/2 at Heathrow T5 contract, CH given details and not employed

Described as having his fingers into everything. Applied to 3271/81. LK given details and not employed. Worked at Jubilee Line Extension. UNDER NO CIRCUMSTANCES WHATSOEVER.

Also in the documents taken from the offices of The Consulting Association was evidence of information gathering against workers suspected of being in a trade union with spies being sent in to union meetings:

'I attended a meeting of the above organisation [Joint Sites Committee]..... The meeting was chaired by 'Dave', a Londoner, aged about 30 years, shaven head, slim build and wearing large round glasses.....'Mick' was co-chair, is a similar age, medium build, dark neat hair and spoke softly with a strong scottish accent. During the meeting I gathered Mick was married with children and has both a trade union and a Catholic organisation interests.....other committee members I identified were 'Frank', a stocky dark haired Liverpudlian (strong accent), and 'Paddy', very tall (6ft 5ins), slim, large mop of ginger hair and a ginger wispy beard.'

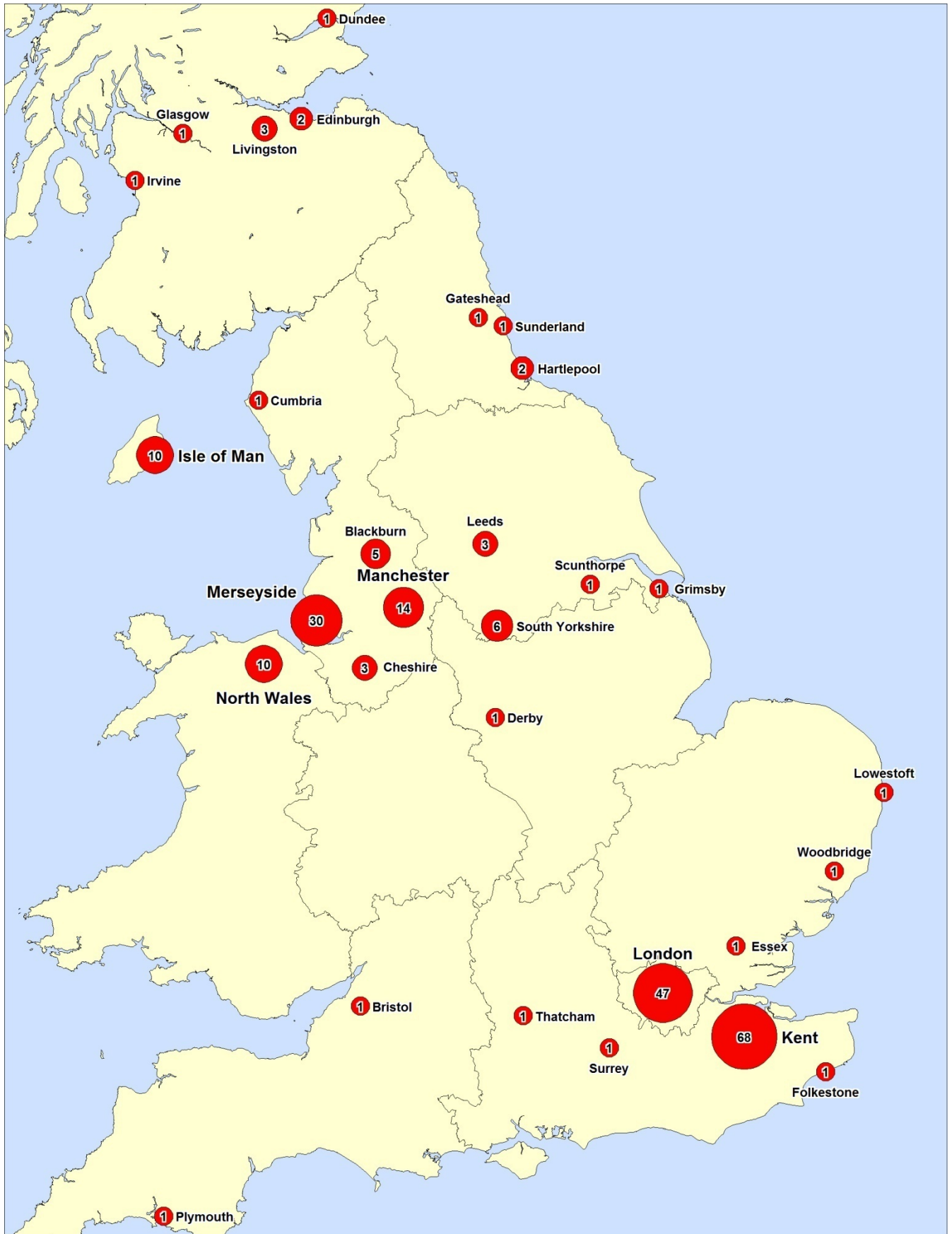
Appendix 2 - Companies known to have used The Consulting Association blacklist¹⁷:

Amec Building Ltd	Kier Ltd
Amec Construction Ltd	John Mowlem Ltd -Ex Member
Amec Facilities Ltd	Laing O'Rourke (Laing Ltd)
Amec Ind Div	Lovell Construction (UK) Ltd – Ex Member
Amec Process & Energy Ltd	Miller Construction Limited – Ex Member
Amey Construction – Ex Member	Morgan Ashurst
B Sunley & Sons – Ex Member	Morgan Est
Balfour Beatty	Morrison Construction Group – Ex Member
Balfour Kilpatrick	N G Bailey
Ballast (Wiltshire) Plc – Ex Member	Shepherd Engineering Services
Bam Construction (HBC Construction)	Sias Building Services
Bam Nuttall (Edmund Nutall Ltd)	Sir Robert McAlpine Ltd
C B & I	Skanska (Kaverna/Trafalgar House Plc)
Cleveland Bridge UK Ltd	SPIE (Matthew Hall) - Ex Member
Costain UK Ltd	Taylor Woodrow Construction Ltd – Ex Member
Crown House Technologies (Carillion/Tarmac Const)	Turriff Construction Ltd –Ex Member
Diamond M & E Services	Tyson's Contractors – Ex Member
Dudley Bower & Co Ltd – Ex Member	Walter Llewellyn & Sons Ltd - Ex Member
Emcor (Drake & Scull) - 'Ex Ref'	Whessoe Oil & Gas
Emcor Rail	Willmott Dixon – Ex Member
G Wimpey Ltd – Ex Member	Vinci PLC (Norwest Holst Group).
Haden Young	

Names in brackets indicate where companies have undergone a change of name or where subsidiaries have been absorbed by parent companies.

¹⁷ www.ico.gov.uk/news/current_topics/consulting_association.aspx

Appendix 3 - The Blacklisted workers: Map showing where the blacklisted workers lived and worked.



Appendix 4 - The Blacklisted workers: Table showing locations of where blacklisted workers lived and worked.

Location	workers	Location	workers
Kent	58	Croydon	1
London	39	Derby	1
Liverpool	14	Dundee	1
Manchester	13	Essex	1
Isle of Man	10	Folkestone	1
Blackburn	5	Gateshead	1
Clwyd	5	Glasgow	1
Merseyside	5	Gravesend	1
Wirral	5	Grimsby	1
Rotherham	4	Hillingdon	1
Chatham	3	Irvine	1
Ellesmere Port	3	Kirkby	1
Livingston	3	Llandudno	1
Uxbridge	3	Lowestoft	1
Birkenhead	2	Mold	1
Caernarfon	2	North Wales	1
Edinburgh	2	Oldham	1
Hartlepool	2	Plymouth	1
Leeds	2	Rayleigh	1
Romford	2	Scunthorpe	1
Stanford-le-Hope	2	Sheffield	1
Barnsley	1	Sherburn in Elmet	1
Brentwood	1	Sunderland	1
Bristol	1	Surrey	1
Canvey Island	1	Thatcham	1
Cheshire	1	Warrington	1
Chester	1	West Wickham	1
Cleator Moor	1	Woodbridge	1

Appendix 5 – Carillion entries from The Consulting Association Sales Day Book

Invoice No	Date	Description	Net figure	VAT	Total
1509	06/10/1999	Quarterly fee	£2,724.00	£476.00	£3,200.00
1548	19/11/1999	W'ton Mtg (18.11.99)	£9.54	£1.66	£11.20
1571	14/12/1999	Q3 fee	£1,557.00	£272.48	£1,829.48
??	25/02/2000	N.W. and Mids (18.2.00)	£32.34	£5.66	£38.00
1625	04/03/2000	Q4 fee	£2,502.00	£437.85	£2,939.85
1663	05/06/2000	S&N West	£29.77	£5.20	£34.97
??	06/07/2000	Q1 fee	£2,313.00	£404.78	£2,717.78
1783	14/12/2000	Q3 fee	£1,228.50	£214.99	£1,443.49
1820	03/04/2001	Q4 fee	£793.50	£138.86	£932.36
1832	05/04/2001	London South East Mtg	£63.22	£11.06	£74.28
1846	21/05/2001	Annual subscription	£1,500.00	£262.50	£1,762.50
1884	03/07/2001	Q1 fee	£1,605.00	£280.88	£1,885.88
1895	16/07/2001	W'ton Mtg (12.7)	£16.82	£2.94	£19.76
??	01/10/2001	Q2 fee	£361.50	£63.26	£424.76
1980	14/12/2001	Q3 fee	£2,235.00	£391.13	£2,626.13
2012	02/04/2002	Q4 fee	£603.00	£105.53	£708.53
2056	08/05/2002	Annual subscription	£2,000.00	£350.00	£2,350.00
2079	02/07/2002	Q1 fee	£532.50	£93.19	£625.69
??		Q2 fee	£915.00	£160.13	£1,075.13
??		Q3 fee	£2,064.00	£361.20	£2,425.20
2210	01/04/2003	Q4 fee	£6,108.00	£1,008.90	£7,116.90
2224	02/05/2003	Annual subscription	£2,500.00	£437.50	£2,937.50
2261	02/07/2003	Q1 fee	£3,458.00	£605.15	£4,063.15
2293	01/10/2003	Q2 fee	£1,351.00	£236.43	£1,587.43
2344	15/12/2003	Q3 fee	£560.00	£98.00	£658.00
2372	02/04/2004	Q4 fee	£1,482.25	£259.39	£1,741.64
??	08/06/2004	Meeting	£30.50	£5.34	£35.84
2594	15/11/2005	Woodstock 10th Nov	£19.72	£3.45	£23.17
2770	06/12/2006	W'STK MTG 30/11	£17.92	£3.14	£21.06
	Total		£38,613.08	£6,696.60	£45,309.68

Blacklist – a list of people or groups regarded as unacceptable or untrustworthy and often marked down for punishment or exclusion.^[1]

‘Blacklisting is a nasty, secretive and unaccountable practice that causes untold misery for individuals who are entrapped unwittingly by its covert nature, incapable of challenging what is being said and used against them, and unable to understand why their lives are being blighted by the failure to secure work’^[2]

[1] The New Oxford Dictionary of English definition

[2] Keith Ewing, professor of Public Law at King’s College, London: Ruined Lives, Blacklisting in the UK Construction Industry www.ier.org.uk/node/433