

MAKE WORK BETTER



CONGRESS 2022

GMB Congress 2022
Final Agenda
12th to 16th June 2022



FINAL AGENDA

GMB CONGRESS 2022

Sunday 12th June – Thursday 16th June



1974 CONGRESS, BLACKPOOL

MOTION 257

PRE-CONGRESS DELEGATE MEETINGS

Congress agrees that in order to widen the area of debate, and to achieve a more democratic expression of Congress delegates, Pre-Congress meetings should determine their voting intentions, with regard to resolutions from within their own Region, and matters reflecting a point of principle. But should not determine an intractable attitude to resolutions from other Regions until the conclusion of the general debate.

PERIVALE BRANCH
(London Region)

GMB ZERO TOLERANCE STATEMENT

The GMB is committed to preventing harassment and discrimination. All forms of discrimination and harassment are unacceptable, undermine the dignity of an individual, are morally wrong, unlawful and have a detrimental impact on individuals, on the workplace, for the union and in society.

Any such behaviour will not be tolerated within our union.

One of our core principles is the right for everyone to be treated with equality, dignity, and fairness in work and society.

As contained within our Rule Book 'Our Purpose' states: 'We will aim to end exploitation, discrimination and injustice.' 'Our Aims' are: to promote equal opportunities within the union, the workplace and society in general, and end discrimination.

GMB will not tolerate any behaviour, gestures, verbal, written or electronic communication or physical act that can reasonably be perceived as being discriminatory or harassment.

Every GMB employee or member should be confident to report acts of discrimination or harassment and confident that they will be protected from any reprisal.

GMB will treat all complaints and reports of discriminatory behaviour and harassment seriously, fairly, and proportionately without fear or favour. GMB will investigate them promptly, efficiently and in confidence, in line with our policies and Rule Book.

Awareness-raising programmes, education, and on-going training will be given to employees and members. GMB is committed to promoting respect, equality, inclusion, and diversity at all levels of our lay and employee structures.

This statement applies to:

GMB members

GMB employees, workers, contractors, and all those directly or indirectly performing functions in relation to GMB

Adopted by GMB Congress 2014 as part of the GMB Women's Project CEC Special Report

Updated by the Taskforce for Positive Change (and endorsed by the CEC on 1 February 2022).

Leigh Day is the only top-ranked firm for employee and trade union advice in national legal directories

We consistently get results for GMB members, most recently winning cases in the Supreme Court against both Asda and Uber.

Each outcome has clarified and changed the parameters of employment and discrimination law - the implications are significant not only for thousands of members in the retail sector and the gig economy, but also for employers.

We only work for claimants, and are proud to continue this tradition with GMB.

“

The impact the team has had upon modern employment litigation is unrivalled.”

Legal 500 2022

Leigh Day

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🖱 leighday.co.uk

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Winner of the LexisNexis Legal Awards
Employment Team of the Year 2022



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CENTRAL EXECUTIVE COUNCIL AND NATIONAL OFFICE

GENERAL SECRETARY & TREASURER

SMITH, GARY

NATIONAL ORGANISING OFFICER

SMITH, MARTIN

NATIONAL SECRETARIES

AZAM, REHANA
PRENDERGAST, ANDY

GENERAL MEMBER AUDITORS

GREGSON, PAUL (MI)
HYMAN, CHARMAINE (SO)
KEMPSON, DAVE (MI)

CENTRAL EXECUTIVE COUNCIL LAY MEMBERS (49)

ALLINSON, SHANE (MI)
Manufacturing

ASHTON, TRACEY (MI)
Public Services

BEVAN-JOHN, ARRON (SW)
Public Services

BRINKWORTH, GWYLAN (SW)
Public Services

BUCHANAN, KEVIN (SC)
Commercial Services

BURLEY, AMANDA (YO)
Public Services

CARR, MIKE (NO)
Commercial Services

CLARKE, MARGI (BI)
Commercial Services

CLARKSON, CAROL (MI)
Commercial Services

DALEY, ELAINE (BI)
Commercial Services

DANIELL, SANDRA (SW)
Commercial Services

DEAN, ANNE (SC)
Public Services

DOLAN, JOHN (SC)
Manufacturing

FARR, BRIAN (SW)
Manufacturing

FLANAGAN, DAVID (NW)
Commercial Services

GAGLANI, SHAILESH (LO)
Manufacturing

GIBBS, GORDON (BI)
Public Services

GILLIGAN, DEAN (LO)
Public Services

GREGG, MARGARET (NW)
Commercial Services

GUNTER, COLIN (MI)
Manufacturing

HARRIS, GARY (LO)
Public Services

HENEGHAN, FIONA (SO)
Public Services

HENSBY, KEVAN (YO)
Public Services

HOOKWAY, RACHAEL (LO)
Public Services

HOPE, DAVID (NW)
Public Services

HURLEY, SARAH (LO)
Public Services

HUTCHINSON, MARY (NO)
Manufacturing

JONES, KEVIN (SW)
Public Services

JUMMA, FARZANA (YO)
Public Services

JUSS, WARINDER (BI)
Commercial Services

MCLEAN, DAVID (YO)
Public Services

MEYRICK, PETE (BI)
Fine Manufacturing

MINNERY, JUNE (SC)
Public Services

PINDER, CATH (YO)
Manufacturing

PLANT, BARBARA (SO)
Public Services

RICHARDSON, GORDON (BI)
Manufacturing

ROBERTSON, CAROL (MI)
Commercial Services

ROBINSON, PENNY (LO)
Public Services

SAGE, MALCOM (MI)
Commercial Services

SCOTT, ROBBIE (LO)
Commercial Services

SMART, VIV (BI)
Public Services

SPICER, DONNA (SO)
Public Services

SUTTON, CATH (NW)
Commercial Services

WALKER, SUE (YO)
Commercial Services

WARCUP, JOHN (NO)
Commercial Services

WELHAM, BOB (NW)
Manufacturing

WINSON, LORRAINE (NW)
Public Services

WOODWARD, ALAN (MI)
Public Services

ZUBRUTE, SAMANTA (MI)
Public Services

**NATIONAL
OFFICE**

BARNES, ANNA
BARTLAM, WENDY
BARTLETT, MEL
BEAN, EMMA
BETTERIDGE, MARK
CALLOW, JOHN
DOW, GRAHAM
FISHER, MEGAN
GANNON, PAT
GIBSON, JOHN
GILANI, SANGEETA

HOLDEN, ROSS
JOHNSON, EMMA
JULIUS, MONICA
MANN, LYNSEY
MARSHALL, SAM
PANTON, KEVIN
PARKER-DEAN, JON
PERRIN, HILARY
RIX, MICK
ROBINSON, BOB
ROGERS, SCOTT

SAUNDERS, ELEANOR
SHEARS, DAN
SHORT, STEVE
SIBTHORPE, GAVIN
SMITH, BARRY
SMITH, KAREN
SWEENEY, KEVIN
TINNEY, LAUREN
TURNER, LAURENCE
TURTLE, ALISON
WOLFSON, RHEA

CONGRESS LAY DELEGATES MALE/FEMALE BREAKDOWN*

| REGION | NOMINATED | | ELECTED & APPOINTED | |
|---------------------------------|-----------|-----|---------------------|-----------|
| | M | F | M | F |
| BIRMINGHAM & WEST MIDLANDS | 16 | 11 | 16 (59%) | 11 (41%) |
| LONDON | 33 | 15 | 32 (57%) | 24 (43%) |
| MIDLAND & EAST COAST | 25 | 13 | 17 (56%) | 13 (44%) |
| NORTHERN | 26 | 11 | 24 (69%) | 11 (31%) |
| NORTH WEST & IRISH | 31 | 18 | 30 (64%) | 17 (36%) |
| GMB SCOTLAND | 20 | 9 | 26 (67%) | 13 (33%) |
| SOUTHERN | 29 | 16 | 28 (64%) | 16 (36%) |
| YORKSHIRE & NORTH DERBYSHIRE | 23 | 16 | 23 (59%) | 16 (41%) |
| | | | | |
| TOTALS | 231 | 123 | 224 (62%) | 135 (38%) |

*as at 20/04/22

2021

(59%)

(41%)

DELEGATE EQUALITY MONITORING DATA

(Below data shows summary, of all Regions, of completed and returned monitoring forms)

What is your gender?

174 Man
104 Woman

Do you identify as trans?

1 Yes
272 No
5 Prefer not to say/did not answer

What is your sexual orientation?

230 Heterosexual/Straight
10 Gay/Lesbian
12 Bisexual
1 Prefer to self-define
25 Prefer not to say/did not answer

Are you disabled or do you have a long term health condition?

74 Yes
195 No
9 Prefer not to say/did not answer

What is your age group?

9 (18-30)
26 (31-40)
38 (41-50)
93 (51-60)
58 (60-65)
35 (65+)
19 Prefer not to say/did not answer

What is your ethnicity?

4 Asian/Asian British-Indian
5 Asian/Asian British-Pakistani
5 Any other Asian Background
12 Black/Black British-Caribbean
8 Black/Black British-African
2 Mixed/Multiple ethnic groups – White and Black Caribbean
1 Mixed/Multiple ethnic groups – Any other Mixed ethnic background
1 Other ethnic group - Arab
212 White - English/Welsh/Scottish/Northern Irish/British
3 White-Gypsy or Irish Traveller
2 White-Irish
7 White – Any other White background
1 Self Define/Other
15 Prefer not to say/did not answer

BIRMINGHAM & WEST MIDLANDS REGION (BI)

REGIONAL SECRETARY (ACTING)

ALLEN, MARTIN

ELECTED ORGANISERS

KING, ELAINE
PERRY, STUART

SENIOR ORGANISERS

GRIFFITHS, COLIN
OGILVIE, GILL
RICHARDS, STUART

REGIONAL STAFF

ATKISS, ADELLE
CASWELL, KATE

LAY DELEGATES (26)

BAILEY, GARETH
S64 Stafford/Stoke

PANESAR, EREN
N90 NASUWT

BAKER, KEVIN
C15 General

PERRY, CHERYL
B10 Banbury No. 1

BARWISE, JAMES
R35 Rocester JCB General

PICKERILL, PAUL
N45 Newcastle & Chesterton

BENNETT, BRIAN
B43 Birmingham City General

PREECE, IAN
W50 Wellington

BETTANY, CHRISTOPHER
R35 Rocester JCB General

RATTU, ASHOK
S20 Security

DEARLOVE, CHRISTINA
B10 Banbury No. 1

SMITH, ZOE
C40 Care

DUDSON, ALAN
W18 Walsall Council

SPARKS, DERRICK
C80 Dudley

DWYERS, DALE
K10 Kidderminster

THOMAS, YVONNE
C40 Care

EVANS, NEIL
S64 Stafford/Stoke

WADRUP, JANICE
B01 Public Services

GARDNER, REBECCA
X13 Birmingham General

YATES, SHARON
S75 Stoke Unity

GRIMMETT, LENNY
B01 Public Services

HOLNESS, JOY
B43 Birmingham City General

HUSSAIN, TARIQ
S20 Security

JONES, ANGELA
A15 ASDA

LAL, MADAN
W70 Willenhall

MCCREADY, LISA
S75 Stoke Unity

LONDON REGION (LO)

REGIONAL SECRETARY

KENNY, WARREN

SENIOR ORGANISER

WARR, TONY

MEMBERSHIP DEVELOPMENT OFFICER

BREACH, KEN

ELECTED ORGANISER

WHITE, GORDON

NON-ELECTED ORGANISERS

COLQUHOUN, JOHN
MCEVOY, LOLA

REGIONAL STAFF

BARGER, CHRIS
CLEMO, IDA
KEANE, PAULA
MENDIETA, HELEN

LAY DELEGATES (56)

ABBAS-NOORI, ZAHIDA
Hounslow

FOSTER, MARTIN
Beds County

MOHAMED, BISMILLAH
London Stores General

THOMAS, ALLAN
Milton Keynes City

AGBOOLA, HENRY
Edmonton/Enfield

FOSTER, MICHAEL
Home Counties General

PAREKH, DAKSHA
Central Wembley

TIMMINS, DIANE
City of London

ALI, MURAD
London Ambulance Health

GAYLE, LORNA
Aviation Security

PEREIRA, MARLOS
House of Parliament

TINNION, MIKE
GMB Professional Drivers

AMADI, OBI
GMB UNITE

HANLON, CATHERINE
Plaistow

POLLARD, LIAM
Whittington Services

WADE, JOSHUA
Cambridge 2

BLOCK, PAUL
Energy Central

HENDRY, KIM
GMB@PCS

PUDASAINI, RAJENDRA
Central North NHS

WARD, SARAH
Securicor 1

BYRNE, UNA
Northwest London

HOLLAND, CATHY
Essex Public Services

RAIT SINGH, KULWANT
Hendon

WATSON, MARK
Barking & Dagenham LGO

CHANA, TARANJIT
Ealing

HOOD, VICKY
Royal College of Nursing

RENNISON, CLIVE
ASDA Bedford DC

WHEELER, ROBERT
Hendon

CHOLERTON, TONY
London Zoological

HUSBANDS, MICHAEL
GMB (London) Security

RONEY, CLIFFORD
Thames General

CLARKE, HARRY
East Dereham

HUSTON, CHRISTINE
Islington Apex

RUST, JOANNE
King's Lynn No 1

DIAS, FATIMA
Camden Apex

JONES, STEPHEN
Redbridge

SCHEIMANN, MARC
Luton

DAVIES, STEVE
Barking

JUSS, SATVINDER
London Central General

SHAW, BRIAN
GMB@PCS

DESAI, UNMESH
Plaistow

KELLY, SUSAN
Holborn

SMITH, JAN
East Dereham

DUALE, ABDI
Ealing

KENT, DAVE
Norwich General

STOHR, ADRIAN
Braintree & Bocking

DUDLEY, KAREN
Beds County

LAW, ALAN
King's Lynn No 1

TEW, TRUDI
Beds County

DURCAN, ANTHONY
Royal College of Nursing

LEES, FELIX
GMB UNITE

THOMAS, VAUGHAN
Norfolk Public Services

EKONTANG, GEORGE
Camden Apex

MCCORMACK, MARIE
Islington Apex

THOMAS, VIVIEN
Norfolk Public Services

MIDLAND & EAST COAST (MI)

REGIONAL SECRETARY

ALLEN, MARTIN

SENIOR ORGANISERS

DOBBS, LES
TAYLOR, RICHARD
WAUDBY, LESLEY

ELECTED ORGANISERS

COPPIN, MICK
CLARKSON, SHAUNE

NON-ELECTED ORGANISERS

GRAYSON, NATALIE
MARSHALL, LIZ

REGIONAL STAFF

CASTLEDINE, DAVID
EVANS, CHERYL
JOHNSTON, SARA

REGIONAL PRESIDENT (GUEST)

SOPER, PHIL

LAY DELEGATES (30)

ALEXANDER, STEPHEN
GMB Leicestershire

BURKETT, IAN
GMB Energy & Utilities

BURN, CARL
Hull No. 1

BURNS, MICK
East Midlands Police Staff

CLARKE, BRENDA
Nottingham No. 1

CLARKE, IAN
GMB Derby Rolls Royce

CLARKE, RACHEL
Leicester General

COOK, BEN
GMB Mid Lincs

CRISP, COLIN
Beverley

DAVIDSON, YVONNE
East Midlands Police Staff

EVANS, JASON
Leicester Water

GIBBONS, DECLAN
Grantham Community

HEPPENSTALL, MARK
Ashfield General

ISHEMUNYORO, JOHN
Nottinghamshire General

JOHNSON, HELEN
Eurotec

KEIGHTLEY, NATHAN
GMB Leicestershire

KELLAM, HELEN
Nottingham Tec

LANGLEY, GARY
Nottingham City

LOWNDES, LINDA
Sherwood Forest Hospitals NHS

MCLAUGHLIN, PETER
Goole

RODRIGUE, PASCAL
GMB Nottingham County

SAWYER, CHRISTINE
Grantham Community

SHAW, JULIE
Hull Retail & Distribution

SHORT, MILES
North Lincs Unitary

SLATER, KATHLEEN
Ashfield No. 1

SOMES, HELEN
Sherwood Forest Hospitals NHS

TINLEY, DENISE
Derbyshire Community

WHILDING, ROB
Buxton

WILLMOTT, PATRICIA
Northants Community

YEL, TONI
Eurotec

NORTHERN (NO)

REGIONAL SECRETARY

NOLAN, HAZEL

SENIOR ORGANISERS

JUKES, CHRIS

ELECTED ORGANISERS

HUNT, MICHAEL

REGIONAL STAFF

HEPWORTH, JOANNE

MORAN, MICHAEL

WILLIS, DIANE

LAY DELEGATES (33)

ATKINSON, SUSAN

Asda Stores

BELL, ADAM

Northern Elec Ind

BLUNT, ANDREW

Cumbria Contractors

BURGESS, LEE

GMB BAE Systems Barrow

CLEGG, DAVID

Durham County Local Authority

COLLINSON, NEIL

North West & Durham AHA

COOK, NIGEL

Middlesbrough 5

DOWSON, ELLEN

Asda Stores

EARL, THOMAS

Carlisle & Cumbria Local Authorities

EDGAR, LEE

Cumbria Contractors

FOSTER, SUZANNE

Durham General

FOX, LORAINÉ

Asda Stores

GIBSON, ANDREW

Northumberland County LA Branch

HENWOOD, COLIN

Middlesbrough 5

HUNTER, THOMAS

South Shields 2

JONES, JAMES ALLAN

Middlesbrough 5

KANE, PETER

Cumbria General

KEITH, JAMES

Cumbria Public Services

KITCHEN, JACQUELINE

Durham General

LENNON, SHARON

Sunderland City LA

MITCHELL, JULIE

North West & Durham AHA

MURRAY, GEORGE

Newcastle & North Tyne General

PAPE, GLYN

Asda Distribution

PURNELL, STEPHEN

Sunderland City LA

RIDDLE, DAVID

Sunderland City LA

ROBERTSON, DIANE

Sellafield Ind

RUDDICK, HANNAH

Asda Stores

SAWDON, PETER

Stockton 3 Eng

SOWERBY-SCOTT, SUE

Durham General

SPEAKMAN, RICHARD

Darlington Eng

TIMBEY, LESLIE

Durham County Local Authority

WALLACE, GARRY

Asda Distribution

WEAR, JOANNE

Cumbria Public Services

NORTH WEST AND IRISH REGION (NW)

REGIONAL SECRETARY (INTERIM)

McDERMOTT, GRAHAM

ELECTED ORGANISERS

TBA

SENIOR ORGANISER

TBA

REGIONAL STAFF

DAVIES, JANET
FARRINGTON, ROSS

LAY DELEGATES (47)

ALI, KAMRAN
RMB1

BAMFORD, MARK
P42

BLOODWORTH, SAMANTHA
S70

BRICIOC ROXANA
P42

BUEY, JANET
N61

BURKE, PAUL
J05

CAIRNS, GILLIAN
A56

COLLINS, TIMOTHY
JO6

COOPER, ANDREW
N45

DAVIES, JAYNE
L25

DELAHUNTY, PAT
P41

DOCKERY, MARGARET
B16

DOHERTY, KAY
W80

FLANAGAN, KEVIN
Q22

GOULDING, BILLY
X24

GRAY, DAVID
G40

GUNN, ROBERT
F72

HARDWICK, KAREN
K28

HENRY, DOUGLAS
M35

HORROCKS, ANTHONY ROBERT
L34

KROLIC, MAREK
Q22

LALKHAM, BERNARD
J01

MALCOLM, ALAN
X02

MARNELL, EDWARD
Z15

MAWDSLEY, VINCENT
L25

MCDONNELL, JOHN
T20

MCGAFFIN, LYNETTE
M53

MERCER, JOHN ALAN
A08

MERCER, LINDA
A08

O'CONNOR, JULIE
M53

O'HAGAN, NEIL
V15

PATRICK, TRACEY
X07

PHILBIN, GED
R50

PITCHFORD, JO
B23

PITCHFORD, JOHN
B23

RAWSTHORNE, BARBARA
Y03

REGAN, PAUL
TU3

RICHARDS, PAUL
K28

RYAN, BELLA
L34

STODDART, ANN
HC1

STODDART, BARBARA
HC1

SMITH, JOE
W87

SWIFT, STEVE
M15

TETTAH, NATHANIEL
B19

TIMSON, PATRICK
A62

TURNBULL, MICHAEL
A56

TURNER, PAUL
N61

GMB SCOTLAND (SC)

REGIONAL SECRETARY (ACTING)

GILMOUR, LOUISE

ELECTED ORGANISER

LEONARD, KAREN

SENIOR ORGANISER

GREENAWAY, KEIR

REGIONAL STAFF

WELSH, PETER

STEEL, RORY

FLYNN, JANICE

LAY DELEGATES (36)

BOYD, MARGARET

Glasgow Nurses

MAXWELL, HAILEY

Glasgow General (APEX)

CARR-POLLOCK, TOM

Bathgate

MCCROSSAN, JIM

Dumfries & Galloway Council

CARSON, BRENDA

Clydebonding

MCINTOSH, GARY

Scottish Gas

CHANNON, JOHN

SGN

MITCHELL, CHRIS

Glasgow 40

DRYLIE, ANNETTE

Fife Public Services

MOORE, JAMIE

Glasgow NE & SW Health Service

FINN, MARY

Glasgow NE & SW Health Service

MULLIGAN, MARY

Scottish Ambulance Service

FRASER, TIM

Elgin

O'NEILL, KEIRAN

Scottish Parliamentary Staff

GAULD, JULIE

ASDA Retail

REICHLIE, CIORSTAI DH

Glasgow Nurses

GERRARD, GARY

ASDA Retail

RITCHIE, KEVIN

Aberdeenshire PS

GRAHAM, ROBERT

Fife Public Services

ROBERTSON, TOMMY

South Ayrshire PS

GREENE, ALI

Scottish Ambulance Service

SCOTT, HARRY

South Lanarkshire PS

HILL, NICK

Stirling 1

SMITH, RAYMOND

Falkirk PS

HOSSACK, STEWART

Glasgow NE & SW Health Service

THOMPSON, ANDY

Scottish Water

JORDAN, JAMIE

East Ayrshire PS

THOMSON, ANDY

Scottish Security

KYLE, DREW

East Ayrshire PS

THOMSON, SHONA

Glasgow 1

LOGAN, ALEX

Port Glasgow No. 4

VINCENT, MARK

Inverness & Highland General

MACKENZIE, RODDY

Dumbarton 2

WALKER, LINDA

Inverness & Highland General

MARTIN, LIZ

Private Care

WILSON, TAM

Glasgow General (APEX)

SOUTHERN REGION (SO)

REGIONAL SECRETARY

BOWDEN, JUSTIN

SENIOR ORGANISER

ALLISON, ASIA

ELECTED ORGANISERS

DANCEY, NIKKI

FRASER, ALAN

MACKLIN, FRANK

REGIONAL STAFF

CARLSON, ROB

GORDON, MICHELLE

SHURGOLD, JULIE

LAY DELEGATES (43)

ABROWSKA-HUGGETT, MARZENA

LB Merton

ADAE, ZENOBIA

LB Lambeth

ADAMS, LOUISE

G36 Security

ADEBOYE, OLAYINKA

LB Merton

ADJE, CHARLES

LFB

ALLEN, CARRA

Reading

BARDOS, ANTHONY

Reading

BOWLES, ROB

East Sussex Gen

BRENT, ALEX

South London Universities

BROWN, DAVINA

Croydon

BUTLER, CHRISTOPHER

Spearpoint

CHARLES, MARIA

LB Wandsworth

CLEMENTS, DAVE

South East Transport

DAS, SHAMIK

Brussels

DAVIS, JACQUIE

East Sussex Gen

DAVIS, SONYA

LB Wandsworth

DE BRUXELLES, MARTHA

Wilts & Swindon

DENNIS, JAMIE

Dungeness

GAVIN, KEVIN

Richmond

HAFFENDEN, JEANINE

Wilkinsons

HIBBERD, CHRIS

Tolpuddle

HOLMAN, MIKE

Warehouse ASDA

HOUGH, GEOFF

Sussex

HUGHES, MAGGIE

London

HUGHES, ADAM

London

HUTCHINGS, STEVE

Didcot & Oxon

IJIEH, SYLVESTER

St. George's

INOKOBA, JOHN

St. George's

JOHNSON, KEITH

LB Lambeth

KASSAM, LEILA

South London Universities

LANGLOIS, TIM

Jersey

MCMULLEN, DAVID

Berks. & N. Hants.

MILLER, LAURA

LB Sutton

NEWMAN, ANDY

Wilts & Swindon

PALERMO, NICOLETTA

Sussex

PARSONS, JULIET

Environment Agency

PAYNE, AVA

Croydon

RAZA, SYED

S. Coast Gas & Utilities

ROBINSON, MURRAY

SECAMB

SERUGO, CONSTANT

Thames Water

TUCKWELL, DAVID

Southwark

VOLK, BERNARD

Wilkinsons

WRIGHT, CHRIS

SECAMB

GMB WALES & SOUTH WEST REGION (SW)

REGIONAL SECRETARY

BRADY, RUTH

SENIOR ORGANISERS

BAKER, ADIE
HAYWARD, ROWENA
HUGHES, NICK

REGIONAL STAFF

ANDREWS, KELLY
BRADY, JULIA
COLUCCI, DEBBIE
HOYLES, TOM
MORLEY, KAREN
PETTY, CERI
STARK, LISA
WHYMAN, CAROLE

LAY DELEGATES (42)

BEALE PATRICK
N15

BEARCROFT, SHEILA
P80

BOWLER, MARK
R45

BREWER, DEREK
C02

BUNKER, JAMIE
B86

BUTLER, MAXINE
W66

CARLYON, CHRISTOPHER
Y03

CARPENTER, SIMON
R41

CHEDZEY, GEORGIA
C48

DAVIES, IAN
J15

EDWARDS, WAYNE
M18

ESTEBANEZ, CAROL
R45

EVANS, NIGEL
H15

FELTON, MATTHEW
M58

FUNNELL, NEIL
C22

GALLEOZZIE, GAVIN
A50

GRIFFITHS, NICOLA
M18

HARRISON, SHARON
H15

HEALY, YVONNE
M58

HUMPHREYS, NICOLA
W42

HUNT, PAUL
W71

ISMAY, DEAN
C02

JONES, JULIET
A03

LAYLAND, ZOE
C10

LEE, EDDIE
P19

MARSH, CHRISTOPHER
X45

MCGUIRE, PAUL
W21

MILLS, ANDY
B96

MOORE, LINDA
C21

PARKER DELAZ AJETE, LORRAINE
P18

REYNOLDS, STEPHEN
W21

RIDLEY, KEITH
T28

ROGERS, PHILIP
S62

SHUTTLEWOOD, JAN
S62

STEVENSON, COLIN
D19

STRACHAN-TAYLOR, JONATHAN
C31

THOMAS, PAUL
P72

TIPPINGS, ALYSON
B66

VINER, ANDREW
C33

WARN, NIGEL
D19

WILLIAMS, MATHEW
H03

WILLIAMS, SUZANNE
C48

WILSON, MICHAEL
D15

YORKSHIRE & NORTH DERBYSHIRE REGION (YO)

REGIONAL SECRETARY (ACTING)

NOLAN, HAZEL

SENIOR ORGANISERS

WILBURN, DESIREE
DAVIES, PATE

ELECTED ORGANISERS

BOOTH, STACEY
FOSTER-WILSON, LOU

NON-ELECTED ORGANISER

ALDWINKLE, ANDREW

REGIONAL STAFF

AWAIS, NAVEED
DAWSON, CRAIG
FORD, MARIA
JONES, CAROLINE

LAY DELEGATES (38)

BAGHERI, ELIZABETH
Police Support Staff

BLACKBURN, ADRIAN
ASDA Stores

BURKE, DIAN
Leeds School Support Staff

BUTLIN, CLAIRE
Smart Energy

BUTT, AAFAQ
GMB Organising

COFFIELD, JAMES
Pontefract & Castleford General

DOUGLAS, JOHN
Bradford & Keighley Gas

EQUIANO, HASHIM
Leeds Local Government Staff

FOSTER, KIRK
Rowntree & Associated

GIBSON, ANDREW
Leeds Civic

GILBERTHORPE, KENNY
South Yorkshire & North
Derbyshire Blmks

GILLOTT, DOMINIQUE
ASDA South

JACKSON, MARTIN
Barnsley Health

JARVIS, GRAHAM
Barnsley GMB

KEMP, IAN
Parkgate

KNOWLES, RITA
ASDA South

LETTIN, CHRISTINE
Barnsley Health

LOCKWOOD, NEIL
Ripon & Thirsk General

MARTIN, SINCLAIR
Leeds Civic

MCKENNA, ROSALEEN
Leeds School Support Staff

MIREK, BOZENA
Asda Distribution

MORRELL, ALLISON
Doncaster Central

NEEDHAM, FRANK
South Yorkshire & North Derby
Blmks

O'BRIEN, PAUL
Doncaster Central

RONTREE, ANDREW
Leeds General

RYAN, JOHN
Parkgate

SATTI, AMJAD
Bradford District Care Trust

SHEEHAN, SARAH
Sheffield Mcp & Light

STEER, PHILLIP
West Yorkshire Manufacturing

STEVENSON, JOHN
Sheffield Education

STOCKWELL, NATHALIE
York General

THOMAS, MATTHEW
Keighley & Airedale NHS

TIMPSON SANDRA
ASDA Stores

WILLETTS, RICHARD
Bradford District Care Trust

WILLIAMSON, GEMMA
Keighley & Airedale NHS

WILTON, JAMES
Leeds School Support Staff

YOUNG, SARAH
Sheffield Health

ZINTERA MAGDALENA Yorkshire
Clothing & Textile

GUIDELINES FOR CONGRESS BUSINESS

These guidelines provide a broad, but flexible, framework for dealing with Congress business and have been drawn up in accordance with the Rules of the Union. They are intended as guidelines for the President, Congress and the Standing Orders Committee itself.

1. CONGRESS

Congress is convened and delegates are elected subject to the provisions of the Union Rule Book. Congress shall conduct its business at the following times:

Sunday 12 June - Wednesday 15 June

9:30AM to 12:30PM, 2:00PM to 5:30PM

Thursday 16 June

9:30AM to Lunchtime

Changes in these times will be discussed between the President of Congress and the Standing Orders Committee.

2. STANDING ORDERS COMMITTEE

The Standing Orders Committee shall be appointed in accordance with Rule 9. The members of the Standing Orders Committee shall elect a chair from amongst their own number.

The Standing Orders Committee shall have power to recommend to Congress proposals on the conduct of Congress business as covered by these guidelines.

The Standing Orders Committee shall meet as and when may be necessary to arrange Congress business.

The Central Executive Council may appoint up to three Observers to advise Standing Orders Committee.

3. GENERAL MOTIONS AND RULE AMENDMENTS

Motions on general policy and to amend rules shall be placed on the agenda according to the provisions of the Rule Book.

It is the responsibility of the Standing Orders Committee at Congress to make recommendations to Congress for the handling of the agenda.

The Standing Orders Committee has three responsibilities in respect of Motions submitted to Congress:

- (1) The Committee shall determine whether or not each Motion is "in order" for debate at Congress i.e.
 - whether the Motion ought to be dealt with by a more appropriate body (for example a JIC or a Section or Delegate Conference);
 - whether, at a Congress which is not a Rules Revision Congress, the Motion conflicts with a rule, or is an explicit rule amendment or would require a consequential rule amendment to give effect to its provisions;
 - whether the Motion covers more than one subject;
 - whether, after consultation with the delegation, the provisions of the Motion are still relevant and appropriate to the present situation (i.e. whether the Motion has been "overtaken by events");
 - whether the wording of the Motion is incomprehensible;
 - whether at a Rules Revision Congress, a rule amendment Motion would leave a rule deficient;
 - whether the Motion conflicts with a previous Congress resolution that it does not expressly seek to overturn.

If a Motion comes within any of these categories, it shall be ruled "out of order" by the Standing Orders Committee, and the Committee shall recommend to Congress accordingly.

- (2) The Committee shall make proposals to Regional delegations on the withdrawal of a Motion in favour of another Motion on the Congress agenda. In determining whether to recommend the withdrawal of a Motion, the Committee shall ensure that the principles and proposals incorporated in that Motion are fully covered by the Motion that will remain on the agenda.

A Regional delegation is entitled to reject the Committee's proposal to withdraw, and to allow its Motion to stand on the agenda.

If a Regional delegation agrees to the withdrawal of its Motion the Standing Orders Committee will, if it wishes, recommend the right to second the other Motion or the right to speak in support of it. The Standing Orders Committee will report the recommendation accordingly to Congress.

- (3) The Standing Orders Committee shall assist Regional delegations in the drafting of composite resolutions and shall make proposals and recommendations accordingly.

In determining proposals on composite resolutions, the Committee shall bear in mind the following points:

- that the principles and proposals of the Motions concerned are covered in the composite resolution
- that the wording of the composite resolution reflects the meaning of the original Motions.

The first Report of the Committee shall, as far as possible, report on agreed composite Motions, and/or indicate those Motions which are being considered for compositing and fix the time and place at which Regional delegations are required to meet the SOC either to discuss the compositing of Motions, or any other matters relating to Motions standing in the name of a Regional delegation.

In the event of a delegation failing to respond to an invitation to meet the SOC this shall be reported to Congress with the recommendation that the Motion shall fall.

If in the opinion of the SOC a Regional delegation has unreasonably declined to composite a Motion, this shall be reported to Congress with any recommendations that the Chair of SOC deems appropriate.

If it is proposed to composite Motions on which the CEC has adopted different attitudes, the CEC Observers shall consult with the General Secretary. The Standing Orders Committee and the Delegations involved in the proposed compositing shall be informed of the CEC attitude prior to the proposed composite being finalised.

If the Regional delegation agrees to a composite resolution, agreement will then be sought between the delegations concerned on which shall move and second the resolution and, where appropriate, which Regional delegation shall have the right to speak in support of it. The Standing Orders Committee will report the recommendation accordingly to Congress.

Priority in debate will be given to those delegates who assist in achieving a composite.

4. EMERGENCY MOTIONS

Any Delegate wishing to submit an Emergency Motion shall in the first instance seek the agreement of his/her Regional delegation that the Motion is an Emergency Motion. It shall then be referred to the Standing Orders Committee, which shall decide whether the Motion is an Emergency Motion after taking account of the following points:

- whether the Motion involves a serious situation needing quick action
- whether the Motion relates to events that have occurred after the closing date for motions as prescribed in the Rule Book
- whether the Motion relates to a decision already taken by the Congress which is in session and would consequently amend or rescind the decision.

Emergency Motions can be composited.

5. WITHDRAWAL OF MOTIONS

If a Regional delegation wishes to withdraw a Motion in the name of a branch of the Region, or in the name of the Regional Committee, the Regional Secretary shall notify the Standing Orders Committee.

6. MATTERS OF URGENCY

Any delegate wishing to bring before Congress "a matter of urgency" not on the agenda shall in the first instance seek the agreement of his/her Regional delegation that the matter is one of urgency. It shall then be referred to the Standing Orders Committee, which shall recommend whether or not the matter is one of urgency, after taking account of the following points:

- whether the matter needs immediate decision and is a matter which is not (whether by Motion or otherwise) already on the agenda
- whether the matter could have been dealt with adequately in an ordinary Motion placed on the Congress agenda, or by an Emergency Motion.

The Standing Orders Committee shall inform the President of Congress and Congress of its recommendation. The President shall put the Motion that the matter be taken as a matter of urgency, and it is then the responsibility of Congress to decide whether the matter be so brought forward.

7. CENTRAL EXECUTIVE COUNCIL

The Central Executive Council has the right within rule to submit Motions to Congress. The Central Executive Council will notify Regional delegations of these Motions prior to their pre-Congress meetings.

The Central Executive Council shall have the right to submit Motions as "a matter of emergency" to Congress. The Central Executive Council should notify the Standing Orders Committee of their intention to do so.

Subject to the provisions of Rule 8, the Central Executive Council members should only speak at Congress where they are representing Central Executive Council policy. Where a Central Executive Council member is asked by his/her Regional delegation to speak to the Regional delegation's policy, he/she shall only

do so provided the delegation's policy is not in contravention with Central Executive Council policy.

8. DEBATING PROCEDURE

The Procedure for debating Congress Motions shall normally be at the discretion of the President who will indicate to Congress wherever appropriate, the procedure or procedures he/she intends to adopt.

In determining the procedure for debating Motions, the President shall have regard to the following points:

- no resolution of the Congress in session can be amended, rescinded or negated by a subsequent Motion, at that Congress;
- precedence in debates shall be given to a Motion of the Central Executive Council;
- rule amendments take precedence in debate over general Motions;
- personal attacks on colleagues should not take place.

The Standing Orders Committee shall advise the President what Motions will fall if another motion or a Special Report is carried. If a CEC Special Report is carried then any Motions in opposition to the Report in whole or in part will fall and not be debated.

9. TIME LIMITS FOR SPEAKERS

The times for speakers will be recommended by the Standing Orders Committee, taking account of the amount of business on the agenda.

It may be necessary, in order that the business of Congress is properly completed, that time for speakers be curtailed. The Standing Orders Committee shall recommend revised times for speakers to Congress.

If, in the interests of saving Congress time, a Motion that the Central Executive Council is accepting without qualification is formally moved and seconded, there shall be no CEC speaker on the Motion.

10. VOTING

It shall be within the discretion of the President to determine the manner of voting, whether it be by a show of hands, a tellers vote or a card vote.

Only Delegates seated in the Congress Hall should vote. If, in exceptional circumstances, the President instructs that the doors to the Hall be closed, he/she should give prior warning to Delegates.

Show of Hands: The President shall call for those in favour to show, and shall then call for those against.

Teller Vote: The tellers elected for each Region shall, when the President of Congress instructs, count the hands raised In Favour. They will report this total to the General Member Auditors. The tellers then shall likewise count the hands raised Against, and similarly report the total to the General Member Auditors. The General Member Auditors shall report the result to the President.

Card Vote: A book of voting cards will be issued to each delegate. Each book will contain numbered cards marked "For", and cards marked "Against". The number on each card is to identify the number of the vote, and cannot be used to identify the individual voting. The appropriate voting card will be selected and used by the delegate to vote either "For" or "Against". The card must not be marked in any way, but placed in the ballot box provided by the teller.

When the President has decided that a card vote is necessary:

- (d) tellers will provide a ballot box for each regional delegation;
- (e) the President will announce the number of the card to be used – for example: 'Card Vote number 1';
- (f) delegates will choose the appropriate numbered card, marked either "For" or "Against" from their book of voting cards and place it into the ballot box provided;
- (g) once the President has announced 'Card Vote completed' tellers will take the ballot boxes to the General Member Auditors;
- (h) the General Member Auditors will count the votes, and notify the President of the result

President: The President of Congress shall have no vote. If there is a tied vote, then the motion shall fall.

11. VOTING FOR PRESIDENT AND VICE-PRESIDENT

The President and Vice-President of the Union shall be elected by Congress, in accordance with the provisions of Rule 12 and 13.

12. LITERATURE

No literature or leaflets – other than official GMB literature – may be distributed inside the Congress Building without the prior permission of the Standing Orders Committee.

Literature, wherever distributed, which is intended to influence the voting intentions of delegates to Congress, should be brought to the attention of the Standing Orders Committee.

13. PREVIOUS CONGRESS DECISIONS

The following Motions, carried at previous Congresses, relate to the conduct of Congress.

1974 CONGRESS, BLACKPOOL, MOTION 257 PRE-CONGRESS DELEGATE MEETINGS

Congress agrees that in order to widen the area of debate, and to achieve a more democratic expression of Congress delegates, Pre-Congress meetings should determine their voting intentions, with regard to resolutions from within their own Region, and matters reflecting a point of principle. But should not determine an intractable attitude to resolutions from other Regions until the conclusion of the general debate.

PERIVALE BRANCH
(London Region)

1985 CONGRESS, BLACKPOOL, SPECIAL MOTION CORE RULE 34

Congress re-affirms the powers of the Central Executive Council as provided for within Rule to revise Officials' salaries and matters related to conditions of service.

CENTRAL EXECUTIVE COUNCIL

1993 CONGRESS, PORTSMOUTH, MOTION 144 CONGRESS DOCUMENTS

Congress agrees that at future Congresses, all documents provided by the Central Executive Council and any Motions with several components, shall be voted on by paragraph or section, where that year's Congress decides by a majority vote to do so. Congress can thus reject parts of documents and Motions without rejecting all that is presented.

MELTON GENERAL BRANCH
(Midland & East Coast Region)

1999 CONGRESS, BLACKPOOL, MOTION 9 CONGRESS DEMOCRACY

Congress has previously resolved that Pre-Congress meetings should not determine an intractable attitude to resolutions from other regions until the conclusion of the general debate (1974 Congress).

Congress now demands the end of the practice of regions mandating delegates on any motions other than those of their own region, unless a major matter of principle is involved.

NORTH WEST LONDON BRANCH
(London Region)

2003 CONGRESS, BLACKPOOL, MOTION 11 UNION DEMOCRACY

Congress calls for delegates to have democratic freedom.

It would be of assistance to have voting procedures explained at start of Congress.

At last Congress many delegates supported motions but voted against because they were instructed to oppose.

New delegates were not aware they could have free votes.

THAMES VALLEY BRANCH
(London Region)

CONGRESS 2017, PLYMOUTH, MOTION 1 CONGRESS PROCEDURES

This Congress calls on the Standing Orders Committee and Central Executive Council to ensure that delegates are provided with a written copy of the CEC's stance in response to their motion (s) ahead of any Pre-Congress delegates' meetings as to better facilitate and inform lay members during Congress each year.

LOWESTOFT BRANCH
(London Region)

CONGRESS 2017, PLYMOUTH, MOTION 2
SAVE MORE TIME FOR CONGRESS DELEGATES TO SPEAK

This Congress is concerned at the extended period over which the business of annual congress is conducted, and agrees the crucial importance of lay delegates having a full opportunity of contributing to the development of GMB policy.

We call upon Congress, therefore, to ensure that the time of this event is used as optimally as possible and, whilst accepting that paid officials and guest speakers have a role to play at Congress itself, to limit the amount of time set aside for their respective contributions.

TORBAY AND SOUTH DEVON BRANCH
(Wales and South West Region)

CONGRESS 2018, BRIGHTON, MOTION 8
SPEAKERS ON MOTIONS

This Conference urges that, in the interest of the smooth running of Congress that, and to maximise the time allocated for open and meaningful debate, any motion that remains unopposed should have its speakers limited to the mover and the seconder.

Q78 BRANCH
North West & Irish Region

STANDING ORDERS COMMITTEE REPORT No.1

The business of Congress will be conducted in accordance with the Agenda, the Programme and the Guidelines for Congress Business, subject to changes at the President's discretion.

Times for Congress

The Standing Orders Committee wishes to draw the attention of Delegates to the starting times of the morning and afternoon sessions set out in the Congress programme as follows:

Sunday 12 June – Wednesday 15 June
9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Thursday 16 June
9.30 am – Lunchtime

The Standing Orders Committee recommends that the President be authorised to close each session when appropriate, without further reference to the Standing Orders Committee or to Congress.

Times for Speakers

The Standing Orders Committee recommends the following Time Limits for Speakers.

General Motions and Rule Amendments:

| | |
|----------------------|-----------|
| Movers up to | 4 Minutes |
| Seconders up to | 2 Minutes |
| Other Speakers up to | 2 Minutes |

Officers' Reports:

| | |
|---------------------------------|------------|
| General Secretary up to | 10 Minutes |
| Movers of Section Reports up to | 5 Minutes |
| Questions up to | 1 Minute |

Officers' and Section Reports, and questions to them, should relate only to matters of general policy, and not to details of negotiations.

Special Reports and CEC Statements:

| | |
|----------------------|-----------|
| Mover up to | 6 Minutes |
| Secunder up to | 3 Minutes |
| Other Speakers up to | 3 Minutes |

It would help the business of Congress enormously if, wherever possible, motions could be formally seconded, and if replies to questions and debates were kept to a minimum.

The Standing Orders Committee draws Delegates' attention to the rostrum and asks speakers to be ready by the rostrum when it is their turn to speak. Chairs will be provided at the front of the hall for speakers awaiting their turn.

Questions on Balance Sheet and Auditors' Report

Questions on the Balance Sheet and Auditors' Report must be submitted in writing to the Congress platform no later than 5.30 pm on Monday 13 June.

Motions Out of Order

The Standing Orders Committee has ruled that the following Motions are Out of Order for the reasons specified:

Motion 48 A Fairer More Inclusive Scale for Membership Fees

This Motion calls for a sliding scale of membership fee dependant on the number of hours worked to be adopted. This would require a Rule Amendment.

Motion 50 Reduced Rates of Membership Fee for Members Earning Less Than Wage Advocated by GMB as National Living Wage

This Motion calls for a set of bands of reduced membership fee to be set for members earning less than the wage GMB advocates as National Living Wage and for the reduction rate to match the extent to which the National Living Wage is below the wage that GMB advocates as National Living Wage. This would require a Rule Amendment.

Motion 70 National Equalities Forum Constitution

This Motion is not appropriate for Congress to debate as it relates to the constitution of the National Equalities Forum. This is a matter which ought to be dealt with by a more appropriate body, that is the National Equality Conference and the CEC.

Motion 124 ASDA

This Motion calls for a campaign on inequity within the company on pay. This Motion ought to be dealt with by a more appropriate body that is the relevant GMB Committees and membership in ASDA.

Motion 149 NJC Red Book

This Motion calls for parity of esteem to be reaffirmed in terms of the NJC for Local Government Craft Workers in terms of the NJC Red Book, and that members working within that NJC are supported in protecting and enhancing their terms and conditions within the Red Book. This Motion ought to be dealt with by a more appropriate body, that is the relevant JIC or Local Government National Committee.

Motion 153 NHS Travel and Subsistence Allowances

This Motion calls for NHS travel and subsistence allowances to be updated. This Motion ought to be dealt with a more appropriate body, that is the relevant JIC or NHS Staff Council.

Motion 154 Overtime Rate for Part Time Workers in the NHS

This Motion calls for part-time NHS staff to get the same rate of overtime pay compared to full-time colleagues at time and a half. This Motion ought to be dealt with by a more appropriate body, that is the relevant JIC or NHS Staff Council.

Motion 156 NJC for NHS Terms and Conditions

This Motion calls for a separate National Joint Council to deal with all matters relating to NHS pay and conditions. This Motion ought to be dealt with by a more appropriate body, that is the relevant GMB National Committees and NHS membership.

Motion 291 The Value of Equalities in GMB Structures

This Motion is not appropriate for Congress to debate as it involves matters relating to GMB staff terms and conditions and is contrary to the Special Motion adopted at Congress 1985 (reproduced in the Guidelines for Congress Business) which reserves such matters to the CEC.

Motions in line with Existing Policy

In accordance with recommendation 14 of the "Framework for the Future of GMB: Moving Forward" CEC Special Report endorsed by Congress 2007, the CEC has advised the Standing Orders Committee about those Motions which are in line with

existing GMB policy. The CEC Report on “Existing Policy Motions” printed in the Final Agenda explains when and how existing policy was established in each case. The Standing Orders Committee has accepted the advice and is therefore recommending to Congress that the following Motions be put to Congress for endorsement without the need for debate:

Motion

No: Title

| | | | |
|-----|--|-----|--|
| 18 | Welfare Rights Representation | 253 | Nationalise The Gas & Electricity Industries In The UK |
| 52 | Membership Contributions | 256 | Supporting Clean Energy And Union Jobs In Britain’s Nuclear Industry |
| 76 | Equal Minimum Wage Irrespective For Age | 259 | Campaigning And Parliamentary Lobby On Energy Crisis |
| 81 | Domestic Abuse Charter | 260 | Energy Bills For Older People |
| 87 | HSE Funding And Inspector Levels | 261 | Centrica And Energy Price Rises |
| 98 | Fire And Rehire – Zero Hours | 263 | Energy Crisis |
| 101 | 4 Day Working Week | 264 | New Nuclear |
| 102 | Protect Home Workers | 265 | Price Capping And Removal of VAT On Domestic Fuel |
| 103 | Share Equality in Parental Leave | 280 | Bus Safety Campaign For London Buses Requires External Independent Investigation |
| 112 | Stop The Misuse of Non-Disclosure Agreements Also Known As Confidentiality Clauses | 282 | PIP And Public Sector Contracts |
| 116 | Motion Calling Upon the GMB To Campaign And Get The Imposed Restrictions Around Trade Unions Right To Take Industrial Action | | |
| 120 | Support The High Street With A “Level Playing Field” So Physical Shops Can Flourish | | |
| 121 | Protect High Street Shops And Jobs | | |
| 130 | Get Rid of Privatisation In Security Sector | | |
| 139 | Manufacturing In Energy | | |
| 142 | UK Shipbuilding | | |
| 143 | Protection of Public Services | | |
| 173 | Green Levies To Be Moved To General Taxation | | |
| 174 | Remove Value Added Tax From Domestic Fuel Bills | | |
| 212 | Asylum Seekers Should Be Allowed to Work | | |
| 232 | Privatisation Of the NHS | | |

Composite Motions

Agreement has been reached on the 17 Composite Motions printed in the Final Agenda.

Congress 2018 carried Motion 8 Speakers On Motions:

“This Conference urges that, in the interests of the smooth running of Congress, and to maximise the time allocated for open and meaningful debate, any motion that remains unopposed should have its speakers limited to the mover and the seconder”

This will apply to Stand Alone motions and Composite Motions where up to two Regions are involved. There is one agreed Composite Motion where there are more than two Regions involved. The Composite is Composite 14 Cammel Laird 1984 involving North West & Irish, GMB Scotland, and Southern.

The SOC recognises that in agreeing Composites Regions will have given up

the ability to move and second their motion as a Stand-Alone motion. In the past the Regions involved in the Composites which are not moving or seconding the Composite would have still had the ability to speak to the Composite and been allocated "Priority in debate". In the interests of fairness and having regard to Motion 8 carried at Congress 2018, the SOC recommends that each of the Regions involved in this agreed Composite as above should still have the opportunity to speak to the Composite motion if they so wish. This is even if there is no opposition to the moving and seconding speeches.

Mobile Phones

If mobile phones are brought into the Congress Hall, they must be switched off at all times when Congress is in session.

Film Cameras

The Standing Orders Committee has given permission for film cameras to be used in the Conference Hall. The Committee has been assured that filming will be carried out with no interference to Delegates.

DVDs, Videos etc

Requests to play DVDs, videos, etc should be submitted to the Standing Orders Committee for approval prior to being shown at Congress.

Bucket Collections

Requests for permission to hold Bucket Collections should be submitted in writing to the Committee by 11 am on the first morning session of Congress. (It is a term of Exhibitors' agreements with GMB that they will not request permission to hold a

collection.) Requests must be submitted in writing by the Regional Secretary, and must have the support of the Regional Delegation. Priority will be given to requests for bucket collections which concern trade union or related issues. Where permission is granted, those requesting the collection must organise, count and bank the collection, if necessary liaising with the Congress office for support from Congress Stewards. They must then notify the Congress office of the amount collected, so that the President can inform Congress.

In the normal course of events the total number of bucket collections to be authorised by the SOC will be limited to a maximum of 3, except in exceptional and unforeseen circumstances at the discretion of the President. The SOC will limit consideration of requests for bucket collections to a maximum of 1 per Region, except in exceptional and unforeseen circumstances.

By agreement reached at Congress 96, Regional Committees will each contribute a further sum to the national Congress gift. So permission will not be granted for a collection to augment the Congress gift

STANDING ORDERS COMMITTEE MEMBERS

Madan Lal (BI)

Karen Dudley (LO) – VICE-CHAIR

Helen Johnson (MI) – CHAIR

George Murray (NO)

Bella Ryan (NW)

Mary Finn (SC)

Stephen Hutchings (SO)

Nigel Warn (SW)

Paul O'Brien (YO)

CENTRAL EXECUTIVE COUNCIL OBSERVERS to the STANDING ORDERS COMMITTEE

David Hope (NW)

Bob Welham (NW)

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| 167. | £15 MINIMUM WAGE |
| 54. | 21ST CENTURY STRIKE BENEFIT FOR A 21ST CENTURY UNION |
| 101. | 4 DAY WORKING WEEK |
| 48. | A FAIRER, MORE INCLUSIVE SCALE FOR MEMBERSHIP FEES |
| 243. | A GOVERNMENT APPRENTICESHIP POLICY FIT FOR PURPOSE |
| 283. | A RIGHT TO JUSTICE BEFORE DWP ACTION |
| 181. | ABSENCE MONITORING CREATING A TWO-TIER WORKFORCE |
| 233. | ACADEMY STYLE HOSPITALS |
| 7. | ACCESSIBLE AND CLEAR GMB DOCUMENTS AND REPORTS |
| 284. | ADDRESSING THE 'COST OF LIVING CRISIS' |
| 99. | AGENCY WORKERS RECEIVING GRATITUDE PAYMENTS |
| 197. | ANOTHER EUROPE IS POSSIBLE |
| 213. | ANTI-SEMITISM |
| 114. | ANTI-UNION LAWS |
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| 124. | ASDA |
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| 62. | AWARENESS OF INFORMATION ON MEMBER BENEFITS |
| 119. | BANK BRANCH CLOSURES |
| 90. | BARGAINING FOR BETTER MENTAL HEALTH SUPPORT IN THE WORKPLACE |
| 242. | BARRIERS TO APPRENTICESHIPS |
| 254. | BATTLE OVER RAW SEWAGE |
| 229. | BE DRINK SPIKE AWARE |
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| 26. | BRANCH COMMISSION |
| 34. | BRANCH COMMISSION |
| 32. | BRANCH FUNDING |
| 27. | BRANCH INCOME |
| 43. | BRANCH INCOME |
| 44. | BRANCH INCOME |
| 8. | BRANCH WORKING PARTY |
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- 215. CAMMELL LAIRD
- 217. CAMMELL LAIRD 1984
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- 219. CAMPAIGN TO RESTORE LEGAL AID
- 259. CAMPAIGNING AND PARLIAMENTARY LOBBY ON ENERGY CRISIS
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- 261. CENTRICA AND ENERGY PRICE RISES
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- 35. STOP COMMISSIONS TO BRANCHES BEING CUT
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- 182. WORKING FROM HOME (WFH) POST COVID 19

KEY

-  Motions and Rule Amendments marked with an  have been ruled as 'Out of Order' by the Standing Orders Committee and are listed in Standing Orders Committee Report No.1
-  Motions marked with  are in line with Existing Policy. They are reported in Standing Orders Committee Report No 1 and the policy positions are listed at the end of the Final Agenda.
-  Motions marked with a  followed by a number are part of a Composite Motion which are listed at the end of the Final Agenda.

UNION ORGANISATION:

1. CONGRESS REFORMS

This Congress calls on the General Secretary and CEC to look at ways of reforming Congress – reduce the number of motions, many of the 300+ which disappear on a computer file never to see the light of day and increase the amount of debate and learning that takes place.

AVON & WESSEX BRANCH A55

Wales & South West Region

2. USE OF VOTING TECHNOLOGY AT CONGRESS

This Congress notes the successful use of voting technology at Congress 2021. The on-screen voting statistics were reassuring for both those taking part, and for those watching online, and ensured that numbers were immediately available.

Acknowledging that not all delegates are familiar with the use of such systems, Regions would need to support delegates to ensure they have the skills and equipment to vote, the introduction of such technology at an 'in person' Congress would reduce the need for appeals and card votes.

Therefore, this Congress tasks the CEC with introducing such technology in time for Congress 2023 and establish

this as the norm for voting procedures moving forward.

EUROTEC BRANCH

Midland & East Coast Region

3. BROKEN PROMISES

This Congress notes that the GMB has sponsored charities from all regions, and money has been collected from all regions for all charities including Dogs for the Blind and the donations have been appreciated.

Can we say all regions? as that does not always happen at every Congress.

The GMB has sponsored 4 dogs Billy, Turner, Finn and Ella, but we could have had so many more dogs sponsored but for the broken promises from the regions that said they would donate, but did not.

When we are at Congress we watch, listen and vote on the motions, when a motion is passed, we are making a commitment to carry that motion forward.

During the course of Congress each Region can make a request for a bucket collection to the Standing Orders Committee, the amount that is collected is announced at Congress, and from there the President of GMB will then ask if any other Region would like to donate, this happens at every Congress, but what is happening is

that that not all Regions honour their pledge.

We therefore call on Congress:

To continue to have the bucket collections for charities.

Continue to have Regions donate, and to ask that this be considered a request that all Regions honour their pledge.

GLASGOW NE & SW HEALTH SERVICE BRANCH
GMB Scotland

UNION ORGANISATION: GENERAL

5. LONG SERVICE AWARD SYSTEM

This Congress notes that a Congress 2011 motion from our branch calling for an automatic award system to recognise members with Long Service to GMB was referred. As a result, the 2012 General Secretary's Report informed us that a pro-active central system had been set up by GMB National Administration Department such that once 25 years of unbroken GMB membership has been reached by an individual member then the Region can prepare a long service certificate and badge which is sent to the Branch for presentation. Years later we were pleased to see that there is also a similar Merit certificate

which can be awarded to any member by the Region for excellence.

However, we call on GMB to look into the operation of the long service system reporting as in our Region we are not centrally notified of qualifying members, instead branches have to nominate members for this award and as such some members are missing out. We ask that a report be centrally processed and sent to Regions on a regular basis so that all who qualify can be properly recognised.

EAST DEREHAM BRANCH
London Region

6. GMB SOCIAL MEDIA POLICY

This Congress recognises the rise in use of all forms of social media for both communications and organising.

During the 2021 General Secretary election, the Union was subjected to many negative and deliberately designed posts, attempting to attack the candidates in the election, other staff and lay members, our CEC and the Union as a whole.

Where such unwelcome and unreasonable interventions are made by any staff, retired staff, members or postholders, the Union must take all reasonable steps to address this in the most appropriate way.

Congress agrees to review current social media policies for staff and members to be undertaken as soon as possible and all Branches should be provided with policies and training agreed by our CEC.

BARKING BRANCH

London Region

7. ACCESSIBLE AND CLEAR GMB DOCUMENTS AND REPORTS

This Congress notes that GMB is a General Union, proudly open to all who wish to join, and so documents at all levels of the Union including Congress and all National Conferences should be in a format accessible to all members.

Unfortunately, in recent years an increasing number of documents provided to Congress and National Conferences have included complex language. This makes it harder for members at all levels of the union to have a chance to fully understand them.

GMB has previously stated that as an organisation it is committed to Plain English publications, but there is often little evidence of this in these reports.

This Congress instructs the CEC to:

1. Make sure all future reports to Congress and all National Conferences are written in clear and

accessible language to ensure they are as widely understood as possible;

2. Make sure all future reports to Congress and National Conferences contain a short, clear summary;
3. Include a summary of abbreviations in all GMB reports;
4. Commit to using Plain English in GMB documents.

HOLBORN BRANCH

London Region

8. BRANCH WORKING PARTY

This Congress notes that a motion from Congress 2021 agreed to reinstate the Election Review Working Party and the Branch Working Party to look at GMB democracy and member engagement but we note that the Branch Working Party has not yet met. Our branches need updated guidance and training in order to help meet the challenges faced by their members.

We call for the Branch Working Party to be reformed to look at shaping a branch strategy around "Making Work Better" and updating the Branch Secretary's Handbook to include data

protection and templates and guidance for Branches.

ISLINGTON 1 & HARINGEY BRANCH London Region

UNION ORGANISATION: RECRUITMENT & ORGANISATION

10. GMB'S STRATEGY FOR THE FUTURE



This Congress agrees, our Union must commence consultations and discussions with all stakeholders on what our members need and require from our Union, in the ever changing, fast moving, world of work.

We need a fresh Framework for the Future Strategy which will make our Union relevant to changes in economic and employment trends and practices.

In 2021, we secured the first ever world recognised collective agreement with UBER which was successfully negotiated over many months following several victories in the courts. Our priorities must be to organise in the workplace, the building block of the Union, in the first instance.

Our economy, post pandemic, has changed rapidly. Many jobs are being

created in the gig or platform economy, transport, logistics and supportive supply chains. We must examine how our Union is adapting to the new world of work and adapt with it.

Congress therefore agrees to organise strategic discussions with all stakeholders aimed at supporting GMB@Work and "Make Work Better" existing GMB policies, but to also reach further and agree how our Union will more consistently and collectively organise in these new emerging economy and workforces.

BARKING BRANCH London Region

11. GMB ORGANISING STRATEGY FOR SCHOOLS AND ACADEMIES



This Congress agrees our Union should revitalise and relaunch our strategy for organising in Schools and Academies across the UK. As a Union, we built significant membership in this sector many years ago and we would argue, we were the dominant trade union for School based staff.

Congress therefore agrees to examine our history of organising in Schools, how we may strengthen our support for our members in this environment, particularly given many members are now under significant pressures with more and more work

being pushed onto them by cuts in Education budgets from this callous Government.

We need to campaign for equality, fairness and to secure professional standards for our members in Schools and Academies now!

Let's not forget, we once called them Education's Hidden Professionals! They deserve so much more than they receive and they're such a vital part of the educational setting for children. It is about time we put a decent claim on the table for them, launch cross regional strategies, and fight for the long overdue recognition our members so desperately need.

BEDS COUNTY BRANCH **London Region**

12. SERVICING UNSPECIFIED MEMBERS

This Congress calls on the GMB to do a review of how unspecified members are serviced and organised in the GMB and to review how the membership database is used and its functionality. Currently Unspecified members will be allocated to a branch and the Branch Secretary may have limited information on the member until they contact them. This work can take a lot of time up for the Branch Secretary outside of allocated facility time.

We call upon the CEC to set up a Task Force to look at how we can better

service these members and to look at how we can collect data from these members to map their workplace and how we can organise and create structure and get recognition in the workplace. We would also like this taskforce to look at the membership database and make improvements in the search engine functions and how we can get more details.

ISLINGTON APEX BRANCH **London Region**

13. RECRUITMENT - RETENTION



This Congress fully supports the General Secretary's announcement to focus recruitment at all levels of the organisation. Congress also agrees that resources must, at the same time, be made available to service membership, thus enabling recruitment successes to be sustainable.

GOOLE BRANCH **Midland & East Coast Region**

UNION ORGANISATION: REPRESENTATION & ACCOUNTABILITY

14. WALES & SOUTH WEST REGION

Congress notes that the South West

of England has a proud history of trade unionism going back to the Tolpuddle Martyrs.

Congress notes that from the Isles of Scilly and Land's End to the border with the West Midlands in Gloucestershire, England's South West is an incredibly diverse Region and has a tradition of public services, manufacturing, agriculture, mining and shipbuilding to name but a few.

Congress notes that both the nation of Wales and the region of South West England are integral parts of GMB Wales and South West Region.

Congress agrees the principle of appropriate representation for both Wales as a nation and the English South West Region at all levels within our union.

Congress agrees to commission officers, to be determined by the CEC, to produce a report into the potential options for future representation of both Wales and South West England on the CEC, Regional Committee and Regional Council for the next Congress to vote on. This may include reserved seats for the South West of England, and may be similar to arrangements for Northern Ireland in the GMB North West and Irish Region.

DEVONPORT DOCKYARD BRANCH D19 Wales & South West Region

15. SEEKING WIDER DEMOCRACY IN OUR UNION- END DISCRIMINATION IN THE GMB

This Congress is asked to be aware of discrimination to some of our loyal and most active members. Members who are unemployed, disabled or retired are constantly discriminated against and prevented to hold important posts within this union through no fault of their own.

For example, to be a member of the CEC, Regional council, to be elected for Congress you must be either a grade one or grade two member. Grade one and grade two members subscriptions could cause some financial difficulty for members who are unemployed, disabled, or both and are on a very limited income and this kind of money can be the difference of what they need to look after their families. These members are otherwise qualified to carry out these important tasks for the better of our union but because of this outdated and thoughtless rule they are prevented and as such discriminated against by the very establishment that should protect them.

Congress at a time when this union needs all the help it can muster, there cannot be any excuse for this outdated attitude, this rule needs to be scrapped so every one of our members has an equal opportunity

to hold any of these posts without this kind of thoughtless discrimination.

KINGS LYNN NO 1 BRANCH

London Region

17. ESTABLISH A 'WELLBEING SUPPORT OFFICER' AT A REGIONAL LEVEL

This Congress requests that a 'Regional Wellbeing Support Officer' be established upon each Region to enable a greater level of support for members who have mental health issues, and give a 'signposting' service towards extra help, where needed.

GMB LEICESTERSHIRE BRANCH

Midland & East Coast Region

18. WELFARE RIGHTS REPRESENTATION



This Congress reminds the CEC that a resolution was passed at the Plymouth Congress of 2018; as yet to be implemented. The history of this motion is welfare advice and representation at Regional offices. The motion was subverted by the CEC; this was overturned and now requires implementation. Thousands of pounds and the raising of the standard of living of members of the Union who have fell on hard times requires the implementation of the motion. We therefore instruct

Congress to implement the principles behind the motion with due haste.

NOTTINGHAM NO.1 BRANCH

Midland & East Coast Region

19. WELFARE RIGHTS REPRESENTATION

This Congress instructs the CEC to act with urgency in training Officers and Secretaries of the Union in Welfare Rights advice. We further propose that the Union, nationally and regionally make themselves members of the Child Poverty Action Group and avails the Union of assistance that the CPAG offers.

NOTTINGHAM NO.1 BRANCH

Midland & East Coast Region

20. WELFARE RIGHTS REPRESENTATION

This Congress instructs GMB to make aware of the lack of awareness generally of working benefits that members should receive whilst off work or through sickness or accidents. Furthermore, this Congress should make aware the very important role that the Union should adopt in regular contact with members who have sickness or accident issues. This, we believe, is important in retaining membership and also making Union membership attractive to other members of the family systems and resources to be put into place to make the above effective.

NOTTINGHAM NO.1 BRANCH

Midland & East Coast Region

21. RULE AMENDMENTS RULE 5 & 6

C3

This Congress notes that the CEC decided to make rule amendments to Rules 5 & 6 which could see a lay member suspended from office, the concerns of the branch is the impact this could have on workplace organisers on full-time union release.

If workplace organisers of full-time union release were to be suspended by the union pending an investigation, this could have a major consequence on their employment with their employer. Should they not be able to return to their substantive post, this could put their employment at risk.

We ask that until the union can identify how many workplace organisers are on full-time union release, the amendments to Rule 5 & 6 should be put on hold. Any proposal should then be brought back to Congress to be voted on as a rule amendment in line with Rule 3.

W99 WOLVERHAMPTON BRANCH
Birmingham & West Midlands Region

22. RULE AMENDMENTS RULE 5 & 6

C3

This Congress notes that the CEC have decided to make a rule

amendment to rules 5 & 6 which could see a lay member suspended from office, while an investigation takes place. What CEC have not taken into consideration is what this could mean to workplace organisers on full-time union release, or their employment with their employer.

Investigations can take a long time to conclude on whether a formal hearing takes place or not, in the meantime it could leave full-time union workplace organisers at risk if they could not return to their substantive posts with their employer.

Therefore, until the union can identify how many workplace organisers are on full-time union release, the amendments to rule 5 & 6 should be put on hold. Any proposal should then be brought back to Congress to be voted on as a rule amendment in line with Rule 3.

C80 DUDLEY BRANCH
Birmingham & West Midlands Region

24. SUPPLY OF GMB BRANDED MERCHANDISE

The GMB Union should pass this motion asking that Regions should supply merchandise to Branches for Reps and members. The current system is not cost effective as minimum order quantities can be over 100 items and require Regional approval if they are over the £300 branch limit. There is also a time factor to be taken into consideration,

which can result in a delay in supplying our Reps with professional looking equipment to get the job done.

Regions should also make better use of the facilities available on line (eg Yammer) to allow staff and activist to share items and equipment purchased that are used by branches infrequently (eg tablecloths, flags and stands).

As most Reps don't make it to Congress, they should be welcomed into their new role with a gift pack. If the Region is unable to bear the cost, they can be charged back to the Reps branch as is currently the case with other work items.

We call on this conference to:

- To encourage Regions to procure startup kits for Rep (eg a GMB computer bag, GMB A4 folder, GMB lanyard, GMB metal badge and GMB Hi-Viz jacket etc)
- Have a dedicated channel on Yammer to create a marketplace/swap shop to maximise use of goods that would otherwise be gathering dust.

C60 CROYDON BRANCH

Southern Region

UNION ORGANISATION: FINANCES & CONTRIBUTIONS

25. MONITORING OF CONGRESS DECISIONS OF BRANCH INCOME

This Congress agrees the elected General Member Auditors (3 elected lay members) monitor the implementation of Congress decisions on branch income across all regions of GMB.

B43 BIRMINGHAM CITY GENERAL BRANCH

Birmingham & West Midlands Region

26. BRANCH COMMISSION

This Congress agrees that our CEC, in proposing the reduction of Branch commission from 10% to 7.5% to potentially fund another membership contribution freeze for over 500,000 members is commendable.

Members have struggled financially, and many are in low paid jobs on low income. The pandemic has increased the casualisation of jobs in many sectors, often leading to precarious employment on low wages.

Our role as a Trade Union is to respond to these challenges and help organise affected workers in these uncertain economies. The CEC have recognised this challenge by once again proposing a freeze in contributions for all members

however, due to declining membership across the UK, available finance to support such a proposal has had to be sought from Branches and Regions wherever possible.

Congress agrees to such a proposal which would see our members contributions frozen at 2020 rates through to October 2023 at the earliest.

BARKING BRANCH **London Region**

27. BRANCH INCOME

This Congress agrees if the proposed branch income is reduced from 10% to 7.5% at Congress 2022, it must apply to all regions and branches of the union with no exceptions.

B43 BIRMINGHAM CITY GENERAL BRANCH **Birmingham & West Midlands Region**

28. SUSPENSION TO THE CUTS IN REVENUE TO BRANCHES

This Congress calls upon the GMB to suspend its reduction in revenue to branches, caused by the recent reduction in branch commission, until full consultation has taken place with all branches.

Once the views of all consultation has been received, then the CEC should act accordingly. This action would also confirm that the GMB is a member led organisation.

SHEFFIELD MCP & LIGHT BRANCH **Yorkshire & North Derbyshire Region**

29. VIRTUAL CONGRESS

This Congress believes that all future GMB Congresses should be held either virtually or as a hybrid event. To help reduce carbon emissions and the carbon footprint of GMB staff, GMB postholders in line with rule, Congress delegates and visitors. The cost savings from holding the event online should be redirected to increase branch commission back to 10% to bolster both GMB strike funds and regional investment funds.

L09 LB LAMBETH BRANCH **Southern Region**

30. THE GMB BRANCH TAX

This Congress we call upon to safeguard the, already reduced, commission level that branches receive and return the democratic right of branches to have a say in those commission percentages that they receive.

We have always worked with the CEC and General Secretary in the past to sacrifice branch income and reserves when the finances of the union have required such a move and in comparison with sister trade unions, a 10% commission level is not extravagant. Furthermore, requiring all branches to base their commission on growth figures takes

no account of density levels in workplace branches or the recruitment opportunities open to them.

Taking decisions to reduce the resources branches receive is an important matter that can and should be dealt with by Congress, and this motion calls for a reverse of the reduction imposed in January, and for meaningful consultation to take place with branches around what they can and cannot afford to contribute to the union's central funds.

SHEFFIELD WASTE & RECYCLING BRANCH

Yorkshire & North Derbyshire Region

31. REDUCTION IN COMMISSION PAID TO BRANCHES

This Congress is shocked and surprised that the CEC took a decision to reduce branch commission. This is a decision that should be made at Congress and not by the CEC.

Congress welcomes the freeze of member subscriptions, but any measure taken to support this should be agreed at Congress.

BARNSELY HEALTH BRANCH

Yorkshire & North Derbyshire Region

32. BRANCH FUNDING

This Congress recognises that the percentage of members subscriptions paid into branches has

been reduced. Congress notes that, although this was done to prevent members subscriptions increasing, it has a huge impact on smaller branches such as the G71 Branch that has only around 250 members. A reduction in funding for our branch G71, would result in a significant reduction in our ability to promote GMB in our local area and reduce opportunities to recruit new members. Congress believes that reductions in funding for branches with less than 500 members should be reversed.

G71 GKN & TELFORD MANUFACTURING BRANCH

Birmingham & West Midlands Region

33. INCREASED BRANCH COMMISSION CONTRIBUTIONS

This Congress moves that the increase in the branch commission contributions, imposed by the General Secretary's office in 2021, is unconstitutional as it has been applied unilaterally and without consultation or rule change. Refunds of overpayments, subsequently made by branches, should be returned to the branch accounts immediately and until such time as there is an agreed consensus among branches as to the correct level of contributions.

W27 TOLPUDDLE BRANCH

Southern Region

34. BRANCH COMMISSION

This Congress calls on the General Secretary and the CEC to reverse the decision of reducing branch commissions from 10% to 7½%. This should have been discussed and debated at Congress and not done unilaterally by the GS and CEC. Congress is the supreme body of the union, and it is at Congress where we democratically make decisions on union business including financial issues.

We understand that the GS must look at finances due to the concerns raised because of the Monaghan report and overall finances. However, Congress should have been consulted where a democratic choice could have been made either for the reduction or against it. If a company had decided to reduce our members' salaries/wages, the GMB would have been up in arms about it and would be instructing our members to rightly raise grievances against that company's decision with full backing. Yet our General Secretary and the CEC have decided to do just that, and it is a slap in the face to the reps and the branches.

GMB Branches and their reps have been continuing to represent their members throughout Covid. Some smaller branches will now have to reconsider whether they can pay their reps an honoraria payment due to the reduction. This we believe to be unfair.

Therefore, we believe the decision was wrong and we call upon the General Secretary and the CEC to reverse the decision and immediately set up a working party to establish a robust and fair way of financing branches. This should include introducing criteria for branch funding based on their levels of representation, organising and campaigning on relevant issues, related to workplaces, affecting our members.

N45 NORTH WEST WATER BRANCH North West & Irish Region

35. STOP COMMISSIONS TO BRANCHES BEING CUT

This Congress acknowledges the fact that the GMB have now withdrawn the support branches receive by taking 25% of our branch commissions.

This will lead to members, communities and good causes not getting the level of support they may need as a cut in branch commissions would have a direct impact on branches and their ability to offer this support where it's needed most.

It is also not our branches or any other branch's fault that there has been a drop in overall membership. In fact, the membership in Camden X19 has been growing due to great work of us, its members.

One of the main reasons for this overall drop in membership may be

that more people have been working remotely since outbreak of Covid, but this will at some point return to normal levels or similar like before Covid.

Branches are the foot soldiers of the GMB trade union and work tirelessly for their members. Cuts should be made from other areas first such as those employed by us such as full-time officers or alike.

Other cost saving exercises should also be considered such as more efficient use by trade union officials or officers with trade union funds i.e., travel expenses, overnight expenses, and or similar.

A reduction in branch commissions is unfair and does not recognise the hard work done by many branches to build the Union and feels far from supportive.

The foot soldiers which are our members, reps and branch officers are the cogs of the engine that keep the GMB moving and that needs financial assistance and support.

The GMB should revisit their decision for the reasons set out above and overturn this deduction of our members branch subs.

Congress resolves to not endorse the decision to reduce members commissions or in any other way change the level of commissions

received by branches as set out in the rules.

CAMDEN APEX BRANCH

London Region

36. REDUCTION TO HONORARIA PAYMENTS

This Congress Acknowledges the situation we find ourselves in but highly condemns the way this CEC are using the very people who work and have worked tirelessly over the years for our organisation .

We believe the CEC should look again at this as in some cases the reduction is far higher than the 2.5%.

SOUTH SHIELDS 2 BRANCH

Northern Region

38. MAINTAIN 10% COMMISSION – RULE 34 PAYMENTS TO BRANCHES

This Congress calls on the CEC to overturn and reinstate under rule 34 the 10% commission paid to Branches. This has been reduced without being presented to Congress for debate or a vote. This is an attack on branch funds which are used to service the paying members of the union, and at their discretion. Member's money should be for the members benefit and not that of paid officers of the union and needs safeguarding. Reducing payments without a proper debate undermines the democracy of the union and the purpose on which the union was built!

Before reducing the income of branches which are at the forefront of member representation by lay members, the union should look at what benefits are received by employees of the union at a detrimental cost to the servicing of its paying members, to ensure before the servicing arm is cut, that all other avenues are exhausted for savings before impacting the front line just as those members have had to endure these last 12 years of Tory rule!

Rule 34 Payments to branches

1 The region will set aside for each branch a payment equal to 10% of the contributions of the members of that branch.

This rule should only be changed at Congress, by Congress and with thorough transparent debate and meaningful consultation.

The density of a branch cannot dictate the workloads, and this detrimental reduction will cause and apply unwanted pressure on branches in servicing member needs and the ones penalised by member complaints if they fail to be serviced through this needless cut at branch and the front line!

DONCASTER CENTRAL BRANCH **Yorkshire & North Derbyshire Region**

39. CHANGES TO BRANCH FUNDS

This Congress says that Branch Secretaries were given a morale boost on receipt of the letter received from the General Secretary thanking them for all the hard work that has been done then it gives a downward spiral stating that Branch Funds would be reduced from January 2022 to 7.5%

Branches are the cogs to the GMB and we refer to Rule 34 Clause 1: "The Region will set aside for each branch a payment equal to 10% of the contributions of the members of that branch".

We call on Congress to retain the status quo so that branches receive 10% of contributions until this matter has been fully consulted with all stakeholders.

EAST DEREHAM BRANCH

London Region

40. UNILATERAL CHANGES TO BRANCH FUNDS

Congress, as ordinary hard working GMB activists, we are disappointed in the new General Secretary's letter to Branches dated 16th November 2021.

Firstly, we were praised for all the hard work we have done then there was a swift kick when letting us know about changes in branch funds unilaterally "punishing" us with a 25% pay cut?

Whilst we understand that the General Secretary aided and abetted by our CEC has a right to do this, we feel that this should have been done following proper consultation by all those affected by this and a chance to debate this.

This is not a good start for a new General Secretary seeking the support and trust of his members.

We understand that this is not a Rule Change Congress but feel that this motion highlights a lack of democracy.

You are reminded that, as it stands in the current Rule Book, Rule 34 clause 1 still reads:

“The Region will set aside for each branch a payment equal to 10% of the contributions of the members of that branch” therefore this Rule should be adhered to as Congress hasn’t yet agreed this Rule Change.

KINGS LYNN NO 1 BRANCH London Region

41. CONGRESS DEMOCRACY

This Congress is concerned at the decision to cut the Branch Commission from 10% to 7.5% effective from 1st January without a Rule Revision to the 2022 Congress and consultation with the Branches, Regions and lay membership.

As the matter is one that is in the Rule Book (Rule 34) then this proposal

should have been presented to the Congress in 2022 not introduced with a hope that retrospective approval would be given. This action is not democratic and takes for granted the supreme policy-making body of the Union, Congress and the lay membership elected to make those decisions. Rule 34 clearly states it is Congress that amends the rules not the CEC.

While the need for a change to the Branch Commission may or may not be justified, it has been assumed that all branches should face a cut in resources to conduct their work. Furthermore, an assumption and request was made that branches may wish to consider cutting the Honorarium to their activists as a result of the imposition of this change. This is also an insult to activists and is dictating to Branch’s decisions that should be theirs to take at Branch level, not the General Secretary/Treasurer or any other officer of the Union or the CEC.

The proper place for this debate is Congress when the CEC and Treasurer/General Secretary present their full case to Congress for consideration and, as a result, a change of rule or policy is sought, and a decision reached to amend the rule.

This Congress therefore registers its very serious discontent at the way this

matter has been dealt with and instructs that no further rule changes are introduced that do not have the authority of Congress and are submitted in the normal way according to the Rule Book and democracy of the Union.

Q22 MANCHESTER CENTRAL BRANCH North West & Irish Region

42. RULEBOOK CONFLICT

This Congress notes the decision of the CEC to reduce payments to Branches from 10% to 7.5%, effectively bringing about a change to rule 34.1. Where changes to payments have been made in the past, consultation has taken place and votes taken at Congress on the way forward as per rule 6.

Although Rule 10.6 states 'The Central Executive Council may use any powers and carry out all acts, duties and responsibilities it feels are necessary to achieve our aims, whether or not these powers, duties and responsibilities are specifically mentioned in these rules. The council will make sure our funds are not misused and, through the general secretary or any other officer they appoint will prosecute or take any other appropriate action against any officer or member who misuses or withholds any money or property belonging to us', rule 3 clearly states 'No new rules can be made, or any of these rules changed, amended or

cancelled, unless agreed by a majority vote at Congress (Ordinary or Special), or by a ballot of members'. Neither a vote at Congress nor a ballot of members has taken place in relation to this matter.

This congress believes that the decision taken by the CEC was not implemented in line with GMB rule, therefore it is not valid.

This Congress therefore asks that any monies held back from branches as a result of the implementation of this change without proper authority should be returned to branches immediately.

If the CEC wish to pursue this change, then they should follow appropriate process in line with the rule book, and an implementation date agreed that is AFTER the date of the decision.

EUROTEC BRANCH Midland & East Coast Region

43. BRANCH INCOME

This Congress notes that the CEC at a meeting on the 26 October 2021 decided to reduce branch income from 10:00% to 7:5%, this was done with no formal consultation with branches. The branch believe that this is not in line with the Rule Book which states that any changes must be agreed by a majority vote at Congress, this is clearly defined in the Rule Book, Rule 3.

C80 DUDLEY BRANCH Birmingham & West Midlands Region

44. BRANCH INCOME

This Congress notes that the CEC decided to reduce the commission payment paid to branches from the current commission rate of 10:00% to 7:50% per quarter, this decision was done with no consultation with branches and the impact it could have on them. This decision will be imposed from the 01 January 2022 on branches with no formal consultation taking place.

Rule 34 (1) Payment to Branches states:

“The region will set aside for each branch a payment equal to 10:00% of the contribution of members of that branch”

Under the rulebook it states that no rule changes can be made unless agreed by a majority vote at Congress, this is defined in the rulebook under Rule 3.

W99 WOLVERHAMPTON BRANCH Birmingham & West Midlands Region

45. BRANCHES COMMISSION REDUCTION OF 10% TO 7.5%

This Congress is aware of financial changes put forward to branches by the General Secretary along with agreement from CEC have made without full debate and vote of GMB members at Congress.

In November 2021, Branch Secretaries received a letter from the General Secretary informing that the CEC had made a decision as of January 2022 to reduce branch commission from 10% to 7.5%.

Congress, this a rule change and should be debated with a vote from members at this Congress 2022.

This should not be the decision of the General Secretary and CEC, this goes against the GMB Rule Book and the following rules below.

Rule 3, Changing and Amending Rules

No new rules can be made, or any of these rules changed, amended or cancelled unless agreed by a majority vote at Congress (Ordinary or Special), or by a ballot of members.

Rule 34, Payments to Branches

1. The region will set aside for each branch a payment equal to 10% of the contributions of the members of that branch.

These rules are from Rule Book 2021 and as stated cannot be changed without the debate and vote from Congress.

We therefore urge GMB Congress to have full debate and vote before making any decisions on financial changes

S85 SANDWELL COMMUNITY BRANCH Birmingham & West Midlands Region

46. CONTRIBUTION RATES

C4

This Congress asks for a review of contribution rates, which is long overdue. Congress should, as a matter of urgency, look to set up:-

Sliding Scale Rates

Family Membership

An annual payment from Retired Life Members, of a nominal fee.

We cannot seek to provide ongoing support and benefits for members on the current systems.

A62 ASDA BRANCH

North West & Irish Region

47. GMB SUBSCRIPTION – SLIDING SCALE SYSTEM

C4

This Congress notes that the GMB membership system does not suitably reflect the financial constraints on existing memberships and that of potential members.

Congress asks that GMB establish a task force to examine new alternatives and consider solutions such as a subscription based on a sliding scale, the lowest paid on the lowest scale and we need to consider hours worked.

We have members who work as low as 5 hours per week, and they pay 'grade 2' fees of £8.40 a month.

This is equivalent to a member who works up to 20 hours per week. The same applies to 'Grade 1' members. For example, we have members who work 21 hours and pay the equivalent to a member who works 37+ hours at a rate of £14.57. This seems unjust.

This motion asks that we explore ways of not only offering a fairer membership offer to existing members but also look at innovative and creative ways of engaging new members by offering a membership system that reflects individuals' circumstances be it full or part time, low paid, gig economy workers, apprentices, and a meaningful community membership rate.

The cost of living crisis is on the rise and we need to act now to keep our existing members.

K28 KNOWSLEY BRANCH

North West & Irish Region

48. A FAIRER, MORE INCLUSIVE SCALE FOR MEMBERSHIP FEES

X

C5

This Congress recognises that the distinction between full time and part time workers, in terms of membership fees, does not reflect the working hours of members.

A full-time worker, working for example 37½ hours per week currently

pays £14.57 per month or 100% of the membership fee: currently about 9 pence per hour worked. Congress does also recognise, that a part-time worker, working 20 hours per week or less, is charged a reduced membership fee. Therefore, a worker working 20 hours per week pays 9.7 pence per hour worked or approximately 108% of a full-time worker's membership fee per hour. However, a worker working 2½ hours longer per week i.e., 22 ½ hours per week, will pay 165% of the full-time fee per hour; somebody working one day or 7½ hours per week will pay 286% per hour and a person, such as a lunchtime worker in a school, working one hour a day for five days, will pay approximately 38.7 pence per hour worked, or 430% of the full-time workers membership fee.

This Congress notes the difficulties often met when trying to recruit part-time workers into this powerful Union. With the above in mind, this Congress proposes a fairer, more inclusive sliding scale of membership fee, dependant on the number of hours contracted to work, be adopted by this forward-thinking Union Congress.

N10 EAST BERKSHIRE BRANCH **Southern Region**

49. LOWER CONTRIBUTIONS FOR PART TIME AND PART TERM TIME ONLY WORKERS

C4

This Congress calls on the CEC to look at lowering the contributions for part time staff who work less than 20 hours.

There are many people who only work a few hours a week paid the minimum wage and are expected to pay £8.40 a month which is a big unaffordable slice out of their small budget.

The biggest issue in trying to recruit staff in schools is that as they are paid on the lowest rate of SCPI £9 an hour, if they work 10 hours + a week they pay £8.40 for their union membership. If they are paid term time only and work 10 hours a week their monthly pay will be reduced from £360 before deductions to around £288 per month as it is spread over 52 weeks, not the 38-39 weeks they work.

How can it be right that a person on less than £300 a month pays the same as a person on over a £1000 a month?

We have difficulty in recruiting staff who work in schools such as cleaners, general kitchen staff out of schools' clubs as due to their small wage they have to look at the cost and not the benefits.

These groups of staff in schools and elsewhere are the people we need to be supporting to improve their working and living standards, a reduction in our membership fee

would not only get these low paid staff our support, it would also our reps in recruiting them.

Our sister unions do have different rates which helps them to recruit low paid staff, our alternative membership fees do not cover the majority of the low paid 0-20 hours workers and our fees stop them joining, as bills and food are their main priorities, and workplace protection and better pay come second.

LEEDS SCHOOL SUPPORT BRANCH **Yorkshire & North Derbyshire Region**

50. REDUCED RATES OF MEMBERSHIP FEE FOR MEMBERS EARNING LESS THAN WAGE ADVOCATED BY GMB AS NATIONAL LIVING WAGE



This Congress moves that a set of bands of reduced membership fee be set for members earning less than the wage that the GMB advocates as the National Living Wage and that the reduction rate matches the extent to which the National Living Wage is below the wage that the GMB advocates as National Living Wage.

For example: if the GMB were to advocate a National Living Wage of £10 per hour whilst the actual National Living Wage were £9.00 per hour, a ten percent difference from the advocated rate, then the bands of membership fee set for members earning £10.00 or more per hour.

WO9 WAREHOUSE (ASDA) DARTFORD BRANCH

Southern Region

51. RECRUITMENT

This Congress directs the F&GPC to look into a lower rate for low paid workers to enable us to recruit and fight for these workers to get at least the Living Wage.

HULL RETAIL & DISTRIBUTION BRANCH **Midland & East Coast Region**

52. MEMBERSHIP CONTRIBUTIONS



This Congress agrees that when a member has been on long term sick or been unfairly dismissed from their employer and have no means of paying their contributions, then the union should honour if they have been a loyal member. For example, a member has been on long term sick with a terminal illness and their contributions lapses through no fault of their own then this member then dies. Their family apply for their death benefit and because the members contributions have lapsed by a short time then they are told they won't be entitled to the death benefit. Another example, a member is unfairly dismissed from their employer while waiting for the tribunal, they pay the unemployment contribution. They find a new employer and are then told their tribunal from the previous employer can't continue until they

have paid the back pay from when they were paying unemployment contributions. How are these two examples fair? The union should show some compassion in cases like this, especially the death benefit. The union needs to look into cases like this and help members through unexpected issues.

**S75 STOKE UNITY BRANCH
Birmingham & West Midlands Region**

**54. 21ST CENTURY STRIKE BENEFIT FOR
A 21ST CENTURY UNION**

This Congress recognises the vital importance of strike benefit in maximising the industrial leverage of GMB members in present and future workplace struggles against bad employers and bad employment practices.

This Congress also recognises the role strike benefit can play in attracting and recruiting new members to our great union who are seeking to defend and advance their terms, conditions and interests in the workplace.

This Congress further recognises that the rate of strike benefit has remained static for many years and requests that the Central Executive Council make arrangements for:

- i. Improving the rate of strike benefit;
- ii. Making strike benefit payable from day one to

all full financial members whether they work full or part-time hours;

- iii. Undertaking, as part of CEC business, to set the rate of strike benefit on an annual or bi-annual basis considering inflation, industrial action, economic, political and any other factor the CEC deem relevant aiming for the highest affordable rate possible; and,
- iv. Drafting in readiness for Congress 2023 a CEC rule-amending motion – should this be necessary – to achieve i, ii and iii.

**N90 NASUWT BRANCH
Birmingham & West Midlands Region**

**56. UPDATES TO SOCIALLY
RESPONSIBLE INVESTING**

This Congress recognises that Congress 2018 called for GMB to produce a formal statement of investment principles which the CEC Finance & General Purposes Committee adopted in March 2019.

We note that there is now pressure on companies to be even more transparent and broaden their Environmental Social Governance

issues and add biodiversity and human rights to their targets.

We call on the CEC to review their 2019 Statement of Investment Principles to include these new measures and for the GMB to then make the final statement visible to all and available as an appendix in the GMB Financial Accounts which are agreed by Congress each year.

EALING BRANCH **London Region**

UNION ORGANISATION: UNION BENEFITS & SERVICES

61. GMB CONVALESCENT HOME PROVISION

This Congress calls on the GMB to look at the provision of a new convalescent home. We urge GMB to seek alternative affordable provision so members recovering from illness do not miss out on this cherished benefit as it assisted members in their recovery and wellbeing.

ISLINGTON APEX BRANCH **London Region**

62. AWARENESS OF INFORMATION ON MEMBER BENEFITS

This Congress notes GMB Membership provides a range of benefits for those in work and for those who retire.

Not all members and especially family members will be aware of these. For those who retire, there is the opportunity and facility to be transferred to honorary Life Membership, subject to 5 years GMB Membership. By becoming an honorary Life member, the use of the Union Solicitors, and the GMB Funeral grant is still available.

At times of retirement or if your income has reduced, it's important that members and their families are made much more aware of these benefits. This is especially important at difficult times or with bereavement as such support (subject to eligibility) may understandably be missed.

Congress is requested to:

- Highlight these benefits in Union materials, newsletters and websites
- Investigate whether membership departments can facilitate reminders to members in advance of an expected/likely retirement date / auto generated
- Ask GMB Membership Departments to consider membership card wording to be added (or produce a separate card to be given to families/ friends) such as: "Please show this card to Family members/ Next of kin/ authorised persons and ring

GMB on /contact for how GMB can help at this difficult time”.

This would be a similar system to the Kidney donor card principle, but Members would:

- a) Need to be an Honorary Life Member or make arrangements to retain membership in retirement
- b) Members to make family members aware of their continuing membership on retirement

Congress is also asked to consider any research in this area and publicity through relevant bodies – TUC, Age UK and sister Unions as appropriate and promote any generic checklist to be used at times of bereavement.

EAST DEREHAM BRANCH
London Region

**UNION ORGANISATION:
EDUCATION & TRAINING**

65. REGIONAL AUDITOR TRAINING

This Congress recognise that the way forward is to have a financial structure and accountability that safeguards the GMB into the future.

Congress notes that training for Regional Auditors is not uniform throughout the GMB.

Training available within the GMB does not fully encompass this particular postholder role.

Congress therefore resolves to action the GMB Education Department to provide a standardised training programme applicable to all Regional Auditors both for those currently in post and to those elected in future years.

HUNTERSTON BRANCH
GMB Scotland

66. TRAINING OF WORKPLACE REPS AND HEALTH AND SAFETY REPS

This Congress believes that the current model of training carried out by the GMB in developing new workplace reps is over reliant on block release and is no longer appropriate to cater for the challenges of the modern workforce.

The GMB reps curriculum is 20 days or more, and this is a burden to members without facility time and is a disproportionate burden on those with family commitments more usually women.

Workers who are able to take paid time off in the private sector to attend training are very rare indeed. Many of our organised workplaces do not have adequate facility time agreements.

We require training that caters for this group of workers alongside workers in

the gig economy and all patterns of work.

This could include evenings, weekends and the use of technology used so successfully during the pandemic.

Congress calls on the CEC to carry out an urgent and thorough review and then implement the changes required to enable all our members the opportunities to become trained reps and ambassadors of our GMB union at work.

LONDON CENTRAL GENERAL BRANCH London Region

67. SUICIDE TRAINING FOR ALL REPS

This Congress, should be aware that 4912* people died by suicide in England and Wales in 2020, although we expect this figure to be higher for 2021 when that data is complete.

- Male suicide rate was 15.3 per 100,000 compared to the female suicide rate of 4.9 per 100,000. This equates to the male rate being 3 times higher than that of the female.
- Males aged 45-49 continue to have the highest suicide rate.
- Suicide rates have generally been on a downward trend but the latest rates for males is like that in 2013, when it peaked, but remains significantly lower

than in 1988 when it was at its highest.

- 1 in 15 of adults in England are estimated to have made a suicide attempt at some point in their life,

We want all GMB workplace reps to go on mandatory Suicide awareness training as part of their induction and to include current reps retrospectively.

GMB Reps are normally the first point of call for those in crisis, we would be ideally placed to recognise, support and be the first intervention where necessary for those in need. As GMB has circa 600,000 members covering all diverse groups we should be the first port of call for our members as those will include some who need our help most urgently.

If we can save one more life then it has to be worth the effort and achieving that goal and so much more.

*Source-ONS-England and Wales 2020 data

SCOTTISH GAS STAFF BRANCH GMB Scotland

UNION ORGANISATION: EQUALITY & INCLUSION

68. SIGN LANGUAGE FACILITIES AT GMB MEETINGS AND KEY EVENTS

C6

UNION ORGANISATION: EQUALITY & INCLUSION

68. SIGN LANGUAGE FACILITIES AT GMB MEETINGS AND KEY EVENTS

C6

This Congress notes that it has been brought to our attention by British Sign Language (BSL) that our members who have hearing impairments are considerably disadvantaged at key GMB meetings and events.

Whilst Microsoft Teams and Zoom meetings provide for sub-titles to be used, face-to-face meetings during the Covid 19 lock-down periods, when face masks had to be used, have prevented lip-reading.

We call on the GMB to facilitate sign language interpretation at key meetings and events, to make these more accessible for all members and eliminate exclusion.

REDBRIDGE BRANCH London Region

69. EQUALITY OF ACCESS FOR DEAF AND HARD OF HEARING MEMBERS

C6

This Congress, This motion calls for Equality of access for all deaf & hard of hearing members in our union.

On Tuesday 18 March 2003, the UK Government formally recognised British Sign Language (BSL) as a language in its own right.

This was a huge win for deaf &

hearing-impaired people and changes to exams in education, for instance have been made. Our union membership has a large number of members that have disclosed that they are deaf or hearing impaired and this could be even larger, if access was made easier.

The use of Sign Language interpreters at ALL conferences regardless of attendees would not only show how inclusive we are, and that Equality is truly at the forefront of our agenda, but aid those watching remotely especially during National Conference.

The spoken and written English is not a profoundly deaf persons first language and reading subtitles that are often quickly running at the bottom of the screen, mean they miss vital pieces of information. This is also very tiring when faced with lots of speeches and trying to keep up with processes of congress for example.

Congress, I call for Sign Language interpreters at ALL conferences to support our members and future members in taking full part in all proceedings.

I ask that this not be dismissed as a costly exercise – Equalities and Inclusion should not be dismissed because it does not meet budgeting costs. The Equality Act 2010 clearly states that it provides the 'basic framework of protection against direct and indirect discrimination'.

Dismissing this request would, we feel be in breach of this. The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

Let GMB be the first union to really lead the way forward in the wider society and meet the needs of this underrepresented population of our membership.

LEEDS GENERAL BRANCH

Yorkshire & North Derbyshire Region

70. NATIONAL EQUALITIES FORUM CONSTITUTION



This Congress believes:

- Members should have a democratic vote on any document that governs a conference, and the people that are elected to hold office even in the National Equality Forum.
- Although the NEF Constitution would still need to be agreed at the CEC, the members should be sovereign, and have their votes respected, and to have a voice on any changes on this document.
- The NEF are there to uphold the constitution and not dictate to members without any consultation about these changes, and how this reflects

equality strands across the union.

- The NEF plays a part in creating leadership, and advising the CEC on equality matters, and promoting equality issues within the union, as well as leading with equality industrial campaigns and training, However, the NEF must remain accountable to the members, and it is believed doing this will allow transparency in how the NEF is governed and elected.

Congress resolves:

- Any changes to the constitution must be debated and voted on at National Equalities Conference, and members can suggest changes to this document at the National Equality Forum.
- The NEF cannot make any changes to the constitution without this going before the conference to be voted on.

Congress notes:

- The current NEF constitution was last agreed in October 2021, and this went through a process of the NEF and the CEC.
- The CEC approves the constitution.
- At current, the constitution is not debated by members at the National Equality

Conference, and they are not allowed to have any input in this document.

- The constitution governs the NEF, and the conference, including regional delegations, and the elections onto the NEF.
- The Strand Leads are elected on a vote in regional delegations, but not entirely across the strand they wish to represent thus denying members a say in who represents them, and only a small number being allowed to take part in voting.
- GMB Rulebook is the property of congress, and the CEC are there to uphold the rulebook, only congress can change it.

GLOUCESTER COMMUNITY BRANCH CO2

Wales & South West Region

72. THE VALUE OF RETIRED REPS

This Congress notes that there is a popular myth that retired people have place in society, that they are sitting waiting to die, this was basically said by a younger workplace rep, they said "How can you know what is going on in the workplace".

Well in our favour, we have time to research, our branch has been supporting Essex schools for nearly 20 years, talking with colleagues and we have checked on the status of Essex

schools so know the performance and their standing in league tables of best schools.

Retired reps have a long history of knowledge which the branch respects and values and contribute to the team and branch, they have the same values where members are concerned.

Some retired reps also do private work, so have an overview of how private workplaces operates and will compare and learn.

Do not underestimate the value of our retired reps.

Sir Francis Bacon famously quoted, "knowledge itself is power" in 1597, so with age comes knowledge. We call on Congress to recognise and utilise retired reps and include them in the democracy of the Union.

ESSEX PUBLIC SERVICES BRANCH London Region

EMPLOYMENT POLICY: EQUALITY & INCLUSION

75. END UNDERPAYMENT OF APPRENTICES

This Congress notes that the BEIS survey for apprentices in 2018-2019 showed apprentices were being cheated out of their pay by employers not paying them the correct National Minimum wage rate (apprentices in 16-24 age bracket 22% of them were being underpaid compared with 2016).

47% of Under 19's on a level two or level three apprenticeship are paid below the Apprentice minimum wage. The minimum wage for apprentices is appallingly low; and employers are finding new tactics in exploiting young workers.

Apprenticeships, where good pay, terms and conditions are rare, including a job opportunity at the end of the apprenticeship. GMB has an apprentice charter, but it is currently underused

Conference believes:

- Everyone should be paid fairly for the work they do.
- People should be paid equally for the same job regardless of age, gender or race.

- Employers should not be cheating the lowest earners in society out of their wages.
- The Apprenticeship minimum wage is too low which allows employers to hire apprentices as cheap labour, without offering them a permanent position or practice shoddy workplace practices.

Conference resolves:

- Calls for an end to the chronic underpayment of apprentices and to call on the UK Government to prosecute employers who do not pay the legal minimum.
- To lobby the Labour Party to commit to paying apprentices fairly with fair terms and conditions, as well as secure employment for apprentices once they complete the apprenticeship.
- Reaffirm our commitment to good apprenticeships with GMB's apprentice charter.
- Reaffirm our commitment to an industrial strategy that recruits apprentices.

**ASDA JOINT BRANCH A50
Wales & South West Region**

76. EQUAL MINIMUM WAGE IRRESPECTIVE FOR AGE

EP

This Congress calls on the GMB to implement a policy where the national minimum wage is the same across the board irrespective of your age.

This practice is common in jobs where pay is already low with part time or unsecure contracts, and a mixture of young and older people. The difference between someone who is 23 or over to someone who is 18 to 20 years old is a staggering £2.35 per hour. This is grossly unfair when people in the organisation are doing the same job. Age shouldn't be a barrier to fair and equal pay.

This congress mandates the GMB to launch a national campaign to highlight this unfair practice which directly affects our members and to set a national minimum wage that is universal for all ages.

NORTH DEVON BRANCH NO4 Wales & South West Region

77. FAIR PAY FOR ALL

This Congress notes that the pandemic has shone a light on the inequalities of our workplaces and society.

Previous research conducted by Women Adding Value to the Economy (WAVE) on the gender pay gap

provided a detailed analysis into factors causing the gender pay gap and sought to understand the ways in which gender pay disparities are consistently reproduced in workplaces. It also provided recommendations on how to halt this and has been invaluable in enabling employers to address this inequality.

Congress further notes that there is also a significant disability and race pay gap across Wales, but that evidence is poor and further research is required.

Congress believes workers should be treated fairly, and receive fair pay regardless of their gender, race or disability.

Congress calls upon the TUC to campaign for:

- In-depth research into the race and disability pay gaps in order to identify the causes and make recommendations to address these
- Place a duty on employers to report their gender, race and disability pay gap regardless of the number of employees and to demonstrate how they will address any gaps identified
- Robust monitoring and enforcement of this reporting

This Congress believes that our trade union should lead the way on pay parity and calls upon the GMB to:

- Encourage Branches to work with their employers to undertake pay surveys in their own organisations and devise strategies to address any gaps identified
- Facilitate training for workplace representatives and officers

SOUTH WALES POLICE STAFF BRANCH S62

Wales & South West Region

78. WOMEN'S CHARTER

This Branch calls for a National Women's Safety Charter.

In light of the Monaghan report and the Working party set up to tackle the issues within our Union, we call for a National Women's Safety Charter to be set up to support women, not just in our union but in the workplace. The Charter would be a preventative measure in response to a complaint, specific action and or behaviour. GMB Greenwich wish to see this adopted to prevent women and girls becoming victims of harassment and or assault

L16 LB GREENWICH BRANCH Southern Region

79. SUPPORT FOR WORKING MOTHERS IN A LIGHT OF COVID AND CURRENT COST OF LIVING.

This Congress is recognising hardship that mothers are going through in relation to very low statutory maternity pay when they are having

baby, then high cost of childcare once they return to work. Currently the situation is even more dramatic because of Covid and increasing cost of living.

Issue is affecting working mothers - GMB members in all working sectors.

Government is expecting mothers to survive with £151,97 per week or less for seven months and if they want more time with their baby another three months are without any financial support.

Majority of English Households nowadays are unable to afford paying bills just with one person working. New mums are practically forced to get back to work in order for their family being able to survive. That means that they are losing precious time with their baby, often feeling guilty for living very vulnerable little person with childminder, developing anxiety and depression.

Once mother is back to work another issue is arising. The cost of childcare. Huge percentage of GMB members are on very low pay. Those mums on the lowest pay do struggle with childcare cost. They are standing between choice - get back to work and spend literally all wages on childcare or give up their work and become totally depend on their partner. In both cases it is a struggle. Struggle of making the right decision and then struggle with cost of living.

When the child is ill majority of employers do not want to hear about mothers taking time out. Currently working mum can take paid 5 days off work. If she has to take more it is unpaid and in addition, woman often have to face unpleasant comments from management like “Can’t somebody else watch your child?”, “Take turns with your husband or ask family member to look after your child”, “Can’t you get baby-sitter?” or “Your child is ill too often”. Those comments can be very hurtful, in addition if child is isolating with Covid no one else will be willing to look after them. When child is ill for mum that is worrying enough, she shouldn’t be put in a situation that she is stressing about her job as well because of it. Time for ill children should be paid, unlimited and should not trigger attendance policy.

Compare to last couple of years cost of living doubled (cost of electricity, gas, council tax, groceries etc). The wages and maternity pay stays on pretty much the same level. Because of it, full time working mums are struggling to pay bills and can not afford basic things needed every day.

Congress notes that current support for working mothers is far from being acceptable in current situation.

Congress is to call on Government to change policies and to give more support for working mothers. To

increase maternity pay and to prolong it to 12 months. Also, to reduce the cost of childcare and to protect working mothers in their workplace.

M27 LB MERTON BRANCH

Southern Region

80. LGBT+ HATE CRIME

This Congress notes that there has been a huge rise in hate crime against the Lesbian, Gay, Bisexual and Transgender (LGBT+) community over recent years. Although there is no direct evidence as to the root cause of this, Brexit and a reduction in police staff numbers due to austerity are considered to be contributing to empowering a shift in public views against the LGBT+ community.

We know that despite a rise in incident reporting, many hate crimes are still not reported and there has been a significant increase in these crimes.

Therefore, in order to try and combat hate crime against LGBT+ community, this Congress calls for the National LGBT+ Committee to:

1. Work on campaign material aimed at combatting LGBT+ hate crime within the workplace.
2. To further promote working closely with LGBT+ organisations such as

Stonewall and their diversity champion's programme, in order to promote a safe and inclusive environment within the workplace.

3. To encourage regions to work collaboratively with their local Police and Crime Commissioner (PCC) to help combat LGBT+ and hate crime.

B10 BANBURY NO.1 BRANCH

Birmingham & West Midlands Region

EMPLOYMENT POLICY: HARRASMENT & ABUSE

81. DOMESTIC ABUSE CHARTER



This Congress calls upon the GMB as an organisation and also to encourage all workplaces that the union deals with to adopt the domestic abuse policy recently set out by the Wellington W50 Branch and union officials.

This policy sets in place the framework for offering support for those not only suffering domestic abuse but those perpetrating the abuse to enable abuse to stop, whether that be partners abusing partners or children abusing parents.

This policy sets out how workplaces can support the person or persons while keeping them safe and allowing

them to keep dignity at work and their job. We may not think it but to some people, the workplace is a safe place from harm.

Local Council Telford and Wrekin fully adopted the Charter in December 2021, now schools across the borough are in the process; other public sector employers are keen when they hear about it.

Congress, the GMB leads the way.

W50 WELLINGTON BRANCH

Birmingham & West Midlands Region

82. ASK FOR ANGELA

This Congress asks for the Angela Campaign which was launched in 2016 and is currently used in clubs and bars where if an individual feels unsafe or threatened, to 'Ask for Angela' which is a signal that they need help. The member of staff will then give them the help they deserve. This could be reuniting them with a friend, seeing them to a taxi or by calling security or the police.

A colleague, whilst working security in a Job Centre, had been approached by a young woman and thankfully, having previously worked as a security officer in clubs and bars, was aware of what Ask for Angela meant and was able to get her the help she needed.

The branch is aware of friends and colleagues who have no knowledge of the Ask for Angela campaign and

surprised that many had not heard of it.

A member of the branch speaking at the South West Labour Conference about the campaign was approached afterwards by a number of delegates asking for information because they had not heard about it.

Feeling that it would be useful to ensure that our members were informed, the branch contacted the Regional Secretary who immediately assigned an Officer to put some promotional materials together to make our members aware.

With domestic violence and abuse on the increase and many individuals feeling vulnerable, we now feel it would be useful to extend the Ask for Angela to be extended to other places such as shops and all public buildings.

We are therefore asking that the GMB make all of our members aware of Ask for Angela and launch a national campaign to have the scheme extended.

PLYMOUTH BRANCH P18 **Wales & South West Region**

83. SEXUAL HARASSMENT

This Congress agrees to formulate a policy that ensures that women members receive appropriate legal backing when they complain of sexual harassment/discrimination.

The decision for the union to take a case to an Employment Tribunal is judged on a fixed percentage element of winning a successful case.

Sexual harassment/discrimination is often concealed and muted by the perpetrators, this makes it difficult to secure witnesses or to provide the percentage of evidence required under present GMB guidance.

We cannot continue to say to our women members, come forward if you suffer discrimination or abuse and then abandon them when our usual criteria is not met.

We request that the CEC investigates and prepares a policy document that understands the particular obstacles that our members experience in these specific circumstances and establishes a method of proceeding to tribunal by use of different criteria.

GMB ORGANISING BRANCH **Yorkshire & North Derbyshire Region**

84. BULLYING IN THE WORKPLACE

This Congress believes that despite the few successes we have seen in workplaces, there is still a massive issue throughout the UK with respect to bullying and intimidation of the workforce. We see this as an endemic part of all public sector employers (Local Authorities and NHS) as well as in the private sector, both large and small. All too often in public services we see investigations end

and management culprits moved department instead of being dealt with in a more appropriate manner, for us to see the issue to emerge there or to reappear in the same department because the culture is still there. Regardless of the situation and the employer, we call on Congress to support the campaign to eradicate this sort of behaviour from every workplace.

INVERNESS & HIGHLAND GEN (NOT COUNCIL) BRANCH
GMB Scotland

EMPLOYMENT POLICY: HEALTH, SAFETY & ENVIRONMENT

87. HSE FUNDING AND INSPECTORS LEVELS



This Conference is appalled by the treatment of the HSE under the Tories during their 12 years in government where they have slashed the budget from £239 million by nearly half and inspector levels were at 1495 inspectors according to the 2009-10 figures and now well below 1,000 a third reduction.

This Congress calls on the CEC to lobby the government to bring the funding and inspectors levels back up to appropriate working levels, so that the HSE can exercise their duties appropriately.

RHONDDA CYNON TAFF BRANCH R45
Wales & South West Region

88. RISK ASSESSMENTS AT HOME

This Congress notes that one of the unforeseen results of the two years of pandemic has been a dramatic change in working practices for our members throughout the country. People who could not work at home for logistical reasons were suddenly sent home and equipped with new technology in preparation for the so called "New Normal". After two years the "New Normal" was either total home working or the "blended" or "hybrid" mode that saw people in the office only a few days a week. For some this is a dream come true. For others it has become a nightmare.

Imagine being told that your contract is now changed and that you can never come back to work and never see your colleagues again. Your offices have been sold and there is no space. Isolated, micromanaged by your manager in your own home and when this motion was written, it was cold and the homes of our members need to be heated. Not every home is suitable. Not every household can accommodate home working permanently. Not everyone has broadband or appropriate technology/ equipment.

By law, employers must conduct a 'suitable and sufficient' risk

assessment of their employees' working environment.

If an employer is not able to carry out a full risk assessment, they should provide their employees with information on working safely at home. If changes are needed to make sure an employee can work at home in a safe and healthy way, employers are responsible for making sure they happen. How many did that? How many will do that? At most many just got a chair from the office.

Congress therefore agrees to survey our members to see how many are affected and then make recommendations to the Government to strengthen legislation to make businesses more responsible for the well-being of their workers "at home". We need to ensure that mental health as well as physical health is included and that workers have the right to "work at work" where possible as well as "work at home".

BARKING AND DAGENHAM LGO BRANCH

London Region

89. HEALTH AND SAFETY AT WORK (COVID 19) , WORKERS PROTECTION ; HSE RESOURCES AND INSPECTIONS; REPORTING OF COVID 19 OUTBREAKS

GMB has criticised the end of Face Mask restrictions as premature (GMB statement 27th January 2022 - No longer compulsory to wear face masks in indoor venues)

GMB has rightly said "GMB members working in retail and on public transport have the right to feel safe; it's good many businesses still insist on face coverings"

Congress notes that these sectors are not exclusive –there are others. Whilst many employers are acting responsibly, this is despite Government changes to Covid safety rules

- Congress notes that to date only 1/3rd of workers report that employers have been proactive in reducing the impact of Covid.
- Congress notes that Covid 19 has exposed further weaknesses in the resources of the HSE; that reporting guidelines/legislation don't yet take full account of Covid 19; and believes that HSE guidance is not robust enough to mitigate in the future
- Congress notes the additional demands placed on Health and Safety reps in the pandemic, and the need for maintaining, supporting and extending training for reps with additional time off, and will survey reps about current experiences
- Congress asks that Health and Safety reps monitor any absences/shutdowns due to

Covid 19 against the employer's own risk assessment and Covid secure declaration

- Congress asks that with sister Unions consideration is given to campaign so that Covid 19 is explicitly added to RIDDOR as a "Dangerous Occurrence "
- Congress with sister Unions will expect increased spot checks by HSE on Covid 19 and data on these published, alongside any HSE Inspectorate vacancies
- Congress notes that the HSE does not consider face coverings to be classed as PPE, and which would otherwise be covered by the Health & Safety at Work Act.
- Congress believes that as minimum Face Coverings should be replaced by FFP2 masks to ensure proper protection for members regardless of work environments, and until WHO (World Health Organisation) declare an endemic situation.

EAST DEREHAM BRANCH

London Region

90. BARGAINING FOR BETTER MENTAL HEALTH SUPPORT IN THE WORKPLACE

This conference notes that reporting of poor mental health conditions and challenges have gone up during the

Covid pandemic and access to mental health services has been in decline for many years.

This conference also notes that many employers provide little support for those experiencing mental health problems and often the workplace can contribute and exacerbate mental health.

This includes but is not exclusive to:

- Cuts making working more stressful
- Putting pressure on staff to return to work before their sicknote expires
- Not allowing people to leave work when having a mental health crisis
- Not training managers in how to support staff experiencing mental health challenges

There is still huge social stigma against mental health conditions. This can be worse for those lesser understood conditions such as Personality Disorders, Eating Disorders, Bi-Polar disorder, PTSD, OCD and Schizophrenia

There is also a lack of support and flexibility for workers who care for those with mental health conditions.

This congress calls on the GMB to bargain with employers for the following improvements:

- Workplace Mental Health Policies which give managers a process which focuses on support for the individual
- Risk assessments to be carried out in a person-centred way to ensure staff are safe at work
- Reasonable adjustments to be put in place for example changing job roles if the work role is exacerbating the mental health conditions, an example being that working on self-scan checkouts in retail can increase anxiety
- Employer strategies to reduce stress, over-work and a lack of work life balance
- Paid sick pay
- Paid time off for those caring for someone with mental health needs
- Paid time off for treatment including attending therapy

This congress also calls on GMB to:

- Revise and update its 2016 Mental Health at Work Guide to include a range of industrial demands

W47 WILKINSON STORES

Southern Region

91. CAMPAIGN TO IMPOSE LEGAL ACCOUNTABILITY ON MANAGERS FOR MENTAL HEALTH INJURIES CAUSED BY THEIR ACTIONS

This Congress recognises the potential great harm done to employees' mental health by bullying, intimidation and discriminatory treatment from managers and others in charge of employees and workers.

This Congress also recognises that there is often no sanction imposed on managers for such behaviour, senior managers are inclined to 'close ranks' and protect them!

We have experience of vulnerable and disabled members suffering long term anxiety and depression which has been directly caused by managers yet no one was properly held accountable.

Further to GMB's support for a 'Mental Health at Work Act' Congress believes that there should be a campaign for legislation to impose legal duties on managers which would hold them personally to account for mental injury caused by their bullying, intimidation, and discriminatory actions, in a similar way to how they can be held personally accountable for physical injury caused by their health & safety breaches and omissions.

BRAINTREE & BOCKING BRANCH

London Region

94. CONTINENCE FOR ALL

This Congress notes the average adult goes to the toilet between 4 and 10 times a day.

The average adult spends more than 1.5 years on the toilet.

Toileting is a need that we all have, some people have different ways to elevate themselves.

That if a person holds in their urine, they are more like to have a UTI which can lead to infections, confusion and possible falls which can lead to trauma and hospital visits and death.

Congress believes everyone should have the right to dignity whilst on the toilet.

Everyone should be able to use the toilet with space to meet their needs.

Everyone - not matter their ability - should be able to access a toilet that is adequate for them.

Congress resolves:

To lobby the government and other political parties to make a change in legislation regarding disabled access toilets having a toilet within the centre of the room to make it easier for 2 carers/assistants to transfer onto the toilet.

To actively make sure that any workplace we have recognition for also follow the same suit.

To make wipes available in bathrooms for use.

Just like sanitary towels, incontinence pads should be readily available in case of emergencies.

B23 BOLTON LOCAL GOVERNMENT BRANCH

North West & Irish Region

EMPLOYMENT POLICY: PENSIONS & RETIREMENT

95. SECOND CLASS PENSIONS, SECOND CLASS CITIZENS WITHIN THE PENAL SYSTEMS

This Congress notes double standards of two- tier pension systems treating prisoners less equal to mainstream policy on pensions impacting on prisoner's family members, often wives, husband's or partners who are innocent of the crimes, which is a clear contradiction of the Equality Act 2010.

Prisoners cannot contribute as valued members of the state pension which is clearly unfair and inadequate, lacking help and assistance to those when leaving prison in older age being deprived of any independent income whilst unable to work in prison or able to contribute to the state.

In effect, an additional further punishment in onto older age for the prisoner in the form of inadequate retirement income affecting their rehabilitation back into the

community plus financial impacts on their family members.

We call for the GMB union to campaign for the harmonisation of the points within the penal system equal to mainstream policy in line with equality and natural justice. In solidarity

CAMDEN APEX BRANCH **London Region**

96. TRIPLE LOCK FOR PENSIONERS

This Congress is deeply concerned at the removal of the Triple Lock for pensioners at a time when many are facing very significant rises in energy and other costs well above the anticipated inflation rate. Yet the Government have broken the protection that was put in place to ensure they did not struggle. Over 2 million pensioners in the UK are now living in poverty and we are seeing long-term life expectancy falling as a consequence!

This is a disgrace for a modern economy in an affluent country. Since 2013/14 Pension Poverty has grown by a third! According to Age UK nearly 1 million older people cannot afford an unexpected bill of £200 arriving on the doormat. What hope then for pensioners when inflation is running amok, and the protection has been removed!

Again, the Government has broken a promise while many of their well-paid

supporters are making millions on the back of Covid.

We call upon the GMB to work with Age UK and other lobby groups to highlight the plight of pensioners and to get the Government to reinstate the triple lock. The Government must do more to protect many vulnerable pensioners and to stop the rise in pensioner poverty. We ask the Government and welfare benefit agencies to look urgently at the heating allowance paid to pensions this winter and to increase the payment to meet the unprecedented cost of heating, lighting and cooking; the essential needs of life for many pensioners.

Q22 MANCHESTER CENTRAL BRANCH **North West & Irish Region**

EMPLOYMENT POLICY: RIGHTS AT WORK

98. FIRE AND REHIRE – ZERO HOURS



This Congress condemns the widespread policy of employers firing and rehiring staff on detrimental terms and conditions.

Furthermore, the growing use of zero hour contracts having a detrimental effect on members in the South west with the growing lack of housing in the rental sector, therefore the lack of available staff, the pressure on

existing staff is growing, certainly in the public sector.

The GMB should run a campaign to highlight these issues as a matter of priority.

Colleagues please support.

CAMBORNE BRANCH C21 **Wales & South West Region**

99. AGENCY WORKERS RECEIVING GRATITUDE PAYMENTS

This Congress calls for employers to recognise agency workers when they are engaged for service with the employer after the 12-week period or longer for any type of gratitude payments that full-time staff may benefit from, especially where our members have worked tirelessly through the pandemic side by side with the full-time employees of the companies.

We are looking for changes to the Agency Workers Directive to include any special payments and other benefits that maybe presented to full time employees, so as to be treated with fairness and equality.

ISLINGTON 1 & HARINGEY BRANCH **London Region**

100. SUPPORT CASUAL WORKERS

This Congress believes that Casual workers who have provided their services for two years should be offered a permanent contract.

Congress notes this issue has become common practice in some Local Authorities and with some employers. With the current increase to inflation this is causing enormous anxiety to some of our members who do not have a fixed or minimum number of contracted working hours. In these changing times we need to ensure employers identify those casual staff and offer them a permanent contract. We are calling upon Trade Unions, MP's, Councillors to support this motion

L26 LB WANDSWORTH BRANCH **Southern Region**

101. 4 DAY WORKING WEEK

EP

Congress, we have noticed that majority of population in UK work long hours and long days. This is affecting people's work-life balance. People have less time for their friends and family as they spend most time at work. This also affects economy - people don't go out as they spend most of the week working.

By working more than 4 days a week - their mental and physical health is affected which means they are more likely to have health problems in future. Longer hours mean the person is less effective due to being tired, stressed and overworked.

We call on Congress to campaign for a 4-day working week. We do believe

by working 4 days a week a maximum of 8 hours a day (but still getting paid for 40hours) would work for most of the companies – but not all of course. People would be more effective, have better work-life balance due to working less hours and less days a week.

The economy of UK would improve due to people going out more and spending more (they would have 3 days off a week and evenings too). Their mental and physical health would not be affected as it would be if they were to work longer hours and longer days. The cost of running the office/building would be lower due to less days and less hours that employees would be in that building (less cost of water, electric, heating etc).

Improved technology means that employees are more productive (example: due to online meetings there is no need to travel – this will improve the Carbon footprint which our Union has always supported). So not only a 4-day week would be beneficial for the employer and employee but also our environment.

ESSEX PUBLIC SERVICES BRANCH **London Region**

102. PROTECT HOME WORKERS



This Congress instructs the CEC to help and support all GMB

homeworkers; to make sure their physical and mental wellbeing is looked after via their employer. In addition, that they are getting all financial allowances from HMRC and ensure that all their employee rights are protected. In the last few years, home working became an essential part of the working force, and that force must be protected.

LEICESTER GENERAL BRANCH **Midland & East Coast Region**

103. SHARE EQUALITY IN PARENTAL LEAVE



This Congress calls upon the Government to design an adequate work-life balance legislation for parents and asks for GMB to campaign for greater statutory rights to flexible working and dividing childcare for workers who should have more opportunities and support to juggle their professional and care responsibilities with proper pay.

The current Government is not serious about gender equality policies either tackling the gender pay gap. As we can see there is more to inequality than fairness in the system in which women remain underrepresented in the labour market.

There is a need to strengthen existing parental leave for improving wellbeing in our society. The success of good balance between family and

work and equal opportunities for women and men in the workplace in the workplace depends on a shared commitment from all of us.

HOUSES OF PARLIAMENT BRANCH

London Region

105. WORKERS' RIGHTS TO SICK PAY

This Congress calls on the CEC to launch a campaign to improve the rights of workers for a better statutory sick pay.

Since the start of the Pandemic there is a move by some large employers to reduce or restrict company sick pay, this is a violation of workers' terms and conditions.

Employers making inexcusable changes to its rules on sick pay to employees who have not been vaccinated are breaching fundamental rights, they might have personal problems relating to not being vaccinated, younger females who have concerns over fertility problems and pregnancy, and ethnic groups are being penalised for their beliefs.

We want to make amendments to the compulsory statutory sick pay, and this includes all employers, no matter how many employees there are on the company pay roll, to claim a refund from the Government.

W87 WIGAN BRANCH

North West & Irish Region

106. MANDATORY SICK PAY FOR ALL

This Congress will be well aware that during the Covid-19 pandemic it came to light that not all care workers received full pay if off sick as a result of being tested positive with Covid-19. They would only be entitled to statutory sick pay of only £96 a week which left them short of hundreds of pounds whilst isolating.

When the GMB highlighted this and ran a campaign to get them full pay it unearthed the shocking truth of how many workers across the UK are in the same group as the care workers.

It's sad to say but those desperate to feed their families, pay their mortgages and bills on only £96 a week would still attend work to make their ends meet. This is known as presenteeism which is where an employee will come to work because they simply need the money and cannot afford to take time off due to illness.

Moreover, this can lead to a workplace epidemic whilst working contagiously. With the lessons we as a nation have learned about spreading diseases these last few years it's about time, we put to bed the worries of those who are unlucky not to have full sick pay available to them and make it mandatory for them to be awarded sick pay equivalent to their normal wage.

This would be a huge plus to help reduce the spread of uncontrollable diseases/illnesses throughout the population and lead to better health and productivity just to name a few benefits to employees and their employers. We call upon this conference for the GMB union to carry out a survey on sick pay and to run a campaign to fight for Mandatory Sick Pay for all equivalent to their basic pay.

RIPON & THIRSK BRANCH
Yorkshire & North Derbyshire Region

107. SICK PAY SHOULD EQUALLY APPLY TO ALL

Congress notes that some rogue employers have discriminated against staff who have not been covid vaccinated when paying sick pay. They have paid sick pay to staff who have been vaccinated, but not to staff who have not been vaccinated.

Congress encourages covid vaccination, and we acknowledge that the high levels of vaccination in the UK have been a success story, and a vital achievement in combating the corona virus.

However, Congress also notes that many individuals have reasons which are important to them as individuals for not being vaccinated. Many individuals who have not been vaccinated worked through the worst stages of the pandemic, often in essential front-line roles which put

them at risk, and employers were quite happy to allow them to put themselves at risk at that stage.

Congress believes that employers seeking to discriminate against unvaccinated staff are motivated more by their own profitability than they are by public health concerns.

Congress further believes that discriminating between employees for sick pay based upon health choices outside of work is a dangerous slippery slope. What next? Employers refusing sick pay to staff who smoke, or drink, or drive motorbikes, or play contact sport?

Congress resolves to oppose discrimination over sick pay, and raise awareness of this issue.

W15 WILTSHIRE AND SWINDON BRANCH
Southern Region

108. SICK PAY



The tragedy of the pandemic has revealed failed to see the crisis of sick pay for many thousands of workers in particular in the private sector.

According to a report by the TUC 267,800 workers in private firms were self-isolating without decent sick pay or any sick pay at all in mid-December. Almost 210,000 workers had to rely on statutory sick pay and

57,900 got no sick pay at all, said the report.

From the outset of the pandemic Matt Hancock admitted he couldn't live on the £96.35 p.w. statutory sick pay amount.

This lack of decent sick pay available for all, forces workers to choose between putting food on the table or self-isolating for their own, their families and the community's health. A choice no one should be forced to make.

The pandemic has only highlighted the issue that has prevailed for vast swathes of workers in the UK under our neoliberal model.

The figures are startling—the UK has the least generous statutory sick pay in Europe, worth £96.35 per week – around 15% of average earnings, compared to an OECD average of over 60% – and is only available to employees earning £120 a week or more, meaning two million workers, mostly women, do not qualify.

Congress demands that the GMB spearhead a movement wide campaign to right the wrong of the sick pay scandal.

Once a plan is in place, Congress instructs the CEC to liaise with Parliamentary Labour Party GMB Group to raise this in Parliament and report back to Congress.

Congress demands

1. Remove lower earnings limit so everyone has access to sick pay – 2m don't have access at the moment because they don't earn enough

2. Statutory sick pay to be paid at least level of the 'real' living wage – currently £96.35 a week, would raise it to at least £320 a week

These are only the first steps of a campaign to address and win for all workers in all types of employment full sick pay bringing finally some dignity and respect at work ending the scandal of workers having to make the choice they now face in the pandemic.

LONDON CENTRAL GENERAL BRANCH London Region

109. SICK PAY

This Congress calls on the CEC to instigate a campaign that will ensure that Paid Sick Leave is placed firmly on the union's negotiating agenda with employers.

We have witnessed the fact that workers suffering from Covid have struggled to stay at home while only receiving the measly amount of £96.35 per week.

We can campaign alongside other unions to raise the level of SSP but we must ensure that the GMB prioritises paid contractual sick leave in each and every negotiation where our members rely on the state sick pay.

GMB ORGANISING BRANCH
Yorkshire & North Derbyshire Region

**110. LIVING WAGE STATUTORY SICK
 PAY**

C7

This Congress asks the union to ensure SSP is in line with the living wage. £95 a week means currently staff are forced to work when unwell, otherwise they can't afford basic necessities. Making SSP match the living wage, for your contracted/average working hours would change the lives of so many workers, especially those on minimum wage and low incomes.

C40 CARE SECTOR BRANCH
Birmingham & West Midlands Region

**111. NIGHT WORKERS DESERVE BETTER
 PAY AND CONDITIONS**

This Congress notes that there are 3.5 million people in the UK who do night shift work.

There has been a steady flow of studies over recent years that suggests long-term night-working is extremely bad for your health. It's a sobering thought for those who have to work at night due to their preferred profession. Women also account for more than two thirds of the growth, following an increase in care work and nursing.

- One in eight employees work night shifts, according to a TUC study
- Analysis shows that 1 in 3 night-workers earn less than £10 an hour
- Key workers are twice as likely to do night shifts than other workers
- Many working overnight are on low pay and insecure contracts, warns the union body

Workers, particularly women, are at greater risk of harassment and attacks in their journey to and from work when it's late at night.

Congress, as well as being detrimental to family life, the health risks of regular night work include cardiovascular disease, diabetes and depression.

We can see through medical research which indicates that those people who work nights – especially night and day shifts on a rotation, actually die earlier. It seems unfair that people are paying into a pension for a shorter retirement. It is also increasingly likely that night shift workers will be unwell – diabetes, increased likelihood of breast cancer, sleep deprivation etc so not just a shorter retirement but less enjoyable one also.

Congress, could there be some sort of retirement 'credit system' where for each hour worked between certain hours you are credited with time to retire earlier on full pension??

We fundamentally believe that there should be a mechanism that enables night workers to retire earlier and have full access to their pension without a reduction in benefits.

This motion seeks an overhaul of night shift workers pay and conditions including:

- Night shift worker minimum pay
- Annual health Checks for all night shift workers
- Night Workers' safety protection rights
- Early retirement on a full pension

We urge you to support our motion for better pay and conditions for night shift workers.

CITY OF LONDON BRANCH
London Region

112. STOP THE MISUSE OF NON-DISCLOSURE AGREEMENTS ALSO KNOWN AS CONFIDENTIALITY CLAUSES

EP

This Congress condemns the misuse of non-disclosure agreements also known as confidentiality clauses.

The only time an employee should be required to sign an NDA is to protect the business or organisation's commercially sensitive information and to prevent information being shared with competitors.

An NDA should never be used to cover up criminal acts in the workplace such as bullying, harassment, racism, assault and discrimination.

This solidifies the purpose of the motion.

Congress should know that some employers will still misuse an NDA in a settlement agreement. When a member feels forced to sign an NDA, often without knowing their full legal rights, it can cause severe damage to their mental health, confidence, relationships – both work and personal – and their ability to continue in their chosen career.

Congress resolves to:

- Provide training for workplace organisers so that they can confidently raise the issue in their workplace and make sure

our members are not silenced by the misuse of an NDA

- Seek changes to every workplace in policy, induction and attitude to ensure that an NDA is NEVER used to cover up acts of bullying, harassment, racism, assault and discrimination
- Back a campaign to raise awareness

CORNWALL COUNCIL BRANCH C10 **Wales & South West Region**

113. REPRESENTATION IN INVESTIGATION MEETINGS

This Congress calls on the GMB to campaign to formally change legislation that will allow union reps to represent members in investigation meetings.

Currently there is no right for our members to be represented in an investigation meeting, it is solely down to the employer's discretion. Members often feel intimidated in these meetings and often panic and end up not coming across well. Just having a rep there is enough to put members at ease and can be enough to help the process and get a good outcome for the member before it gets to a formal hearing.

This Congress mandates the GMB to make this official policy and implement it into to future collective

agreements whilst campaigning to make this a legal right.

NORTH DEVON BRANCH NO4 **Wales & South West Region**

114. ANTI-UNION LAWS

C8

This Congress notes and re-affirms:

- Policy adopted at the 2021 Congress to “campaign against the introduction of new anti-union laws and to campaign for the scrapping of all anti-union laws” and to “campaign for a comprehensive charter of workers’ rights to be put on the statute book.”
- The specific proposals for such campaigning contained in the motion passed at the 2021 congress (production of GMB campaigning material, coverage of campaign in GMB publications, lobbying MPs, calling on MPs to support strikes in their constituencies, joint campaigning with other unions).

Congress further notes that a number of unions have recently adopted policy advocating a national trade union demonstration against the anti-union laws, and that the last TUC Congress adopted policy in favour of a national rally against the anti-union laws.

In order to progress existing policy, Congress therefore instructs the Central Executive Council to:

- Support a national demonstration against the anti-union laws and approach other unions with the same policy, with a view to holding such a demonstration.
- Promote closer working with other unions and campaigns which share the policy of scrapping all anti-union laws.
- Pursue implementation of the proposals contained in the motion passed by the 2021 Congress.
- Present a report to the 2023 Congress on campaigning undertaken by the GMB against anti-union laws.

GLASGOW GENERAL APEX BRANCH GMB Scotland

115. TRADE UNION LAW



This Congress notes and re-affirms:

- Policy adopted at the 2021 congress to “campaign against the introduction of new anti-union laws and to campaign for the scrapping of all anti-union laws” and to “campaign for a comprehensive charter of workers’ rights to be put on the statute book.”

- The specific proposals for such campaigning contained in the motion passed at the 2021 congress (production of GMB campaigning material, coverage of campaign in GMB publications, lobbying MPs, calling on MPs to support strikes in their constituencies, joint campaigning with other unions).

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- Promote closer working with other unions and campaigns which share the policy of scrapping all anti-union laws.
- Present a report to the 2022 congress on campaigning undertaken by the GMB against anti-union laws.

S37 SOUTHAMPTON BRANCH**Southern Region****116. MOTION CALLING UPON THE GMB TO CAMPAIGN AND GET THE IMPOSED RESTRICTIONS AROUND TRADE UNIONS RIGHT TO TAKE INDUSTRIAL ACTION OVERTURNED****EP**

This Congress is appalled by the restrictions imposed on us because of the varied Acts of Parliament between 1989 and 2017 which increasingly restricted union's ability to undertake lawful industrial action. We are particularly concerned about the impositions of The Trade Union Act 2016 that makes strike action illegal in key sectors and extremely difficult to obtain a working mandate in other sectors.

We call upon the GMB to work with our affiliates organising a campaign to get these stringent laws overturned and thereby allowing the trade unions to make fair and democratic decisions from its membership responses without having to get the engagement of 50% of membership.

RHONDDA CYNON TAFF BRANCH R45**Wales & South West Region****118. PROFESSIONAL BODY FEES**

This Congress notes that, while we acknowledge and welcome the efforts brought forward to the pay negotiations for the inclusion of registration to professional bodies

which are a mandatory part of employment, this has been solely targeted to the health and social care sectors. We feel that this falls short of what we should be doing for our members and the wider workforce. There are a multitude of jobs where the registration to a professional body is a mandatory requirement, and as such, the responsibility to provide finance for this should fall to the employer. In a time of ever-increasing financial pressures to the workforce through increases to tax, national insurance as well as pay rises falling short of the increased cost of living, we call on Congress to support a public and government campaign to make this a part of common employment terms.

INVERNESS & HIGHLAND GEN (NOT COUNCIL) BRANCH**GMB Scotland**

INDUSTRIAL AND ECONOMIC POLICY: GENERAL

119. BANK BRANCH CLOSURES

This Congress notes the large number of bank and building society branch closures across all our communities. Over the past few years, bank and building society branches have been disappearing from our high streets at an alarming rate.

Banks say that this has been driven by a rapid increase in online and mobile banking, and a rapid decline in the use of physical branches. This justification ignores the impact on local communities, small businesses, the vulnerable and banking staff. They are closing branches without proper consideration being given of their customers circumstances and show no loyalty to their customers in return for many of their customers own loyalty to them over the years, in particular pensioners.

They have pushed for and encouraged online banking and then use that as the reason for branch closures and staff redundancies. Some people, especially a large number of pensioners, do not have the facilities for online banking and have no aptitude with modern technologies, and there are those that do not trust online banking anyway! This leaves many of our

pensioners facing the hardship of trying to get to a bank, sometimes miles away, by walking and using public transport as many no longer can drive. Some cannot even do that due to the problems brought on by old age so are isolated and helpless except for the phone which is also no longer possible for some, and therefore rely only on the posted bank statements and their friends / family for assistance.

Members of GMB Unite M23 Branch condemn the unfair practice of the banks closing branches throughout the UK. Research by consumer group "Which!" has found:

- Banks and building societies have closed (or scheduled the closure) of 4,735 branches since January 2015, at a rate of around 54 each month. Along with the rest of the figures, this includes branches at 20 major current account providers.
- The NatWest Group, which comprises of NatWest, Royal Bank of Scotland and Ulster Bank, will have closed 1,110 branches by the end of 2022.
- Lloyds Banking Group, made up of Lloyds Bank, Halifax and Bank of Scotland, has shut down 723 sites, rising to 770 in 2022.
- Barclays is the individual bank that has reduced its network the most, with 841 branches

having closed – or scheduled to – by the end of 2022.

The Government needs to recognise that the banking sector has social responsibilities and is a vital public service and closure decisions must be influenced by the needs of the local communities and businesses impacted. Public impact assessments are vital ahead of closure plans being made. The need for meaningful consultation with the local community is evident.

A branch closure can also have devastating consequences for small businesses and therefore the local economy. Extensive research has found that a branch closure is often linked to a reduction in lending to local small business. The closure reflects and drives a reduction in demand so that businesses are less likely to sell or to grow.

Rural communities have been particularly hard hit by the closure of large number of bank branches as there is simply no viable banking alternative for customers. A study by the University of Nottingham found that: “the faster than average withdrawal of branches from poorer socioeconomic areas raises concerns about the extent to which different types of financial institutions are present in areas of economic distress, and the implications of this. As mainstream financial institutions

continue to pull out of economically distressed areas... so they are replaced by more predatory forms of financial institution.”

This motion calls for a national GMB campaign to call on the banking industry to stop abandoning the local communities and workforce which bring the sector its vast profits. None of the new technologies replace the experience and skill of bank branch staff. No app or website can provide some of the most vulnerable and socially excluded in our society with the face-to-face financial assistance they need.

GMB UNITE BRANCH

London Region

120. SUPPORT THE HIGH STREET WITH A ‘LEVEL PLAYING FIELD’ SO PHYSICAL SHOPS CAN FLOURISH



Congress will recognise the negative effects of ever-increasing on-line shopping, such as increased pollution, more road congestion, accidents and possibly a higher carbon footprint, along with excessive packaging to dispose of. As well, there are increasing shop closures with consequent loss of employment and impoverishment of the High Street.

Congress requests the GMB to campaign for changes to tax rules which would help to reverse this trend, such as making on-line

retailers pay fair tax on earnings generated in the UK, cutting VAT and reducing business rates for shops, and thus creating a more 'level playing field'.

Congress, last year Amazon paid £492million in UK tax, yet during the pandemic their profits rose by 50%, giving them a £20.63billion turnover due to the demand during the pandemic!

We need a healthy and flourishing High Street, with its boost to employment and personal service. Also, with the ability to look at and feel the merchandise before purchasing, there are far fewer returns to shops, whereas on-line, the high levels of returns contribute further to the congestion and pollution!

BRAINTREE & BOCKING BRANCH **London Region**

121. PROTECT HIGH STREET SHOPS AND JOBS



This Congress will campaign via the Labour Party and local Councils to support our local shops. In addition, GMB must assist via campaigning to keep shops and shop workers in jobs on our high street, keeping them from closure and the threat of online shopping.

LEICESTER GENERAL BRANCH **Midland & East Coast Region**

INDUSTRIAL & ECONOMIC POLICY: COMMERCIAL SERVICES

124. ASDA



This Congress notes the hostility of ASDA and its owners to GMB members. In particular, the divide and rule strategy of the Company to GMB members is a disgrace. Congress notes that there is an inequity within the Company on pay, there is a different approach the way the Company handles its stores to its distribution operations in terms of terms and conditions. Congress also believes that the Company has a divide and rule strategy to its staff which has manifested itself in different contracts that have developed over time. Congress calls on a renewed campaign led by GMB members in ASDA with the aim of putting right these historic wrongs, as part of our Union's aims and as part of our campaign on pay and conditions in ASDA. Congress calls for updates on our position to be reported back at the next GMB Congress.

SOUTH TYNE AND WEAR GENERAL BRANCH **Northern Region**

125. CONTRACT 6/FIRE AND REHIRE

This Congress is aware of the insidious use of Fire & Rehire tactics used by large employers. It was brought to the fore by the British Gas Strike; however, you were warned.

Asda conducted exactly this exercise long before British Gas and it was largely ignored, shamefully so. The result was Contract 6 (known as Asda Contract) which has been even further watered down since its introduction.

Employees now have contracted hours and nothing more.

Your rota'd days can be changed, your department, even the times you work. Changes are looked at on a quarterly/monthly basis and implemented. How can anyone be expected to work around that? It is a glorified zero hours in effect.

Congress calls on the GMB to work with all Unions, TUC affiliated or not, to work jointly to eradicate these types of treatment from all workplaces.

A56 ASDA BRANCH North West & Irish Region

126. PROTECTION OF JOB LOSSES CAUSED BY AUTOMATION AND TECHNOLOGY

This Congress calls for protection in the Retail Sector from the threat of job losses due to automation and technology by protecting existing jobs

through solidarity and retaining. Please support.

A15 ASDA BRANCH Birmingham & West Midlands Region

127. SIZEWELL C NEW NUCLEAR POWER STATION



This Congress welcomes progress towards commissioning a new 3.2GW nuclear power station in Sizewell in Suffolk. This will generate much needed base load electricity for a zero-carbon emissions electricity future as well as sustaining and creating tens of thousands of well-paid jobs in the UK.

Only those deliberately refusing to accept the facts about the intermittent nature of renewable energy sources and the absolute requirement for a reliable plan to deal with this can see that there is no alternative to new nuclear power stations.

It is an indisputable fact that on one day out of every six on average there is little or no wind. On January 24 2022- one of the coldest days in winter- for example, the output from the 24GW of installed wind turbine capacity was 0.58GW or just 2% of its nameplate electricity capacity. By definition, there is no solar power at night. Neither is there any economically viable storage capacity for renewable energy sources.

International interconnectors are advocated as viable alternative energy sources to new nuclear power station. This is based on the hope that there will be spare renewable electricity capacity somewhere in Europe that can be imported to the UK on days like January 24 2022. However, the low wind in the UK on that day was mirrored in the low wind right across the continent from the Iberian Peninsula to Russia.

Put simply, on the basis of current technology, there is no zero-carbon reliable alternative energy sources for electricity to nuclear power stations. It is not anti-wind to make this point. Instead, it is reality. No responsible UK government with an inescapable duty to keep the lights on can ignore the vital fact. So as well as targets for offshore wind turbines capacity, a new target for nuclear power is also required for a reliable and affordable net zero future.

Congress consider that the UK Government should set a target that up to 40GW of installed and expanded electricity capacity should be nuclear by 2050. This will entail further Sizewell sized power stations. It will also require the development of a new generation of smaller modular reactors. It is essential that there is a UK supply chain for these new smaller modular reactors and the export potential for these reactors should be fully pursued.

WHITTINGTON SERVICES BRANCH
London Region

128. WATER INDUSTRIES ATTACKS ON MEMBERS TERMS AND CONDITIONS

This Congress, in the past 2 years many of the UK Water companies have chosen to reduce terms and conditions for loyal members of staff. In some cases, causing members to remortgage and run up huge debts, just to make ends meet. Congress will be aware this is an ongoing serious issue. Thames Water are rewarding members who worked through the COVID pandemic by trying to cut shift pay and standby pay and trying to get employees to work weekends and bank holidays at a reduced rate of pay.

We call upon Congress to start a campaign for all water workers/members to have recognition for the valuable work they carry out 365 days a year, 24-7.

THAMES GENERAL BRANCH
London Region

129. THOUSANDS OF SECURITY OFFICERS SUFFERING POST TRAUMATIC STRESS DISORDER (PTSD) WITHIN THE SECURITY INDUSTRY

This Congress notes research led by Dr Risto Talas and Professor Mark Button, professor of criminology in the Institute of Criminal Justice Studies at the University of Portsmouth produced in 2020 and October 2021.

Professor Button said: 'With almost 40 per cent of those surveyed exhibiting symptoms of PTSD, it leaves a very clear message that the issue of mental health is not currently being taken seriously by security managers.'

"There is an emerging picture of a failure by the Security Industry and Security Industry Authority to address these issues."

The private Security Industry has transformed in the last 50 years from a small niche sector to a huge global industry. In the UK alone, there are more than 350,000 licensed Security Guards, with many others working in the sectors that don't need a license.

Security Guards tackle various roles, from patrolling public streets and protecting pubs and clubs to guarding sensitive sites like government buildings, courts, and airports.

Researchers claimed security staff were often physically challenged, leading to anything from verbal abuse to violent assault. In extreme cases, security operatives have been killed in the course of their duties.

Prof Button said: 'The research has revealed a worrying lack of support provided by the security companies.

Congress the world of work within the Security Industry creates people suffering from PTSD and increasing workplace stress. We call on the GMB Union to call on the Government to introduce a Post-Traumatic Stress Disorder at Work Act which specifies the approach and methods expected of all employers in managing Post Traumatic Stress Disorder at work.

GMB (LONDON) SECURITY BRANCH London Region

130. GET RID OF PRIVATISATION IN SECURITY SECTOR



This Congress opposes the privatisation of the security sector which should be owned by the Government.

This would then create better working conditions and better pay.

We believe that there would be better staff retention. There would be better pensions and better prospects for employees. The greed would not be there if the sector were owned by a non-profit organisation and staff would be treated better.

SECURICOR 1 BRANCH London Region

131. TAXI & PRIVATE HIRE DRIVER WELFARE (GMB ETHICAL CHARTER FOR LICENSING)

This Congress welcomes, endorses and calls on our great union to build on the Yorkshire & North Derbyshire Taxi & Private hire drivers Licensing Charter and campaign for all Councils to endorse and embed such initiatives into their licensing policies. We need our Councils to understand that the welfare of our drivers is just as important as the welfare of any of their workers. They too, as our Uber legal battle proved, are entitled to statutory minimums that the rest of us take for granted; holidays, safe guarded minimum pay levels and the means to consult properly and meaningfully should not be beyond any local authority and they must now look at all of their providers and establish where drivers are and are not classed as 'workers' in the contracted relationship.

In Support:

Our Councils are quick to jump to attention when the government issues fresh 'guidance' around developing licensing policy. They tend to go the extra mile to make life just that little bit more difficult for the taxi and private hire drivers and implement more stringent suitability criteria at every opportunity. Go to any Council website and you will always find out how to complain

about a driver but try getting the same guidance when it comes to a licensed company instructing or employing those drivers and that's where you will get stuck. We need formal frameworks in place at all local authorities where we can look at how licensing is developed, make sure the companies employing the drivers are not getting away with paying them what they are entitled to and where we can hold these taxi companies to account and establish what the contractual relationship is.

YORKSHIRE PROFESSIONAL DRIVERS' ASSOCIATION BRANCH

Yorkshire & North Derbyshire Region

132. GMB UBER AND PRIVATE HIRE DRIVERS SUPPORT

This Congress agrees GMB have had great success in fighting for and securing employment rights for Uber drivers. Our reps within Uber have been very busy organising and recruiting drivers and building a firm base of solidarity amongst the drivers, Southampton City Council are forcing Uber and other private hire drivers to keep signage on their car which limits the drivers' earnings.

Uber and other private hire drivers are being forced to carry sign stickers on their cars stating the name of the licence operator which means drivers are limited to driving just for the one operator which in turn limits the drivers' earnings.

Congress should oppose the mandatory application of door signage to private hire and app provided hire vehicles that can cause a restraint of trade for our members working across geographical areas (council boundaries), which can lead to danger for the vehicle user or and/or fare.

The practice of enforcing signage on private hire vehicles has been used by some authorities with no evidence of it having any H&S advantages. Signs can be made by any individual wishing to apply them to a vehicle to carry out a crime or cause harm to a member of the public requiring such hire services.

We consider that the one easily identifiable aspect of a vehicle is the registration detail which is given to the hirer by the despatcher and is not easily open to abuse or corruption.

We ask Congress to support the motion to remove this dangerous and restraining practice of enforcing the use of sticker signs by local councils.

S37 SOUTHAMPTON BRANCH **Southern Region**

133. THE IMPACT OF LONDON'S CONGESTION CHARGE ON TRANSPORT FOR LONDON'S PRIVATE HIRE DRIVERS

This Congress we request that conference ask London's Labour Mayor Sadiq Khan and Greater London Authority (GLA) Members to

have a full tabled democratic debate and vote on the removal of London's congestion charge on London's private hire trade an added cost (tax) of up to £105 per week.

Many are leaving the trade leading to a potential shortage of drivers and equally could damage the safety of the travelling public, especially the vulnerable and lone women.

We ask that conference back this motion at a time when licensing costs and high costs of fuel are rising above inflation when in real term drivers take-home pay and standards of living have dropped dramatically especially throughout the Covid-19 pandemic, which affects their rights of family life and driver wellbeing in enforced longer working hours.

PLAISTOW BRANCH **London Region**

134. SECURITY FOR PRIVATE HIRE AND HACKNEY DRIVERS

This Congress is concerned at the continuing attacks on Private Hire and Hackney Carriage Drivers across the country. No driver should be placed at significant risk when carrying out their daily work.

Furthermore, drivers are reporting increased stress and anxiety caused by passengers unhappy with the fare structures and charging introduced by some on-line operators.

Passengers are taking their frustrations out on drivers and in some instances making false allegations against them. This is resulting in lost earnings and higher levels of illness/stress with drivers.

We urge the GMB to campaign for local licensing authorities to introduce a mandatory requirement for the introduction of CCTV systems in all PH and Hackney carriage vehicles. This will enable drivers to have some protection and evidence when confronted with unreasonable and or violent passengers.

We also seek the introduction of protective screens in Private Hire and Hackney carriage vehicles as an additional safety measure for all drivers. While temporary screens have been installed by some as a Covid response we believe longer term the protective screens should be permanent.

We urge the GMB to work closely with Licencing Authorities, Police and, where required, National Government to ensure a secure and safe environment for all drivers and the securing of grants to help Drivers and operators to invest in systems to keep drivers safe.

Q22 MANCHESTER CENTRAL BRANCH North West & Irish Region

135. DRIVER SAFETY

This Congress must hear in the press that a Taxi, Hackney Carriage or a Private Hire Driver, is assaulted somewhere in the United Kingdom, every day of the week.

We must raise a campaign, along the lines of our current branch campaign "No excuse for abuse" and also involve National Police Services, Government, both nationally and locally, to collate a list of offenders that have assaulted drivers and or withheld driver payments, in the past. Allowing drivers to work without fear of danger or lack of payment.

GMB PROFESSIONAL DRIVERS BRANCH London Region

136. MORE TRUCK STOPS NEEDED URGENTLY!

This Congress calls on the GMB to lobby this Government to push ahead with its intentions to provide more and better facilities for lorry drivers to stop overnight or in their down time.

Last year apparently the Government undertook a survey on facilities for HGV and long-distance drivers. This survey identified that the current available facilities are not keeping up with demand. Many of these facilities were at best basic leading to many of these Lorries being parked overnight on laybys, under and over bridges etc.

These new facilities should have security, CCTV, safe lit areas to park, toilets, showers and food available,

bearing in mind some of these drivers are spending up to nine months of a year living in their cab.

HAVERING BRANCH

London Region

INDUSTRIAL & ECONOMIC POLICY: MANUFACTURING

137. MANUFACTURING, COVID-19 AND SKILLS-GAP

This Congress calls on the CEC to lobby the Government and the Labour Party to deal with this Skill Shortages as a matter of urgency.

While the manufacturing sector was not one of the most affected sectors during the Covid-19 pandemic, it did struggle. During the first few months of the 2019 pandemic, many workers had been told to stay at home to limit the spread of the virus and that was a major disruption for this sector as goods could no longer be produced.

But this was not the only struggle the manufacturing sector had to face during the Covid-19 pandemic. Chain supply, delivery delays up to six weeks or more, increased costs caused by the fact that most manufacturers had to seek alternatives to raw materials and supplies, loss of contractors and of course the uncertainty of what was to come.

At the end of 2020, Brexit took place and manufacturers started to struggle due to skills shortages as well as the pandemic and chain disruption. A report from 2021 found that 85% of the manufacturing sector is affected by the skill shortage making the sector in need to adapt their recruitment strategies.

Many of our members could feel the backlash of all the struggles in the manufacturing sector and fear for what is yet to come in the coming months. The GMB's aim is always to protect the interests of its members so it is now more important than ever to show the importance of Trade Unions.

P42 PRESTON BRANCH

North West & Irish Region

138. INVESTING IN NEW ENERGY AND BRITISH WORKERS

This Congress recognises the need for new energy, the phasing out of North Sea oil and gas will see jobs disappear due to climate change. This government must not lose the opportunity to invest and retain our members in green energy that this country needs. We have all been told we need new central heating systems. This government must invest in new factories to manufacture these new central heating systems, not buy them from the likes of China. We can retrain our members to

produce them and install and maintain them.

Congress calls on GMB union to press this government to invest in British workers.

STOCKTON NO 3 ENG BRANCH

Northern Region

139. MANUFACTURING IN ENERGY



This Congress believes that there is a huge disparity in the subsidies that the national renewables sector receives from UK taxpayers and energy billpayers, and yet the bulk of manufacturing work goes offshore.

Congress welcomes Labour's position. Congress also recognises the backing given to nuclear power, as an essential provider of reliable, clean energy, and critical to our country achieving net-zero carbon emissions.

Congress notes that Labour would help protect thousands of jobs currently at risk in companies throughout the UK and also notes encouraging comments on the importance of developing a domestic hydrogen industry.

Congress believes that creating skilled jobs in industries that will power the nation's future should be at the heart of Government policy, but

Congress notes that the renewables sector is a warning to all about getting this wrong.

Congress believes that despite huge subsidies by UK citizens, the renewables sector sources the bulk of its fabrication and manufacturing work from overseas, often using countries such as China or yards in the Middle East, which are subsidised by huge oil and gas sovereign wealth funds.

Congress believes that long-term control over rising costs and security of our energy supply will only happen if there is a commitment to develop domestic industries, that onshore the green manufacturing jobs that are currently offshored to the rest of the world.

Congress calls on the Government to change course and invest in UK jobs, UK manufacturing and UK supply, and for the GMB to campaign on delivering this motion for GMB members.

SOUTH TYNE AND WEAR GENERAL

BRANCH

Northern Region

140. ENCOURAGE LOW CARBON UK MANUFACTURING BY REVITALIZING THE GMB 'MAKING IT' CAMPAIGN

This Congress urges GMB to revitalize the 'Making It' campaign launched in 2018 to encourage retention and to

ensure a future for manufacturing and services in this country.

This would not only have obvious employment and economic benefits but could also ensure that the products are made and transported with the lowest carbon footprint possible.

We call for GMB to campaign for incentives to be offered for the start-up of new manufacturing businesses as well as incentivizing the lowest possible carbon footprint in the manufacturing and transportation processes of the products.

BRAINTREE & BOCKING BRANCH

London Region

141. STEEL FABRICATION JOBS REQUIRED TO MANUFACTURE 8,000 GIANT OFFSHORE WIND TURBINES FOR NET ZERO

This Congress notes that for the Climate Change Committee target for wind energy for net zero requires 8,000 giant offshore wind turbines to be manufactured and installed in the UK over the years to 2050.

Congress notes that in May 2021 GMB Scotland, using the practical experience of members in the sector, identified that up to 30,000 new jobs are required in the UK steel fabrication sector to build the at least 300 giant offshore wind turbines each year, every year to meet this 8,000 target. These are the direct and

indirect jobs building towers and foundations only. The jobs producing blades, turbines, nacelles and generators would be additional to this number. The delivery of these jobs to coastal communities across the UK is pivotal to the credibility and success of the UK Government's "levelling up agenda. This jobs target is a policy which the Labour Party leadership should endorse and adopt.

Congress concurs with the view of GMB Scotland members in the offshore wind industry supply chain of how far the UK lags way behind other countries in terms of technology and investment in facilities. The current capacity to undertake this work in the UK is woefully inadequate and will not be realised without collaboration between Governments and the private sector.

Congress notes that replacement of nearly all the current power stations and scaling up of electricity capacity is going to be hugely expensive. The costs of an additional 100GW of wind power alone will be not far short of £250 billion, if costs are comparable with capacity in the pipeline and turbines duties are similar. These huge sums will have to be paid from household energy bills and taxation.

Congress considers that the quid pro quo for collectively having to pay the huge costs of achieving net zero

carbon emissions – and we do have to pay – is to level up economic activity in the steel fabrication green energy supply chain with well paid, skilled jobs located in forgotten coastal and industrial communities that badly need this boost.

Congress considers that the current commitment by the renewable operators on local content is totally inadequate. It does not apply to turbines being installed before 2030. The 60 % includes work over the lifetime of the project and it is voluntary. It should apply immediately for all new projects, it should cover manufacturing and installation. It should be mandatory for the payment of subsidies.

The vision is bold but absolutely achievable: 30,000 green jobs in steel fabrication supporting the next generation of offshore wind developments in UK waters, requiring 20 million tonnes of British steel, generating 100GW of clean power for British homes, backed up by reliable nuclear power, and helping the country achieve it's 2050 "net zero" targets.

Congress calls on the UK Government to establish a Renewables Development Authority which will have responsibility for procuring private sector capacity to build new yards, and work with training bodies

to develop the necessary skills base in our local economies.

Without this targeted Government action, including linking the payment of subsidies to renewable operators to using a UK supply chain, the manufacture of the lion's share of steel fabrication work for the UK's offshore wind future will continue to be delivered across Asia, as evidenced by the experience over the last decade of offshore wind manufacture in Scotland.

The areas with existing steel fabrication skills and / or access to the sea that a new Renewables Development Authority should evaluate and consider for the new yards include: Clydeside, Western Isles, Dundee, Fife, Tyneside, Wearside, Teesside, Humberside, King's Lynn, Great Yarmouth, Lowestoft, Felixstowe, Harwich, Medway, Portsmouth, Southampton, Weymouth, Plymouth, Falmouth, Appledore, Avonside, Milford Haven, Pembroke, Anglesey, Merseyside, Barrow, and Belfast. This list is not exclusive or complete.

WHITTINGTON SERVICES BRANCH **London Region**

142. UK SHIPBUILDING

EP

This Congress calls on both Government and Opposition to guarantee that all future vessels that are built as part of the UK's Defence,

Borders, and Security portfolio, will be built in UK yards, with UK materials, labour, and supply chain. Congress calls on the progress on this guarantee to be reported back to a future Congress and suggest Congress 2023 and 2024 for updates.

BRITISH ROPES IND BRANCH Northern Region

INDUSTRIAL & ECONOMIC POLICY: PUBLIC SERVICES

143. PROTECTION OF PUBLIC SERVICES



This Congress notes that this Conservative Government wishes to privatise key elements of the public sector. Congress calls on a campaign to be mounted to save our public services, to campaign against the privatisation and two tier contracting of public services going forward, and for updates on progress of this GMB campaign to be reported back to future meetings of Congress.

GATESHEAD LA BRANCH Northern Region

144. FOR THE GMB TO CAMPAIGN AND LOBBY GOVERNMENT TO CHANGE THE CLOSURE OF ACADEMY SCHOOLS PROCESS WITHOUT FORMAL CONSULTATION AT ALL STAGES

This Congress calls upon the GMB at every level to lobby and campaign for

serious change in the Department for Education's short-sighted process that allows too easily the closing of community educational assets.

In February 2021, Astrea Multi Academy Trust gave the trade unions 1 hour notice of a meeting which was to inform that they had decided to close a school in Doncaster. The process is via the DfE document 'Making significant changes to an open academy and closure by mutual agreement' November 2019.

Astrea informed the unions that we were now being notified at stage 5 of a 6 stage process which was called the 'Listening Period'. There was no consultation at any stage prior to this with parents, the community, or affected staff and their trade union.

The local authority was contacted at stage 4 to request the latest census information.

Page 1 to 36 of the DfE document talks of changes to schools, extension of a building, changing to a faith school or repurposing to SEN etc. etc. and that consultation with all stakeholders takes place at all stages.

Page 36 to 46, yes just ten pages Congress, is how to close a school that provides education, life skills and social understanding to our children! This cannot be, and is not right! How can the closure of a school be done

so ruthlessly and without early engagement and consultation with all those affected just as they advise to do for any other changes to a school!?

The impact on all concerned is immeasurable.....

This Congress resolves to:

- Campaign and lobby this tory government through our national and regional bodies to change the process so that engagement and consultation is at the very heart of every proposed change so that reasonable negotiations can take place that may influence change.
- Write to all Labour MP's to seek their immediate backing to raise in Parliament and to also lobby for change.

To start this fight with immediate effect to prevent anymore school closures without any proper formal consultation with all stakeholders from the outset.

DONCASTER CENTRAL BRANCH **Yorkshire & North Derbyshire Region**

145. RE-EVALUATION OF JOB DESCRIPTIONS IN SCHOOLS



This Congress believes that job descriptions in schools and multi academy trusts should be re-evaluated to ensure that they are at

the correct level. A call for action to campaign for the right pay for the right job nationally with the education institutions where GMB have support staff members.

L09 LB LAMBETH BRANCH **Southern Region**

146. JOB EVALUATION IN ALL COUNCILS AND SCHOOLS

This Congress calls on our local authorities to commence urgent consultation with the GMB to review their job Evaluation policies and processes. Most, if not all, are way overdue and in many cases by years. The world of work and market pay rates are unrecognizable today in comparison with yesteryears and inflation, in real terms, and the value of our members ever increasing efforts and responsibilities must reflect what that world is now and not what it was in 2008.

In Support:

Our Councils, Calderdale in this region being a good, or bad, example, have got into the habit of using their reserves to subsidize pay rates for their contractors, accepting for example, that market rates for HGV drivers have increased (e.g. Suez/Veolia refuse collection). They do this without a second thought given to the fact that their own staff have pay rates that are based on old market values and do not take into account the added responsibilities

that have been forced on them as Council resources and employee numbers have shrunk.

The GMB will always fight tooth and nail for the best pay rates for our members regardless of where they work but also now demands that we bring our Councils, and the Schools that come under our Green Book, back into the real world and concentrating their efforts, and every ‘pay packet penny’, on their own work force. Care workers, social workers, teaching assistants and all those who have delivered our vital public services during this pandemic are just as important as those who demand pay rises where our councils have outsourced or procured their services.

**BRADFORD PUBLIC SERVICES BRANCH
Yorkshire & North Derbyshire Region**

147. REWARDING SCHOOL SUPPORT STAFF

This Congress calls on the Government to reward School Support staff who fearlessly attended school to support our key worker and vulnerable children, they have to date not been recognised for going above and beyond in perilous and anxiety inducing conditions.

The GMB calls upon the Government to provide local authorities with funds to allow them a gratuity payment as a gesture and appreciation of their courageous contribution during unprecedented times in attending

work on the front line while many of us were fortunate to have the safety net of working from home.

**ISLINGTON APEX BRANCH
London Region**

149. NJC RED BOOK



This Congress notes that the National Joint Council for Local Government Craft Workers (known as the Red Book) has come under pressure as more services are outsourced and employers have sought to merge the NJC Green and Red Books. Congress calls for parity of esteem to be reaffirmed in terms of the NJC Red Book, and that our members working within that NJC are supported in protecting and enhancing their terms and conditions within the Red Book. Congress affirms that it will support members in their campaigns for better pay and conditions in operating this important part of the NJC machinery in local government.

**GATESHEAD LA BRANCH
Northern Region**

150. REFUSE COLLECTORS

This Congress notes the many disputes across regions where GMB members have been left with no alternative but to take industrial action, to further their terms and conditions of employment. Congress, in showing solidarity with our hard-working members in Refuse Collection

services, calls for all employers, who provide services to the public, paid for directly or indirectly from public services budgets, to pay at least the NJC Green Book rate for the job. Congress also calls for no detriment in the implementation of this policy and for the GMB to campaign in support of members where employers are opposed to the paying of at least the NJC rate for the job.

GATESHEAD LA BRANCH

Northern Region

151. NHS STAFFING CRISIS



This Congress recognises the dire situation that the NHS is in, in relation to the staffing crisis.

The GMB will take every opportunity to campaign, lobby and support legislation to ensure that the Department of Health takes every measure possible to retain and recruit staff of all grades and in all professions.

BARNSELY HEALTH BRANCH

Yorkshire & North Derbyshire Region

153. NHS TRAVEL AND SUBSISTENCE ALLOWANCES



This Congress notes that NHS travel and subsistence allowances have not been updated for some time, in particular the mileage rates, so this

does not reflect the true cost to our members using their own cars for work purposes, given the significant rise in fuel and maintenance costs. Additionally, current levels do not account for geographical variances. There is no parity with other public service travel and subsistence rates and whilst it is recognised that other public service rates also require review, we call on Congress to support a public campaign and engage with, lobby and apply pressure to the relevant country-specific NHS terms and conditions committees to address this issue.

INVERNESS & HIGHLAND GEN (NOT COUNCIL) BRANCH

GMB Scotland

154. OVERTIME RATE FOR PART TIME WORKERS IN THE NHS



This Congress

Dear Congress, Brothers and Sisters,

In the NHS, our Branch G33/L55 London Ambulance Service, has been campaigning for quite a while to get part time staff the same rate of payment for overtime compared to full time colleagues at time and half; for late jobs (over runs). The reason our branch says this could well be discrimination is:

Part time staff are mainly women that have changed their working hours due to child care arrangements.

This doesn't only affect ambulance staff but the whole NHS as its terms and conditions but our branch believes this has a larger impact on ambulance workers, as we could get a job just before the end of our shift and only receive plain time rate.

We G33 and L55 Branch ask GMB to support this motion and ask for all the help and support using social media, the press and MPs to stop this discrimination against part time staff.

G33 LONDON AMBULANCE SERVICE BRANCH

Southern Region

156. NJC FOR NHS TERMS AND CONDITIONS



This Congress is appalled at the behaviour of the NHS Pay Review Body known as the PRB. The PRB has become outdated as governments have sought bogusly, to give the appearance of independence, when in reality the PRB takes its orders from the Secretary of State of the day. Congress believes that just as in other sectors, there should be a separate National Joint Council constituted that deals with all matters relating to NHS pay and conditions.

SOUTH TYNE AND WEAR HEALTH AND SOCIAL CARE BRANCH

Northern Region

157. NORTH EAST AMBULANCE

This Congress finds it abhorrent that GMB members working in ambulance services have had to put up with tough terms and conditions from their employers. Congress notes that some Ambulance employers have sought to force ambulance workers to take rest breaks in public places, restaurants, and employers have failed to provide the protections of members and have sought to cut corners, to hit waiting time targets during the Covid-19 pandemic. Congress calls for a campaign in ambulance services to tackle employers who are attacking GMB terms and conditions, putting health and safety at risk, and act in hostility to GMB members. Congress calls for a campaign to be launched on that basis, and for progress to be reported at the CEC and Congress in 2023.

NORTH EAST AMBULANCE BRANCH

Northern Region

158. BODY CAMERAS & STAB VESTS

This Congress, in June 2021 This Government made the announcement that body worn cameras will be provided to all Ambulance crews in all Ambulance trusts for their safety, following data that showed 3,569 staff were assaulted within that year, which was a 30% increase from 5 years ago.

Although welcome, and have their place, Body Worn cameras do not offer staff any real protection from

attacks or weapons used during attacks. They only provide evidence should a prosecution follow.

We ask Congress to support the motion that all Front-Line Ambulance staff are provided with proper fitting stab vests like our colleagues in the police use, as these offer protection to our vital organs at times of attack and more so when weapons are used.

Body worn cameras should be used alongside stab vests, and not instead of.

EAST OF ENGLAND AMBULANCE SERVICE BRANCH
London Region

159. CONTRACTORS IN PUBLIC SERVICES

This Congress calls for the employers of contracted out public services to pay at least the in-house rate for the job and to support GMB members in their efforts and campaigns to obtain parity in terms of pay, terms and conditions of employment. Congress calls for a campaign to be initiated to ensure GMB members have the support that they need in implementing this policy and for updates to be given to CEC on progress.

NEWCASTLE CITY LA BRANCH
Northern Region

161. END TASK & TIME IN HOME CARE (GMB ETHICAL HOME CARE COMMISSIONING CHARTER)



This Congress calls on Local authorities and NHS Trusts across the Country to support our campaign to end the great Council/NHS Con that is 'task and time home care' and adopt and endorse the GMB Ethical Home Care Commissioning Charter, 2022. The charter calls for an end to minute and hours measurement in the delivery of care and the end of the abuse and discrimination that is embedded in our local authorities because of 'Time and Task'.

In Support:

No other publicly funded service is measured and contracted by the minute, no one would dream of stopping the pay of other workers when they are travelling to, or preparing for the next job and we must ask why they do so in home care? We all know the answer, they do so because they can and the detrimental impact falls on the 96% female workforce that deliver these services. Congress, Governments need to provide more resources for care but we cannot ignore the fact that it is local authorities, and yes, including Labour, and the NHS that determine what price they pay for care and how it is commissioned

KIRKLEES BRANCH**Yorkshire & North Derbyshire Region****162. ETHICAL CARE COMMISSIONING CHARTER****C11**

This Congress notes that, whenever local authorities carry out commissioning of domiciliary care, no Equality Impact Assessments are done. This is the only commissioning carried out by public bodies that does not require an Equality Impact Assessment. Considering that the vast majority of domiciliary care workers are women, this is morally, if not legally, discriminatory. This needs to be rectified.

The majority of people will need to call on the Care industry, either for themselves or their loved ones. All too often, those working in domiciliary care are on minimum wage, have no sick pay scheme and have to provide their own transport, with no recompense. When using Care providers, we expect a high quality of service, we should also expect care workers to be treated with respect and valued by their employers.

Congress calls for the immediate use of Equality Impact Assessments whenever domiciliary care is being commissioned. Congress also calls on the GMB to campaign for an Ethical Care Commissioning Charter, so we know our loved ones are receiving good quality care and their

carers are working with decent terms and conditions.

PARKGATE BRANCH**Yorkshire & North Derbyshire Region****163. VALUE HOME CARERS AND PAY THEM PROPERLY (GMB ETHICAL HOME CARE COMMISSIONING CHARTER)****C11**

This Congress calls on Local authorities and NHS Trusts across the Country to value our carers and pay them properly. All Councils and the NHS have a job evaluated pay rate for carers that is set and should be reviewed through their internal JE systems. Very few, if any, include that rate when they design their Care Commissioning frameworks that dictate pay rates for thousands of their care providers/employers and hundreds of thousands of carers (mainly women).

In Support:

GMB calls on local authorities and NHS trusts to endorse and support our Ethical Home Care Commissioning Charter and value carers by making their own pay rates (Council Green Book and/or Agenda for Change) the benchmark and our fight for £15, if not already achieved in those rates, the goal.

KIRKLEES BRANCH**Yorkshire & North Derbyshire Region**

164. PERSON-CENTRED, LEGAL RATIO OF CARERS TO SERVICE USERS

This Congress notes that the C40 Branch is a branch specifically for care staff. A continuous problem with our members is staffing in care. We want the GMB to fight for a legal, case by case, person-centred ratio of carers to service users, based solely on the safety requirements of the service user and the safety of the carers. Not the profit of care companies

C40 CARE SECTOR BRANCH Birmingham & West Midlands Region

165. INDEPENDENT HEALTH AND CARE STAFF COMMISSION

This Congress recognises that the most important resource that the NHS has got is its body of properly educated and trained staff.

Congress 2016 agreed a CEC Special Report on the Care Sector and asked for an Independent Training Commission, but we need to go further. Congress calls for an Independent Health and Care Staff Commission to be set up to cover the health and care sectors in four nations as current measures are not adequate.

This Commission should have a statutory responsibility, in close consultation with all stakeholders, to forecast likely demands for adequate levels of educated and trained staff;

to ensure that there are adequate education and training facilities and places available; to help education and training providers to recruit enough students to fill those places and work with health and care providers to place the educated and trained staff into employment.

The health and care sector is too important, too big and the lead times to educate and train health and care staff is too long for the provision of adequate numbers of educated and trained staff to be left to chance or to the decisions of multiple decision makers at different locations and levels of responsibility. Instead, careful, considered and coordinated forward planning, in full consultation with all the stakeholders including health and care providers, unions, education and training providers and governments in the four nations is now an urgent priority.

Where for example education and training providers are not able to fill places, deemed by the Commission to be essential to ensure adequate levels of staff for the future of the health and care services, with students from the UK the Commission should have authority to seek students from overseas to fill those places.

Overall, the role of the Commission is to help health and care providers and education providers to plan and

deliver adequate levels of educated and trained staff to help them meet the performance targets for the health and care services set by Parliament and the devolved governments. It should report to Parliament and to the devolved Assemblies on its work on an annual basis.

ISLINGTON 1 & HARINGEY BRANCH **London Region**

166. EMPLOYMENT STATUS FOR HM COASTGUARD RESCUE WORKERS

This Congress calls for proper employment status for more than 3,500 HM Coastguard rescue workers based at 310 rescue stations around the UK.

The duties of HM Coastguard rescue workers include help rescue people trapped on the coast, for example on cliffs, stuck in mud or in the water, search for missing people, report and deal with pollution and other hazards and help emergency services and local authorities during emergencies, for example flooding.

These HM Coastguard rescue workers can be called out at any time of the day or night so they work irregular hours. They may have to work in hazardous situations for long hours and may have to carry out physically demanding tasks.

HM Coastguard rescue workers can have other employment. Required

skills include: first aid, water rescue, map work, search techniques, communications and skills needed for the local area, for example rope rescue, mud rescue etc.

Staff with over 30 years' experience are being axed without the basic right of being represented by their Union. The HM Coastguard rescue workers risk their lives to help and save others but are treated worse than any other Government worker. Urgent action needs to be taken by HM Coastguard and Government to show respect for these unsung heroes.

Congress calls that their status as workers is properly recognised and the work they do is properly valued and recognised. These 3,500 brave men and women who work in all weathers to rescue people and save lives are denied even the most basic rights of respect and recognition by their employer HM Coastguard.

SOUTHEND BRANCH **London Region**

INDUSTRIAL & ECONOMIC POLICY: PAY

167. £15 MINIMUM WAGE



This Congress notes:

1. The increase in the Minimum Wage to £9.50 per hour from

April 2022 as announced by the Chancellor of the Exchequer.

2. That Labour Party Conference in 2021 passed a motion supporting a minimum wage of £15.00 per hour.
3. Following Labour Conference passing the motion, the Labour Leadership has stated that the Labour Party Policy remains for there to be a minimum wage of £10.00 per hour.
4. Average pay is lower than before the financial crash.
5. Inflation is now rapidly increasing. This is expected to squeeze earnings for workers and reduce the value of the minimum wage during 2022.

This Congress believes:

1. People should receive fair rewards for the profits and wealth they create.
2. Increasing the minimum wage to £15 an hour would lift huge numbers of working people out of poverty, remove the burden of welfare from the taxpayer and create an environment for small businesses to thrive.
3. A £15 minimum wage would encourage people to obtain work in currently low paid sectors such as care services which would help to ensure safe staffing.
4. A minimum wage of £15 per hour is around the median full

time salary before tax and therefore would benefit about 50% of the workforce.

This Congress resolves:

1. To support campaigns for a minimum wage of £15.00 per hour.
2. That the GMB should write to Angela Rayner, Shadow Secretary of State for the Future of Work, and Keir Starmer, Leader of the Labour Party expressing this union's support for a minimum wage of £15ph and SSP at the level of the minimum wage and asking them to implement this as Labour Party Policy.
3. That any official GMB representatives or delegates, at all levels within the Labour Party, (i.e. at Committees, Conferences and NEC) be mandated to vote, whenever the issue arises, consistently with this motion.

LEEDS GENERAL BRANCH

Yorkshire & North Derbyshire Region

168. £15 AN HOUR MINIMUM WAGE



This Congress calls upon the CEC to back, endorse and promote the £15 an hour minimum wage.

The cost of living is set to increase exponentially in the near future and wages are not. This puts families and

people at the lowest incomes at the highest risk of financial poverty and choosing between heating and eating, school books or personal hygiene, the things we all take for granted.

A £15 an hour wage is not for a better life it's for a basic life.

W50 WELLINGTON BRANCH **Birmingham & West Midlands Region**

169. FIGHT FOR FIFTEEN IN SOCIAL CARE



This Congress acknowledges the COVID-19 pandemic has exposed the chronic lack of value and exploitative employment conditions facing workers in the social care sectors across our nations and regions.

Social care has been the crisis within a crisis because deep and underlying problems in social care, largely caused by public sector spending cuts by government and a race-to-the-bottom by greedy private care firm, have been left unchallenged for years. Now the sector is facing a massive understaffing crisis while the workers delivering the care on which everyone depends are confronted with a growing cost of living crisis.

Congress recognises that the crisis of wages facing workers must be confronted if we are to tackle the understaffing and cost of living crises, and for GMB that should mean a £15

an hour social care minimum, "a fight for fifteen".

Congress therefore calls for:

- A national organising campaign in all care employers to pursue a £15 an hour minimum in our bargaining agendas.
- Regions to coordinate and lobby reserved, devolved, and local government to advance the delivery of a £15 an hour social care minimum.

GLASGOW 1 BRANCH **GMB Scotland**

170. GMB CAMPAIGN IN SOCIAL CARE



This Congress fully supports the GMB campaign for Social Care workers to be paid £15 per hour. Congress is pleased that the Labour Party has adopted this policy as part of its policy programme. Congress calls on the Government to act to ensure that £15 per hour for social care workers is implemented and we call for progress on our campaign to be reported back at next year's Congress.

NORTH TYNE HEALTH & SOCIAL CARE BRANCH **Northern Region**

171. HOME CARE WORKERS

C13

This Congress believes that it is a disgrace that Government and Councils pay the Government's version of the National Living Wage, and that zero hours contracts are the norm in the sector. Congress calls for home care workers to be paid £15 per hour and to have the same parity of esteem in terms of terms and conditions, contracts, and training, as the GMB seeks for other parts of the social care sector. Congress calls for future reports to Congress on progress in our campaign in home care.

NORTH TYNE HEALTH AND SOCIAL CARE BRANCH **Northern Region**

172. STANDING TOGETHER

This Congress acknowledges that the Public Sector is one of the largest employers in London and the UK.

People become members and activists in the GMB because they hear about what the GMB are doing up and down the country.

Something must be done to protect our members from low wages, poor terms and conditions, job insecurity and in-work poverty. This has been going on for too long and is made worse by some of the companies bidding for local government and other public sector contracts in London.

Our members are having to do two even three jobs to put food on their tables, pay rent pay and utility bills; these companies just want to make their shareholders richer.

As a union we need these companies to sign up to pay London Living wage so our members can make work pay so they are able to work less.

Mums and Dads do not see their children growing up due to the fact they are working to feed their family, clothe them and pay their bills. When companies don't pay the Living Wage it's again the rich getting richer and the poor getting poorer.

We are in the 21st century, and it seems like the 18th century again for working class people, but more and more families are making sacrifices because they are frightened of losing their jobs and having their families put onto the streets.

Companies that do not pay the Living Wage take us back to the 18th century. We must fight these fat cats who got even richer when furlough was here and again the poor get poorer.

Congress resolves to update their policies and launch a campaign to ensure that all Public Sector contracts enshrine as a minimum, payment of the Living Wage for all employees of the bidding company, all employees employed under the contract and any employees and/ or contractors

that work under a subcontracting public sector arrangement.

CAMDEN APEX BRANCH

London Region

INDUSTRIAL & ECONOMIC POLICY: TAXATION

173. GREEN LEVIES TO BE MOVED TO GENERAL TAXATION



This Congress notes that the Office for Budget Responsibility (OBR) estimated that by 2022 green levies added to household energy bills would grow to amount to £10 per week per household.

Congress notes that these levies were first introduced by the last Labour Government as the preferred method for paying the subsidies required to make renewable energy sources financially viable.

Congress reiterates its opposition to these stealth taxes levied on household energy bills regardless of the ability to pay. Congress calls for the CEC to step up its campaign to get these green levies transferred from household energy bills to general taxation.

Congress further calls on the CEC to work inside the Labour Party to get support for this shift to general taxation and a commitment that no such levies will be introduced in the

future. In the 1980s the tax levied across households with no consideration of ability to pay was rightly dubbed the “poll tax” and was opposed across the board. These green levies are comparable to a poll tax and should be opposed as equally grossly unfair.

ISLINGTON 1 & HARINGEY BRANCH

London Region

174. REMOVE VALUE ADDED TAX FROM DOMESTIC FUEL BILLS



At Congress 2009 Motion 213 became policy calling for “Domestic fuel to be subject to zero rated VAT”. However, we are now facing an unprecedented cost of living crisis and we ask this Congress to consider applying pressure to lobby Government (and obviously get the support of the Labour Party) in the most forceful way possible as a matter of urgency. The UK is facing an energy crisis due to rising costs. This is causing real hardship to our members’ and of course the wider society.

We make no apology for bringing this to Congress again (if allowed) as in a rich Country it cannot be acceptable that around thirty thousand people die each winter of symptoms caused by the inability to afford to properly heat their homes! This is nothing short of a national disgrace and anything that can alleviate this situation must be done, so that people do not keep

suffering like this. It is immoral to add a tax that is normally applied to luxury items to be applied to fuel used to heat homes.

VAT is not applied to food one assumes as it is an essential item, therefore the same logic should apply to domestic fuel. This should include all fuels used to heat domestic dwellings whether that is gas, electricity, oil or LPG.

ENERGY CENTRAL BRANCH

London Region

175. NO TO NATIONAL INSURANCE INCREASE

This Congress notes the Tory Government's announcement for a 1.25p in the pound increase in National Insurance, amounting to a 10% uplift, to be imposed on workers

There should be no increase in National Insurance contributions.

With the added increase in cost of living and no meaningful, or if at all, increase in wages for decades this will hit the lowest paid workforce. Many workers are already making decisions of whether to eat or heat. This increase will be catastrophic for many workers pushing them even further into the "in-work poverty" breadline.

We therefore urge Congress to:

1. Ensure, as far as is possible, to have a

concerted campaign to highlight this issue and to scrap the increase in National Insurance.

2. Work alongside GMB Labour Party MP/Councillors to scrap this increase.
3. Raise awareness as far as is practicable with members and provide, if possible, signposting to relevant support services to help members who will be impacted by the increase.

EALING BRANCH

London Region

INDUSTRIAL & ECONOMIC POLICY: PROCUREMENT

176. SUPPLY CHAINS

This Congress notes the problems over the last year with supply chains. Congress recognises that this has been across the world. However, Congress also notes that in the UK there is a culture of not sourcing supplies and goods and services locally, yet policy makers make great play at reducing the UK's carbon footprint and the importance of the environment. Congress believes there is an inbuilt hypocrisy to policy in this area. Congress believes that if the UK

is to be serious in terms of supply chain security, it must emphasise the local supply of goods and services. Congress believes that this a win on many levels for the UK, not just in reducing the carbon footprint, but in jobs and income for GMB members, their families and communities. Congress calls for the GMB to lobby policy makers in Westminster and for any progress to be reported back to Congress before the next general election.

SOUTH TYNE AND WEAR GENERAL BRANCH
Northern Region

177. DEFENCE PROCUREMENT

This Congress notes the way this Conservative Government has failed miserably to give a jobs guarantee in procuring vital parts of our defence infrastructure. Congress believes that once again, the rhetoric of this Government is different from the delivery. Congress believes that the only way that we can have a sound defence industry, is for procurement and supply to be onshore as opposed to the appalling spectacle, of UK taxpayers' money being spent on procuring hardware and software from abroad. Congress believes that as a matter of urgency the Government needs to signal a change in policy, and we ask that a campaign be adopted to challenge the Labour Party to adopt this policy

position as part of its manifesto for Government

BRITISH ROPES IND BRANCH
Northern Region

INDUSTRIAL & ECONOMIC POLICY: CORONAVIRUS AND REBUILDING THE ECONOMY

178. THE GOVERNMENT HANDLING OVER THE CORONAVIRUS CRISIS

This Congress condemns the Government for errors and delayed decisions for lockdown spring 2020.

The confusion over mask wearing delaying lockdown and many hospitality venues shut.

The pandemic affected everyone however hotels, bars, restaurants had many redundancies or they had to furlough their staff.

The hospitality sectors were facing ongoing closure, job losses many of our members dealing with mental health issues due to redundancies, staff shortages as employees leaving hospitality sectors to find employment elsewhere.

The Government should consider more support for the hospitality sectors to help them recover from the coronavirus crisis.

LONDON HOTELS & CATERING BRANCH
London Region

179. PLANNING FOR PANDEMIC

This Congress calls for a fully funded and fully provisioned plan for emergency services and the NHS, in particular to deal with a major incident and/or pandemic.

The lack of PPE service provision throughout this present pandemic has been appalling. In the outset in relation to PPE, but ongoing in relation to test and trace, vaccination passports, NHS and social care.

The Department of Health and Public Health England need a plan to deal with a pandemic / major incident prior to it happening.

BARNSELEY HEALTH BRANCH

Yorkshire & North Derbyshire Region

180. LONG COVID AND THE EFFECTS IT HAS ON EMPLOYMENT

This Congress calls on the CEC to demand that the Government follows the Welsh Government and work with Trade Unions, businesses, and other employers to ensure that long COVID is taken seriously and put support measures in place to help employees.

In January 2022, it was estimated that 1.3 million people living in private households in the UK (2.0% of the population) were experiencing self-reported long COVID.

The majority of people who reported long COVID reported that their ability to undertake their day-to-day

activities has been limited a lot (20%). Fatigue is the most common symptom.

These symptoms are being compared to ME and the National Institute for Health and Care Excellence recognises that patients are not receiving the full picture on recommended treatment.

How is all this affecting our members? The lack of treatment is reducing the chances of most from being able to recover and return to full employment. Some may never be able to return to their substantive post such as Drivers, Mechanics, Engineers etc. Whilst off with long COVID there comes a point when the employer will have to look at reducing their pay or employees left to manage on Statutory Sick Pay.

The Government claims that an additional £150 million has been made available for the NHS with regard to long COVID. This includes funding to research the condition and help support GP's to better diagnose it. However, this could take a long time while our members are left with very little support.

A08 TAMESIDE BRANCH

North West & Irish Region

181. ABSENCE MONITORING CREATING A TWO-TIER WORKFORCE

This Congress recognises that changes in working practices

because of COVID and home working is causing a two-tier workforce due to the monitoring of absences.

The policies at the moment give an unfair advantage to employees who can work from home. It also encourages staff who can work from home to work when they are unwell which is another problem that needs to be covered in the model policy.

This Congress needs to develop a model policy to make a fair monitoring process for operational staff who must attend work and cannot work from home so that local representatives can campaign to get this introduced to workplaces.

CAMBRIDGE 2 BRANCH

London Region

182. WORKING FROM HOME (WFH) POST COVID 19

This Congress notes that following Covid 19 in March 2020, many workers were forced to work from home (WFH).

This Congress also notes that there are many workplaces where it was not possible for workers to work from home due to the nature of the job. The question of these workers being adequately protected is an ongoing concern.

Moreover, Congress notes that prior to Covid 19, many workers were working from home under their workplace's flexible working policies.

However, Congress notes that there is a marked difference from flexible working pre covid and being forced to work from home due to the pandemic. This must be acknowledged.

The new way of working: Working from Home, following the pandemic must take into account the wide range of issues, risks and impact on those workers.

Congress notes that full protection must be adequately and appropriately afforded to those WFH workers in terms of their health, well-being, industrial & personal injury and the physical impact of this way of working, particularly for example ensuring having the right equipment as provided in an office space setting/environment such as appropriate chair, table, footrest, stationery, etc.

It is essential that risk assessments are conducted by organisations as well as costs savings made by them when they gave up office space and how these savings are invested into workers well-being, etc.

Congress notes that this is an opportunity to recruit & retain members.

With the increase in the cost of living, increase in national insurance, hike in utility bills, which are all negatively impacting all workers but also those working from home post pandemic.

We therefore ask Congress to:

1. Continue to support workers who work from home following the pandemic.
2. Consider setting up a working group, if not already done so, to look at the costs incurred by workers working from home, harm on their well-being along with long term effects of WFH, costs, health insurance, TU56, industrial injury impact, risk assessment, post pandemic.
3. Carry out a survey of members, as far as is practicable to see what issues and impact members are experiencing.
4. Support, where and however possible, workers to ensure that any current risk assessments are updated to include this new way of working such as regular equipment audits, usage of light, electricity, industrial injury, health and safety, etc.

EALING BRANCH

London Region

183. EQUAL TREATMENT FOR PEOPLE NOT WORKING

This Congress is requested to campaign for Equal treatment of all those not working and in receipt of public funds ie Universal Credit and Furlough Payments or similar Government payments to address the Covid Crisis. This to include the

way in which fraud and overpayments are addressed.

It cannot be right that both cohorts of people not working should receive radically different rates of subsidy from the Government.

NORFOLK PUBLIC SERVICES BRANCH

London Region

184. SICK PAY DURING THE PANDEMIC AND BEYOND; LONG COVID ABSENCES DIAGNOSIS AND SUPPORT AND ABSENCE RATES

This Congress notes the spotlight shone on the low levels of SSP in the UK during the pandemic.

Congress notes the reliance on Statutory Sick pay (SSP) rather than full Sick Pay levels during the Pandemic. This level of £96.35 is the lowest in real terms in two decades – 2003 (TUC 18/12/2021)

This low level means that many haven't taken absences when they should, both for their own health and fellow workers

- Congress affirms the need to continue to campaign for extending SSP by removing the Lower Earnings Limit and that SSP is at least the level of the real Living wage (£346 pw)
- Congress believes that there should be no sickness penalties applied for Long Covid19 or Covid 19 absence.

It's inevitable the virus will adapt; we will see different long-term effects and need to make sure our members are not penalised by such absences adding cumulatively to members health records.

- Congress is asked to ensure that the GMB's voice and pressure is added so that Long Covid is recognised as a diagnosis and qualifies for full sick pay, and that as with other illnesses that are debilitating, that reasonable adjustment is made by employers
- Congress further requests that research and monitoring on absences due to Covid 19 – including Long Covid are undertaken by the GMB, and with sister unions, particularly in high risk areas of prevalence, in sectors such as Schools, Retail sector and Transport , and that Government collect and publish such data.

EAST DEREHAM BRANCH

London Region

185. COVID TESTING

This Congress recognises that Covid variants are here to stay and it is something that we will have to learn to live with. In relation to testing England only offers the lateral flow tests in the workplace, we believe that saliva tests should also be an option to encourage employees to feel confident about testing.

The Lateral Flow Test does not suit all due to invasive techniques. We are calling upon all Employers, MP's and Councillors to support this motion.

L26 LB WANDSWORTH BRANCH

Southern Region

188. FITTING TRIBUTE

This Congress notes the unprecedented challenges our Union and GMB members have faced during the global pandemic. Our members working at the frontline have sacrificed so much, helping others such as the vulnerable who are unable to care for themselves.

In many unfortunate circumstances, our members have lost their livelihoods, and tragically, many have also lost their lives whilst compassionately and unselfishly caring for others.

Our Union should be proud of the support our Branches, activists and staff provided during what has been an incredibly unsettling period in our history.

Congress therefore agrees to explore options for how we can collectively capture and embrace through commemoration or a lasting tribute, the dedicated and unwavering loyalty so many have shown to our Union and its members in such troubling and uncertain times.

BARKING AND DAGENHAM LGO BRANCH

London Region

POLITICAL: GENERAL

190. PROHIBITION OF NON-COMPETE CLAUSES

Congress notes that the Government issued a consultation on non-compete clauses last year and are considering their response which is expected this year.

That the Government asked for views on prohibiting non-compete clauses or mandating appropriate compensation in the circumstances where they remain legal.

That non-compete clauses are common in personal services businesses and impact our members; this is not just used for senior directors or board members.

Congress believes that non-compete clauses are contrary to human rights.

Congress resolves to campaign for their abolition when the Government brings its recommendations to Parliament.

Congress instructs the CEC and the political department to liaise with Parliamentary Labour Party GMB Group, and the Labour shadow front bench to plan and execute a campaign in Parliament to end these oppressive laws and for the next Labour Government to adopt appropriate reforms.

LONDON CENTRAL GENERAL BRANCH
London Region

191. SUPPORT FOR THE NORTHERN MAYOR'S FAIR & GOOD WORK CHARTER

This Congress welcomes, endorses and calls on all local authorities and regions to develop and support the initiatives and principles that have been launched by our Northern metro mayors, Tracy Brabin, Andy Burnham and Steve Rotherham through their 'fair and good work' charters.

In Support:

Fair pay and secure work should be the minimum any employee in our country should expect and the West Yorkshire Fair Work Charter is built around Opportunity, Security, Wellbeing, Employees having a voice and Fulfilment. It sets out to enshrine some very basic principles like having contracted hours, fair pay and at least a hope of career progression that many of us take for granted but far too many do not have. We all know that in order to 'level up' in the north we cannot wait for the Government to show us how that is done and these charters call on employers to support a basic set of principles and standards to do exactly that; level up, not race to the bottom.

KIRKLEES BRANCH
Yorkshire & North Derbyshire Region

193. GMB LOCAL GOVERNMENT COUNCILLORS

This Congress calls on all GMB sponsored or supported Councillors to unequivocally support GMB members in Councils, Contracted Services, Schools and Academies. Congress notes that obtaining support from the GMB in political circles, is based on those seeking our support, signing up to the implementation of GMB policies and that includes in Public Services. Congress calls for progress on delivering this motion being reported on an on-going basis to the CEC.

NEWCASTLE CITY LA BRANCH
Northern Region

POLITICAL: BREXIT

194. EUROPE AND THE FUTURE TRADE AND CO-OPERATION AGREEMENT

This Congress notes that Brexit is not a one-off event but an ongoing process, and how it unfolds will determine all of our futures. The people who led the Leave campaign are now running the country, and theirs is an agenda of economic deregulation, racist scapegoating and border-building.

Congress notes the Future Trade and Co-operation agreement with European Union and notes the many disadvantages to external and internal UK Trade caused by the Tory Government's hard Brexit.

We anticipate the review conference in 2024 and call on the Government to consider the following changes to current policy in the short term:

1. To agree a pan-European visa scheme for creative workers, such as actors and musicians
2. To rejoin Erasmus+, the EU's student academic exchange scheme, to allow our members and their children access to European Universities and allow European students access to UK Universities, ensuring that the community of peoples continues
3. To rejoin Horizon Europe, the EU R&D programme to minimise

the disruption to our industrial innovation

4. To negotiate, a common reciprocal voting rights agreement to permit EU Citizens in the UK and British Citizens in the EU voting rights.
5. To negotiate changes to Northern Ireland Protocol that eases intra-UK trade, complies with the Good Friday Agreement and maintains the Common Travel Area.

Congress instructs the CEC and the political department to liaise with the Parliamentary Labour Party GMB Group, and the Labour shadow front bench to plan and execute a campaign in Parliament to further these aims and for the next Labour Government to adopt appropriate reforms

LONDON CENTRAL GENERAL BRANCH London Region

195. MAINTAINING STANDARDS FOR H&S AND WORKERS' RIGHTS FOR UK WORKERS

We call on the government to ensure workers' health and safety, and other social rights - like maternity and paternity leave, paid overtime and holiday pay - are not degraded as a result of Brexit; that the UK does not fall behind European standards and wages; and that there are greater protections for platform workers in the ever-expanding gig economy and

other forms of precarious employment. It is working class and lower-income families, already struggling with the cost of living crisis, that will be most impacted by any diminution in protections, and must be protected.

B59 BRUSSELS BRANCH

Southern Region

197. ANOTHER EUROPE IS POSSIBLE

Brexit is not a one-off event but an ongoing process, and how it unfolds will determine all of our futures. The people who led the Leave campaign are now running the country, and theirs is an agenda of economic deregulation, racist scapegoating and border-building.

Another Europe was formed in February 2016 as an independent, left wing pro-Remain voice in the referendum campaign. Now, it fights for an alternative to Tory Brexit – and for a different future. The values that drove it to campaign against Brexit in the first place continue to inspire us: we are for solidarity between people and across borders and for a society run in the interests of people and the planet.

It campaigns for a close, progressive relationship between the UK and EU, it continues to work with allies across the continent to transform and democratise the European institutions. It seeks to build a Europe that has social and environmental

justice at its heart, and which is a welcome place for migrants – and its vision of solidarity does not stop at the continent's borders.

It is a pluralist and cross-party campaign, bringing together a coalition that includes progressives from all parties and none. It is a campaigning organisation that actively pursues its goals.

It aims to build solidarity by mobilising campaigns and initiatives to fight back against the policies of the nationalist right and the political content of Brexit, especially on workers' rights, migrants' rights and the environment.

It also aims to break the silence on the issue of Brexit, cutting through the unwillingness of many politicians to talk about the subject and shining a spotlight on what is happening to our rights, freedoms and livelihoods. It looks to define what an alternative to Tory Brexit might look like and to build a majority for it.

Congress agrees to affiliate to Another Europe.

LONDON CENTRAL GENERAL BRANCH

London Region

POLITICAL: THE LABOUR PARTY

202. LABOUR PARTY

Why was our previous General Secretary, Tim Roache, allowed to spend £264,000 on failed attempts to bring down Jeremy Corbyn by backing Owen Smith, who received more votes in the second ballot. There was no Executive Council meeting to decide the issue. He took on himself, with the aid of Tom Watson, Deputy Leader, to try to unseat him from his position. Two weeks before he was singing his praises at the Durham Miners Gala. As we know at 2017 election, Labour polled close to 1300,000 million votes. Why has this been forgotten in such time – best results since 1945. We now have Keir Starmer as a Leader who inspires no one, who lied to get elected stating he would support public ownership of rail, water, gas and electricity. Rail fares going through the roof. Water companies pumping untreated sewage and other toilet waste into the sea and rivers. £59 billion has been paid in dividends to the water companies and Shareholders. This is the sum of money needed to build the new infrastructure to ensure only clean treated water to be put in the sea and our rivers. Now we have a crisis in the gas supply with skyrocketing prices which are higher than incomes of our people. How can

this Leader of our Labour Party tell the workers who produces this wealth that they must work harder. This is in the epidemic where our health service heroes have worked above and beyond. How can a Labour leader come out with this speech when This is proper Tory speech The GMB, in the interests of our members, must only support a Labour Party that serves the interests of our members and the working class.

Z39 NORTH KENT ENGINEERING BRANCH

Southern Region

203. CAMPAIGNING FOR A LABOUR GOVERNMENT

This Congress, each and every GMB member will benefit from day one of a Labour Government through repeal of anti TU legislation, the enhancement of workers' rights and trade unions having an equal seat at the table.

Whilst appreciating that not all our GMB members are Labour Party members or opt into the political levy we must all appreciate the devastating impact on workers over the last couple of years inflicted by this Tory administration.

Congress calls upon the CEC to enhance our affiliation to the Labour Party and ensure that what matters most to the GMB is front and centre of Labour Party Policy. We further call for all our GMB backed elected politicians

to sign up to a policy document produced by the GMB of our must have policies in the next manifesto.

GMB ORGANISING BRANCH

Yorkshire & North Derbyshire Region

POLITICAL: LABOUR PARTY CONSTITUTIONAL ISSUES

204. LABOUR PARTY LEADERSHIP ELECTION RULES –MP NOMINATIONS

This Congress notes its disappointment with the change to the threshold of Parliamentary Labour Party (PLP) MP nominations required for candidates to appear on Labour Party leadership ballots – increasing from 10% to 20% following a vote at the 2021 Labour Party Conference.

This Congress acknowledges that changing the rules in this way will result in fewer candidates reaching the ballot. This serves only to restrict the choice of members when voting for a future leader of the Labour Party.

Therefore, this Congress commits to support a reduction of the threshold from 20% to 10% of MP nominations, which will increase party democracy and ensure members can choose from a more representative group of candidates.

MILTON KEYNES CITY BRANCH

London Region

POLITICAL: DEMOCRACY & CONSTITUTIONAL REFORM

206. FAIR VOTING

UK democracy is in turmoil.

Successive Tory governments have decimated public services and created a hostile environment for workers. In 19 of the last 20 general elections, parties to the left of the Conservatives won the popular vote yet the Tories have governed for almost two-thirds of that time. We recognise that things must change within the UK and that we must commit to doing everything we can to ensure Labour is in government after the next election.

The voting system in the U.K. has given the Tory Party large parliamentary majorities enabling them to decimate workers rights, underfund our public services and destroy our communities.

Last year – both before and after the Labour Party conference – more affiliated trade unions passed policy in favour of Proportional Representation. There is significant support for electoral reform and proportional representation (PR) within GMB, with many having strong feelings that are not aligned with current union policy. It is essential that we ensure there is space for debate on the subject to allow the union to form an up to date and considered

stance on an issue which is very significant in the union movement right now.

Congress resolves:

- GMB should consult the membership through branch meetings, presenting the arguments in a document and maybe video for and against electoral reform – including evidence about outcomes for workers and trade unions. This consultation needs to be guided and must include the option to attend branch, regional and other meetings. These meetings must have the ability to state the views of the meeting to allow a consensus to be drawn.
- That as a result of this exercise the CEC shall present a special paper reflecting all views from the consultation allowing the next Congress and its delegates to determine the policy of the Union going forward.
- Until this consultation has concluded, GMB should abstain from either voting for or against Proportional Representation.

LONDON CENTRAL GENERAL BRANCH
London Region

210. CHANGING ELECTORAL SYSTEMS

This Congress considers that the UK electorate are very unlikely to vote Yes in a referendum to change the tried and trusted electoral system in the UK for electing Members of Parliament and local Councillors.

The current preoccupation with changing the electoral system in parts of the Labour Movement is deflecting from the pressing need for the Labour Party to build an electoral coalition of voters across the country to win elections nationally and locally. This has been done before and can be done again if there is an acceptance that it is essential for the Labour Party to be the “broad church” it needs to be to win majority support from the electorate. This means listening to the concerns of the electorate not lecturing them on the right ways to think about issues of concern to them.

It is entirely understandable why smaller parties and the micro parties would favour electoral reform to help parties with little widespread support. It is less understandable why a Party like the Labour Party would favour a system that promotes rival parties into elected office at its expense.

In Ireland for example under proportional representation the Irish Labour Party vote has severely declined. Instead, there are now at least five or six “left” parties splitting

the vote. This is exactly what would happen in the UK to the Labour Party if the electorate voted for changes in the electoral system.

Congress considers that GMB as a founding member of the Labour Party should oppose any changes that weaken the party for the benefit of other parties that GMB does not support. Congress calls on the CEC to actively vote against all attempts to change the Labour Party policy to support proportional representation. We would never see a majority Labour Party Government again if this change comes about.

EALING BRANCH

London Region

211. REMOVE THE REFERENCE 'HONOURABLE' IN RELATION TO MPS

This Congress calls on the CEC to start a campaign to remove the archaic addressing of MPs as 'honourable'. This has no relevance in today's society.

B16 BLACKBURN & EAST LANCS BRANCH

North West & Irish Region

POLITICAL: IMMIGRATION & MIGRATION

212. ASYLUM SEEKERS SHOULD BE ALLOWED TO WORK



This Congress is requested to campaign for the Government to rethink current policy of not allowing asylum seekers to work while they are having their applications processed.

Given the current acute demand for staff in hospitality, agriculture, horticulture, transport & warehousing, retail, care & NHS, it would help the UK economically as well as help reduce migrant poverty.

NORFOLK PUBLIC SERVICES BRANCH

London Region

POLITICAL: RACISM & FASCISM

213. ANTI-SEMITISM

This Congress strongly challenges the disturbing rise in Anti-Semitism across the UK. This unacceptable behaviour and the perpetrators should be subjected to the full force of the law.

Where such behaviour may be present from any member of GMB Union, including social media posts, our Union should take immediate action to investigate and apply appropriate measures to address this within rule.

Congress agrees to review current GMB policies for the handling of hate crimes and all forms of discrimination to ensure they are fit for purpose. We ask that the CEC refreshes and republishes their 2018 Statement on tackling Anti-Semitism.

Congress further agrees to consider providing any necessary training or education for GMB staff and members.

REDBRIDGE BRANCH
London Region

214. ISLAMOPHOBIA

This Congress is alarmed by the number of discriminatory experiences in and out of the workplace being shared by our brothers and sisters who practice Islam.

Events which have been reported in the news recently have once again highlighted the importance of actively standing against hate but how many incidents of workers facing discrimination based on their religious belief go unchallenged as they are too afraid to speak out.

A survey conducted by the University of Birmingham found that roughly 1 in 4 Britons hold negative views of Islam and Muslim people and this must change.

We therefore urge GMB to work to developing a campaign and model policy against Islamophobia to ensure that our members are protected from all forms of harassment and discrimination.

S85 SANDWELL COMMUNITY BRANCH
Birmingham & West Midlands Region

SOCIAL POLICY: JUSTICE

215. CAMMELL LAIRD

C14

Congress notes:

- In 1984 37 Cammell Laird shipyard workers – members of a predecessor union of the GMB – who were on strike and staging an occupation against job losses were tried and convicted of contempt of court in absentia, and imprisoned in Walton Prison for four weeks in solitary confinement. The 37 workers also lost their redundancy and pension rights and were blacklisted.
- With the support of the GMB, surviving members of the Cammell Laird 37 continue to campaign for their convictions to be quashed.
- The government continues to refuse to release all papers relevant to the jailing of the 37, and also continues to refuse to hold a public inquiry into the jailing of the 37.

Congress believes:

- Taking strike action and staging workplace occupations against job losses are legitimate tactics of working-class struggle and should never be criminalised.

- The arrests and convictions of the Cammell Laird 37 were politically motivated, especially given the broader context of the Miners' Strike which was underway at the time.
- The use of the law against the Cammell Laird 37 was not a one-off incident but part of a pattern of using the law – especially the post-1979 anti-union laws – to undermine effective working-class struggle.
- Just as the convictions of the Shrewsbury 24 have been quashed, so too the convictions of the Cammell Laird 37 should likewise be quashed.

Congress therefore calls for:

- The release of all papers relating to the imprisonment of the Cammell Laird 37.
- The establishment of a public inquiry into the imprisonment of the Cammell Laird 37.
- The quashing of the convictions of the Camell Laird 37.
- The Central Executive Council to ensure that the campaigning for justice for the Cammell Laird 37 is adequately resourced.

S37 SOUTHAMPTON BRANCH
Southern Region

216. CAMMELL LAIRD

C14

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- The Central Executive Council to ensure that the campaigning for justice for the Cammell Laird 37 is adequately resourced.

GLASGOW GENERAL APEX BRANCH GMB Scotland

217. CAMMELL LAIRD 1984

C14

This Congress calls on the GMB to immediately go for a judicial review of the Cammell Laird 1984 strike.

On the 23.03.21, the Shrewsbury Pickets were successful in their judicial review, and good luck to them, but there are at least three fundamental

differences between their case and ours for a stronger case, which are:

1. They were tried in Court – we weren't!
2. We were picketing our place of work – they weren't!
3. We went to the European Court of Appeal with our petition on 01.12.2014 and won.

They ruled that the British Government should apologise immediately and look to reimburse us for the loss of redundancy pay and pension rights.

That was over seven years ago, and nothing has been done Nationally. Don't keep telling us, "It's existing policy" do something.

Z15 LIVERPOOL 2 BRANCH North West & Irish Region

218. HUMAN RIGHTS ACT

This Congress notes the founding statement of "Protect Human Rights and Judicial Review" at <https://humanrightsact.org.uk/>

While every system could be improved and protecting rights and freedoms for all is a balancing act, our Human Rights Act is a proportionate and well-drafted protection for the fundamental liberties and responsibilities of everyone in this country.

The Act guarantees the rights to free speech and expression, to life, to

liberty, to security, to privacy, to assembly, and to freedom of religion or belief. It prohibits torture and guarantees fair trials and the rule of law.

Judicial review is an indispensable mechanism for individuals to assert those rights and freedoms against the power of the state.

Congress resolves to sign this statement as a supporting organisation and instructs the CEC to sign the document.

LONDON CENTRAL GENERAL BRANCH London Region

219. CAMPAIGN TO RESTORE LEGAL AID

This Congress notes the persistent restriction of legal aid over the last twenty years, reducing eligibility, and costs such that people are denied access to legal representation and lawyers cannot afford to represent prospective clients.

Congress notes that this will deny many of our members the right to justice and many of our lawyer members a living.

Congress believes that access to justice is a fundamental human right.

Congress instructs the CEC to work with other organisations to create an effective campaign to restore Legal Aid to ensure everyone has access to justice to pursue their rights against

employers, councils and the Government.

Congress instructs the CEC to approach the Law Centre Network to develop a joint action plan and to report on progress at our next Congress.

Congress instructs the CEC and the political department to liaise with the Parliamentary Labour Party GMB Group, and the Labour shadow front bench to plan and execute a campaign in Parliament to further these aims and for the next Labour Government to adopt appropriate reforms.

LONDON CENTRAL GENERAL BRANCH

London Region

220. REPEAT DRINK AND DRUG DRIVERS BANNED FOR LIFE

This Congress is requested to campaign for those repeat offenders convicted of drink and/or drug driving be banned from driving for life.

NORFOLK PUBLIC SERVICES BRANCH

London Region

SOCIAL POLICY: EQUALITY & INCLUSION

221. DIGITALISATION

This Congress notes that there is a wider digital divide between those who can and cannot access goods and services through lack of appropriate technology. This doesn't

just affect the elderly as identified in a motion carried at Congress last year.

This lack of access to technology has been highlighted in the pandemic. School children were suddenly told to stay at home for lessons and many families did not have and could not afford i-pads or computers.

Digital exclusion impacts on people accessing jobs, health provisions, social contact and education. It can mean paying more for essentials, financial exclusion and an increased risk of experiencing poverty. People who are digitally excluded also lack a voice and visibility in the modern world, as government services and democracy has increasingly moved online.

Furthermore, the move to convert analogue to digital by 2025 (only 3 years away) will mean that you will need to connect your home phone into an internet router to continue using it so those people just using landlines who have no internet will be affected.

We call upon the Government to stop this inequality, discrimination and exclusion against those people who do not have, or cannot use, modern technology and ensure

- Children and families can access digital learning so that no pupil misses out
- Jobseekers can access digital skills and employment support.

- Workers can access legal services, advice and trade unions
- Individuals can engage with others in their community to reduce isolation
- Local businesses are supported to trade digitally as they compete with retail giants who trade online

KINGS LYNN NO 1 BRANCH

London Region

222. LEVEL PLAYING FIELD- EQUAL PRIZE MONEY IN THE FA CUP FOR MEN'S AND WOMEN'S TEAMS

This Congress notes that for women's teams competing in the Football Association (FA) Cup first round proper, the prize money for 2021/22 season is £850 compared with £22,629 for men's teams. In the third round proper the winning women's teams get £1,250. By comparison the prize money for a men's team winning the equivalent round of the FA cup is £82,000.

Overall, the total prize money for the women's FA Cup is £309,000 which is shared by 300 teams. This compares with £15.9 million for the men's FA Cup which is shared by 735 teams. As an average per team over the whole competition, women's teams get less than 5% of the prize money paid to men's teams.

Congress calls on the Football Association to level up the prize

money available for women's teams in the FA Cup to the level paid to men's teams in the same competition.

This should be an important policy commitment by the whole football community given the fact that the FA Cup is football's oldest competition and of international significance and there is money in the game to facilitate this. One option could be to secure a sponsor who is committed to levelling up the prize money for women's teams in the FA Cup.

We call on the GMB to put pressure on the Football Association to rectify the above gross inequality in prize money for female and male teams.

REDBRIDGE BRANCH

London Region

223. MENSTRUAL CUPS SHOULD BE AVAILABLE ON ALL HIGH STREET STORES FOR SALE

Congress, did you know that an average woman will go through around 11,000 disposable menstrual products throughout their life. That is a large amount of waste when you think how many people there are on our planet including plastic packaging, (not good for our environment).

A menstrual cup is a type of reusable feminine hygiene product. It's a small, flexible funnel-shaped cup made of

rubber or silicone and should be available on all High Street stores.

Eco menstrual cups are made of 100% FDA approved medical grade silicone, they are reusable. Menstrual cups are also supplied in eco-friendly, sustainable, plastic free packaging that can be recycled.

A reusable menstrual cup is a great eco, zero waste, safer and chemical free, an alternative to disposable counterparts and take care of you and our planet.

Reusable menstrual cups are a wonderful, eco-friendly alternative in comparison to disposable tampons and pads. They are also an easy switch that is safer, greener, and just as effective.

We call on Congress to campaign for awareness of these products and to ensure that these are made available in appropriate high street stores and in major supermarkets.

NEWHAM APEX BRANCH

London Region

224. FREE MENSTRUAL PRODUCTS FOR ALL SCHOOLS, COLLEGES AND ALL EDUCATIONAL PROVISION

Congress, I know, you know, she knows, he knows, they know, that the government has not made it easy for schools, Schools, Colleges and all Educational Provision to access menstrual products for free.

I know, you know, she knows, he knows, they know, that period poverty is getting worse due to the financial crisis emerging from the pandemic.

Break the Barrier, Period poverty is when lack of resources and responses are in place and difficult to ask, we know that this is a global issue, many affecting women, girls, Trans and non-binary individuals who cannot access menstrual products at their workplace or at their organisation.

During the pandemic from 2019 – 2020 food banks handed out more than 2.5 million food parcels in the year through March, up from 1.9 million a year earlier. Many people cannot afford food due to low income, lack of financial support that they cannot afford menstrual products.

Many young girls attending schools, colleges or any other educational provision are from the most deprived backgrounds, that they do not want to add to their families' money by asking for menstrual products.

All Schools, Colleges and all Educational Provision can play an important key role in alleviating these problems by providing easily accessible menstrual products to all for Free.

We envisage locally, nationally and globally in which no girl or woman

should suffer from period poverty or stigma associated with their periods.

Congress – Say NO

No girl should miss school because she is on her period.

Congress – Say NO

No woman should be forced to miss work because she is on her period.

Congress – Please help us end period poverty, together – create a toolkit and training for all the reps

Menstrual Hygiene Day takes place on 28 May every year. It's a chance to highlight the importance of menstrual care and raise awareness about all the issues experienced and faced by those who don't have access to sanitary products.

NEWHAM APEX BRANCH

London Region

225. U=U

This Congress asks that we further support people with HIV both in the workplace and socially by supporting the campaign that U=U, undetectable = uninfected. Let's further reduce the stigma associated with people living with HIV.

AVON & WESSEX BRANCH A55

Wales & South West Region

226. PRIDE IS A PROTEST NOT A BRAND

This Congress notes that large Pride events across the country have

become commercial enterprises rather than community events. As Pride events have expanded, so has the commercial revenue needed to host the festival. We saw recently 25k in funding being given to Pride Cymru by the Welsh Government with no consultation and no thought for grass root community Prides which would have benefited from this funding as would have the local towns and communities.

The original notion of Pride as a protest, is being challenged by many companies and pride events choosing it as a brand enhancement leading to prices on tickets and high cost to holding a stall during these events. Many are now too expensive for LGBTQ+ activists and families to attend.

Conference believes:

- That Pride is a protest, not a brand enhancement
- That Pride events should be promoted and supported that respect this idea rather than a commercial festival
- That GMB union should be fighting to represent the rights of all working people, and as such should be at the heart of fighting for LGBTQ+ issues

This Conference resolves:

- That GMB uses our voice and power in the Union to put

Protest back in what must be community based events not large corporate advertising campaigns.

- That GMB activists, branches and officers should work to support smaller, localised prides, so they can be a staging point to tackle local as well as national issues
- Create a GMB wide campaign to encourage LGBTQ+ members to become more active and by doing such encourage new members to join us knowing they will be respected and feel listened to within our Union.
- Run events to promote the understanding and education of the rich history of Pride and its importance in our Union and communities.

ASDA JOINT BRANCH A50

Wales & South West Region

227. COLOUR VISION DEFICIENCY

This Congress believes that Colour Vision Deficiency or as it is commonly known as "Colour Blindness" is the difficulty to identify and distinguish between certain colours is a workplace issue.

Most people have difficulty distinguishing between shades of Red, Yellow and Green and this is known as "Red-Green" Colour Vision

Deficiency which effects 1 in 12 Men and 1 in 200 Women.

It can sometimes cause issues with Learning, Identifying Warning Signs and can limit certain Career Choices and some employers are not recognising this as a disability so will not make Reasonable Adjustments and/or provide appropriate equipment to support employees to be able to undertake their full role.

This Congress calls upon the GMB to raise awareness in all of its Branches that this is a workplace issue, providing adequate resources including training on how to tackle this with employers, as appropriate.

SOUTH WALES POLICE STAFF BRANCH S62

Wales & South West Region

228. INEQUALITY ERADICATION IN THE SOCIETY AND COMMUNITY

This Congress agrees that at the turn of this century, Britain had made great strides in making challenges to level the gap between the poor and rich, in order to achieve equality of opportunity, but latterly the situation seems to have changed drastically, and the progress to stem inequality seems to have stalled.

This is simply because we have failed to address all aspects of inequality, including supporting those who are worse off and who hold feelings of estrangement and resentment.

There have been achievements in the political, legal, and civil equality spheres, but democracy reform is in question and we still need to encourage equal and effective participation in our communities to promote effective equality.

Some of the areas we need to address are in the reform of the tax system so that poorer people and many working people will be exempt from the payment of unfair taxes when more affluent people and, in particular, these exceptionally rich multi-nationals enjoy the most advantageous tax breaks; the improvement that will allow the levelling up of life chances and expectations of the majority of the population in areas such as housing, schooling and training of young people for a role in society in the near term; and to consider the share of equality in union membership, within the nation, faith, family, and culture, and in all aspects of agenda which foster a genuine sense of equality among all citizens.

There is significant work to be done to really tackle inequality. It is difficult to appreciate that in 2010 we saw Britain as a country in which boys achieved poorly at school, vulnerable and disabled children had to confront bullying, and pay inequality remained in place for women in spite of the cry for change. Not much has changed. It is never easy to eradicate long-

standing and embedded inequalities because to make a shift will mean dismantling structures that have been in place for centuries in some cases, that form the basis of how we understand our world.

But what has changed in 2022? A previous report by the Equality and Human Rights Commission noted that 'Inequality and disadvantage don't come neatly packaged in parcels marked age, or disability, or gender, or race. They emerge as a subset of a strand'. For instance, disability may in fact be a mental health issue.

These issues throw up enormous injustices and inequality with regard to how such disadvantages are tackled. Inequality is about unfairness. Unfairness is about not hearing the cry of those who face inequality in areas of sex, gender, employment, unemployment, child labour, housing, health (remember Coronavirus) and so forth. Long-standing inequalities remain unresolved in Britain and we see this stain in the all communities, in the workplace in the public service, in the private sphere and even in the voluntary sector.

This Congress has heard these arguments before and we keep coming back to the same themes because there is very little accountability by the authorities for addressing these issues. We have Equality legislation that offers some

scope for hope, but we have not fixed it.

Britain is a diverse community and much has been done but we need to move faster, spread our net wider and try harder to bring to bear sufficient positivity to really impact inequality with all the harm it brings.

We would ask this Congress to do more to bring about the change we deserve and to press the government and authorities to make that change happen to eradicate inequality. Congress, please support this motion.

EDMONTON & ENFIELD BRANCH

London Region

SOCIAL POLICY:

HARASSMENT & ABUSE

229. BE DRINK SPIKE AWARE

C15

That Congress acknowledges the concerning increase in the number of drink spiking incidents, as reported by Police forces across the UK. Notes that in September and October 2021, nearly 200 cases were reported, as well as 24 reports of victims being targeted with some form of injection. While most of all cases involved young people, targets also include young men.

Agrees that everyone has the right to feel safe and to live freely while socialising and that all perpetrators

must be held to account, and victims properly supported. That Congress notes that there is currently no proper system in place to support victims but also to support night-life staff and hospitality business owners and the need for better training for staff at venues.

That Congress agrees that an important part of the response should include more practical measures such as covers for drinks, better training for night-life staff which would include how to identify vulnerable people and any potential offenders, so that they can take preventative action, and for police to conduct more rigorous searches of potential offender.

CARDIFF & DISTRICT BRANCH X12

Wales & South West Region

230. DRINK SPIKING

C15

This Congress notes the increased numbers of young people who have been victims of drink spiking, leading to illness and dangerous situations for the individuals concerned and potentially for their family and friends.

This Congress calls upon the Government and the Labour Party to mount a renewed campaign to raise awareness of this issue, and to lobby for increased fines and punishment for those found guilty of carrying out such acts.

EUROTEC BRANCH

Midland & East Coast Region

SOCIAL POLICY: NHS & HEALTH ISSUES

231. SOS NHS CAMPAIGN

This Congress notes that the Covid pandemic has exposed how the previous decade's austerity measures have impacted on all public services especially the NHS and underfunding in the NHS has undoubtedly cost lives.

We welcome that in January 2022, SOS NHS was set up by a broad coalition of campaign groups and trade unions which are demanding emergency funding for the NHS from the Government to support services and staff and not the private sector. It is heartening to know that the campaign is already backed by Keep Our NHS Public, Health Campaigns Together, People's Assembly Against Austerity, Unite the Union, GMB, We Own it, NHS Support Federation, NHS Workers Say No, NHS Staff Voices, Doctors in Unite, Doctors for the NHS and more.

This Congress believes that this crisis will not disappear as Covid recedes but will remain endemic in the future, unless urgent and drastic action is taken. We believe we will need legislation and change at the top to re-establish a fully publicly funded and provided national health service, protected from private companies

who put profit before patients. We need a national care service and we need to make the NHS the default provider for health service provision.

This GMB Congress resolves to

- Endorse and support the SOS NHS campaign and its demands.
- To circulate and advertise the work of SOS NHS to our members and supporters.
- To encourage all our Regions and Branches to consider affiliation to the NHS campaign groups and to make a donation to the campaign funds.

B10 BANBURY NO.1 BRANCH Birmingham & West Midlands Region

232. PRIVATISATION OF THE NHS

EP

This Congress agrees that the NHS is at breaking point, not only due to covid but due to a shortage of qualified staff. If this continues then it will be inevitable that this government will privatise our much-loved NHS, already it's a slow dripping tap with more and more treatments only being able to be provided through private consultants. Dentists are a prime example and many are now changing from NHS to private where a child under the age of 16 has to pay, this is disgraceful but this is what the

government wants, the slowly slowly will soon become quickly quickly and before we know it, it will be too late to go back and everything will be privatised leading to more people dying and not being able to afford the simplest of treatment, the deprivation that will be is unthinkable. We need to act now, we need to speak out and campaign more than ever. This government are deviously sneaking through the back door to take our NHS, let's shut this door tightly and keep our NHS safe.

S75 STOKE UNITY BRANCH **Birmingham & West Midlands Region**

233. ACADEMY STYLE HOSPITALS

This Congress notes with great concern the recent reports regarding Academy Style Hospitals, to be run by the private sector, as part of the Health Secretary's "reform" proposals.

Tory ideology tells us that lessons have not been learned from the previous failures of Academy Style Hospitals, at the Good Hope Hospital and more recently at Hinchingbrooke Hospital, both of which ended in failure and total and costly disaster, taking vital resources away from the NHS to sort afterwards.

This Congress therefore calls upon the Government to abandon any and all proposals for Academy Style Hospitals. Should the Government go ahead regardless; the GMB to launch coordinated campaigns, locally,

regionally, and nationally, involving all like-minded unions, organisations and relevant campaign groups, to oppose Academy Style Hospitals.

BUCKS COUNTY BRANCH **London Region**

234. IMPACT OF UNDERSTAFFING IN MATERNITY UNITS



This Congress notes that:

- 1 in 5 midwifery posts in the NHS were unfilled as of April 2020.
- Black women are 5 times more likely than, and Asian women twice as likely to die in pregnancy and childbirth, as white women.
- Understaffing is raising serious concerns for patient safety, having devastating impacts on women, babies and families.
- While 1 in 5 women suffer maternal mental health problems, over a third of maternity services do not employ any specialist maternal mental health midwives.

This Congress believes that:

- Midwifery is underfunded and understaffed in the NHS.
- These inequalities in healthcare for women and especially BAME women, occur as a result of systemic sexism and racism.

- To allow their continuation is a breach of the CEDAW convention.

We call on GMB to campaign to:

- Increase NHS funding to maternity services, including increased salaries for midwives to end the recruitment crisis.
- Provide grants for midwifery training.
- Consult all stakeholders, especially BAME women, in order to remedy the inequalities in provision and services, to prevent excess death rate.
- Provide sufficient funds to do so and continue to monitor outcomes thereafter.
- Make maternity mental health services available to all pregnant and postpartum mothers everywhere.

SHERWOOD FOREST HOSPITALS NHS BRANCH

Midland & East Coast Region

235. IMPROVE MATERNITY CARE FOR BLACK WOMEN

Black Women in the UK are 5 times more likely to die during pregnancy and after childbirth compared to White Women. There needs to be more research conducted to explore the disparities and recommendations put in place to improve health care for black women. The Government must commit to funding the changes

needed to eradicate such high statistics and improve healthcare solutions for black women.

K19 SOUTH LONDON BRANCH

Southern Region

236. PRESCRIBED MEDICATION AUTHORISED BY GP'S

This Congress calls upon the Clinical Commissioning Group (CCG) who advise doctors with the new guidance issued by the government in 2018 on prescription medications to clearly reiterate to all GP's that guidance is just that, and it does not remove the ability of clinical discretion from the prescriber in accordance with their professional duties. They are not fixed rules – they are not set in stone – and they don't apply to every single patient without exception. There is not a "one-size fits all" solution to every patient's condition, we are all individuals and should be treated this way.

The guidance is aimed at minor, short term conditions, which normally get better by themselves with time, or you can treat yourself. Unfortunately, some doctors are applying this guidance to other conditions which are long term and not minor ones thus putting cost saving before a patient's clinical care.

C15 GENERAL BRANCH

Birmingham & West Midlands Region

237. MULTIPLE SCLEROSIS DRUG FAMPRIDINE

This Congress is asked to support the essential drug Fampridine to be made available for free to MS sufferers under NHS England. This drug is readily available for free in Wales and Scotland to multiple sclerosis sufferers as an essential drug.

Under NHS England however, Fampridine currently costs around £600 per month to be paid by the NS sufferer. The National Institute for Health and Care Excellence (NICE) who advise the government on these issues believe that to supply Fampridine free of charge to MS sufferers does not represent value for money. This is disgraceful, Wales and Scotland NHS recognize this is an essential drug, why can't NHS England do the same to ease the financial burden put on MS sufferers in England make Fampridine available for free to MS sufferers in England.

K19 SOUTH LONDON BRANCH Southern Region

238. LET'S TREAT DRUGS AS AN ADDICTION NOT A CRIME!

This Congress regrets to note that deaths from drug use have increased by 52% since 2009. Sadly, this is of little surprise considering that they have occurred against a backdrop of harsh austerity measures which have impacted sharply on the funding

available for rehabilitation treatment. It has to be remembered that the first increases in heroin use occurred during the deindustrialization program which occurred in the 1980's, whereby neighbourhoods were plunged into poverty due to large scale unemployment. This is now occurring again due to austerity, however with heroin being 'cut' with substances such as fentanyl, overdoses will only continue to increase. These deaths are preventable. Congress wishes to congratulate Scotland on opening the debate surrounding drug consumption rooms which are safe, supervised sites where individuals can prepare their own, prebought heroin and use with a nurse present. To date there has not been one death from overdose and no incidences of transmission of blood borne viruses at any of the sites which are located in Germany, Switzerland and Canada amongst others. It should also be noted that injection site abscesses which are wholly preventable cost in the region of 19 million pounds a year to treat. The cost of treating hepatitis C is 15-25,000 pounds per treatment course. arguably these funds could be used to treat conditions which are not as preventable.

It is important for congress to note that the deaths of these individuals do not only impact on family and friends. Ambulance workers, police,

NHS staff and call handlers amongst others also feel the brunt of these needless deaths. Not only are these fatalities preventable, there is a solution out there which will enable funds to be redirected to pay for more workers, equipment and improve the quality of life for those providing frontline services. Congress humbly requests that this motion to support and politically lobby for the implementation of drug consumption rooms in the UK, to save the lives of those most harshly impacted by austerity will be supported.

**N10 BERKSHIRE and NORTH HANTS
BRANCH**
Southern Region

**239. SOCIAL ISOLATION OF THE
VULNERABLE**

This Congress calls for an end to the social isolation and exclusion of the vulnerable by automation. We ask that GMB campaign for the right for individuals to have face to face contact with organisations.

Covid-19 has shown us that keeping personal contact to a minimum has positive implications for physical health.

This has led to an increase in virtual services and click button and automated responses. Many organisations have seen that financially this can have a positive impact for them. Increased efficiency, less time spent in social niceties with

the customer or client and have decided that this is a step forward that they can take to keep absence levels low and increase productivity.

However, those groups that may not be able to access virtual services, either due to lack of access to the internet or to lack of skills in this area are also the groups that are most vulnerable in society – the elderly, the poorest among us, those with learning difficulties or mental health issues.

Not only does this further exclusion impact on well-being and self-worth in groups where this is already a concern but leads to an increased need for the face-to-face services that are still in place. Namely, the services already overwhelmed and impacted on by Covid, the NHS and Social Care.

This Congress calls for big business to play their part in protecting the vulnerable, to value people over profits and reinstate face to face services for vulnerable groups

SOUTHEND BRANCH
London Region

SOCIAL POLICY: EDUCATION & TRAINING

240. STOP INEQUALITIES FOR UNIVERSITY STUDENTS

This Congress notes GMB's longstanding policy is for University Tuition fees to be abolished, however the pandemic has highlighted other inequalities.

During the pandemic, students were sent home even though they had paid for accommodation costs up front.

They suffered additional financial pressures as they faced loss of employment, additional costs for alternative accommodation, and lack of support to access remote teaching.

We call on GMB to campaign for students to be able to access furlough or other financial support which was made available to businesses.

CAMBRIDGE 2 BRANCH London Region

241. APPRENTICE ACADEMIES

This Congress believes that a well-trained, skilled workforce is essential both for the future of manufacturing and for the UK economy. In the past, many employers recruited apprentices and used dedicated training centres within the workplace.

However, many places no longer have training centres. In order to rectify this, Congress believes Apprentice Academies should be set up. Apprentice Academies would be used to teach and train apprentices to a high level, giving them the skills needed in the workplace. This would ensure a continuous stream of skilled workers for UK manufacturing, boosting the UK economy. These should be part funded by unused monies from the Apprenticeship Levy, rather than the money going to the HMRC, as present.

Congress, therefore, calls on the GMB to campaign for unused money from the Apprenticeship Levy not to go to the HMRC but, to be used to create Apprentice Academies.

PARKGATE BRANCH

Yorkshire & North Derbyshire Region

242. BARRIERS TO APPRENTICESHIPS

This Congress calls on GMB to lobby the 4 UK Governments to remove the minimum requirement and to create a fairer apprenticeship scheme that can be tailored to all. If we are to invest in the future generations, we must insist on modern methods of learning.

As we emerge from the global pandemic, it is clear we are to face, very tough times, with major price increases in everyday living. It is obvious that young people and our

future younger members will be hit hardest.

Gaining employment is difficult enough but for young people trying to gain skilled work even harder. The intention of apprenticeships was created to help young people gain experience and skills for quality jobs.

Artificial barriers continue to be put in young people's way. The school curriculum has changed little in over 100 years, with emphasis on intelligence being measured by academic achievements and traditional paper exams. Many of the apprenticeship's schemes require a minimum of 3 GCSE.

We need a modern and inclusive scheme, where all abilities with differing learning modes of learning are encompassed. Let's remove the snobbery of old-fashioned learning and, embrace the 21st century, by allowing ALL young people to have equal education opportunities.

CARDIFF 1 BRANCH C01 **Wales & South West Region**

243. A GOVERNMENT APPRENTICESHIP POLICY FIT FOR PURPOSE

This Congress recognises that we need to campaign for a better government Apprenticeship policy as the current scheme is underfunded and has issues surrounding the low quality and patchy regulation of the whole system.

Across the hospitality sectors we are faced with challenges an apprenticeship will help businesses and will help our members to learn on the job to gain the skills and experience for the future.

Currently we have a skills shortage in many areas a Government careers Apprenticeship policy fit for purpose would go a long way to solve this issue.

LONDON HOTELS & CATERING BRANCH **London Region**

245. FUNDING FOR SEND PROVISION IN SCHOOLS

This Congress recognizes the importance of appropriate provision for children with SEND (Special educational needs and disabilities) in all educational settings.

We acknowledge that schools do not receive the required funding for providing these vital services, in particular the provision of one to one support by Individual Needs Assistants (INA) for those with EHCPs (Educational, Health and Care Plan).

This Congress calls upon the GMB to lobby Local Authorities and the Government to fully fund the staff requirements of these pupils including pay at the appropriate level for this skilled workforce across the education sector.

B50 SUSSEX BRANCH **Southern Region**

246. REVIEW OF FIRST AID TRAINING

This Congress recognises that First Aid/Schools Nurse Training be reviewed to include sickle cell and thalassaemia disease awareness in schools

Congress notes that School Nurses have confirmed that they have not received training. Sickle cell and thalassaemia are both terminal diseases and it is unfair that people diagnosed should have to pay for their medication. This disease affects people that are Black, Asian, Indian and Mediterranean and the impact it has on people can be severe, as far as life threatening. We are calling upon parents, MP's, Councillors to support this motion to ensure this vital training is put in place as it can save children's lives.

L26 LB WANDSWORTH BRANCH

Southern Region

SOCIAL POLICY: SOCIAL CARE

247. SOCIAL CARE

This Congress is appalled at the state of the social care sector, which is not fit for purpose. Congress is particularly appalled at the Government's short-term fix relating to increasing National Insurance Contributions. This Congress notes the state of the sector in relation to pay, sick pay, training, parity of

esteem, working conditions, private equity ownership, working through unbelievable hardship in a pandemic, and a range of other key matters.

Congress notes however, that a long-term funding settlement is essential for the sector to survive, thrive, and show that it values all those hard-working members who helped people and the country through the recent darkest of times.

Congress calls for a full Westminster consensus for a funding settlement, for the Labour Party to adopt this motion as part of its policy making process, and we ask that any progress is reported back at the next Congress

F29 NORTH TYNE HEALTH AND SOCIAL CARE BRANCH

Northern Region

248. NHS TO CARE

Covid has highlighted the disconnect between health and social care. Surely there needs to be joined up thinking as it's a fact that many people are still in hospital when they need to be moved to care homes or home. Maybe there could be a transitional stage? The aim is to get them to the care sector/home as soon as possible to free hospital beds.

Here's a radical idea. We read there is a massive influx of new applicants for medical and care work following Covid we also have hidden resources;

the Nightingale hospitals are now mothballed, but they could be recommissioned and used for this purpose. On the subject of locations, Congress should consider calling for the use of empty spaces such as Debenhams high street stores as they are all sitting empty thus merging the NHS and care.

ESSEX PUBLIC SERVICES BRANCH
London Region

**249. SOCIAL CARE CRISIS –
TRANSPARENCY OF COMPANY
ACCOUNTS AND PROFIT**

This Congress notes social care workers have been on the frontline of the pandemic, underpaid, undervalued, understaffed. They carried on working as best they could in difficult circumstances. Their pay is abysmal for the work they do, yet the care companies claim they cannot afford to pay them more as they themselves are calling out for more funding to be made available.

If these companies are in such poor financial state we are asking that they are transparent in their accounts and profits and these are made freely available to the public.

We are asking GMB to put pressure on companies to publish yearly accounts and profits.

PRIVATE CARE BRANCH
GMB Scotland

**250. PROTECTING COUNCIL DELIVERED
CARE – STOP CARE HOME SELL-OFFS**

Congress notes the extreme challenges faced by care workers across sectors and in every part of the UK during the Covid-19 pandemic. Our care workers are rightly held up by the British public and GMB Union as heroes who care for the most vulnerable in our communities when we need them most.

Some areas decided to reward that loyalty by threatening care home closures and job losses in specific conservative-run Derbyshire County Council.

Derbyshire County Council attempted the closure of 7 homes of their 23 in March 2020, to be defeated by GMB care workers and their campaign. However, 18 months later the Council opened a sham consultation to close them again; 7 out of 23.

GMB Congress believe GMB is the Union for all care workers, both public and private sector, and all care workers have the right to job security, and Derbyshire County Council should retain its Council run service and facilities and staff in-house.

GMB Congress resolves to write to GMB care workers, offering solidarity in their campaign and to support the campaign for the retention of Council care.

GMB DERBYSHIRE COUNTY BRANCH
Midland & East Coast Region

SOCIAL POLICY: YOUNG PEOPLE

252. CLOSURE OF CHILDREN'S CENTRES

This Congress agrees that the continual closures of children's centres being announced throughout cities will have a devastating effect. The closure of these centres will have a big impact on communities not only for our future generations but for communities now. These centres are lifelines, they help with stability, they not only provide play and education but connection and community spirit and help people to socialise. They help with concerns be it someone struggling with parenting, mental health or not being able to provide their children with simple things like food or a friendly chat and support and many provide family health services and help with employment opportunities. These conservative and independent run councils find it more important to spend money on building car parks and unnecessary projects more than concentrating on towns and cities where the poverty and depression is at its highest, they seem to turn a blind eye to the outcries of their own city's needs. By closing these centres, the councils will expect the community to step in as they always do but with the crisis of the country and the costs increasing and with everything rising, there is only so much a volunteering

community will be able to do when there will be no money to afford to help others due to the rise in the cost of living for everyone as it is already stretched to its limits. Congress we need to act now and campaign to keep these centres open and for the councils to realise the importance of these centres for people's wellbeing, education and stability throughout cities.

S75 STOKE UNITY BRANCH

Birmingham & West Midlands Region

SOCIAL POLICY: THE ENERGY & UTILITIES MARKET

253. NATIONALISE THE GAS & ELECTRICITY INDUSTRIES IN THE UK

EP

This Congress notes that the **EP** atisation of the Gas and Electricity industries in the UK has not gone well. Energy prices have soared, numerous suppliers have gone out of Business this year alone. When the industries were privatised, it was supposed to provide "increased competition and a better service for customers". This unfortunately is not the case.

The effect of privatisation has been to reduce staff numbers and the money saved or efficiency if you look at it that way is used to pay shareholders

and large salaries to directors and consultants. Whilst for customers, prices have gone up significantly as a percentage of household income according to the Governments own statistics. The data presented below is a snapshot of data gained through the following sources: Office for National Statistics; Labour Research Department; Department for Business, Energy and Industrial Strategy.

We are aware this is existing policy, but is pressure still being applied? The system is currently not working at all well for our members' or the poor in society. Surely now is the time to apply pressure to the Government and indeed the Labour Party as they seem to wish to avoid this subject. People should not be dying in their homes because they are too frightened of energy bills to turn on the heating!

Electricity Prices for 2021 and what they were in 1990.

- We looked at a two rate Economy 7 tariff for electricity on a standard credit meter based on prices in England and Wales.
- In 2021 this would cost as a proportion of your salary if you were on the average wage 3.56% of your salary.
- The figures for the data from 1990 were Nationwide and

Electricity costs were 2.3% of household expenditure.

Gas Prices for 2021 and what they were in 1990.

- We looked at a standard credit meter in England and Wales.
- Gas prices for 2021 were 3.56% of average earnings.
- The figures for 1990 were Nationwide and gas costs were 2.3% of household expenditure.

Gas was privatised in 1986 and electricity followed in 1990, under Margaret Thatcher's Conservative Government. The figures above are from the "Office for National Statistics", report concerning; "Expenditure & Food Survey 2007". The table on page 33 is where the figures come from and ranges from 1980 to 2007. The 2021 figures are from Government Energy Statistics as well.

The statement above may not seem too alarming; however, this of course assumes one is on the average wage and we know many people earn way below this. We do not think people should be having to live in fuel poverty and when you hear people talking about choosing to heat or eat because they have limited means it is very distressing.

When the Industries were Nationalised, they may not have been

perfect, however, they were not being used to line the pockets of the wealthy as the money went back into the Government and a proportion was reinvested in the infrastructure. Now shareholders and directors earn a lot of money from these companies that are effectively still operating as a monopoly, and this is at the expense of the poor that just want to heat their homes for their families.

Congress we ask you to support this request to lobby Government to once again return the Energy industries in the UK back to nationalised industries.

ENERGY CENTRAL BRANCH

London Region

254. BATTLE OVER RAW SEWAGE

C16

This Congress agrees to support the battle over raw sewage being released into our water ways by privately owned water companies. Pollution of the countries rivers and coastline is a national embarrassment, and our children and grandchildren will be surprised that we allowed this situation to go on for so long. The government allows water companies to release raw sewage into our rivers and seas after certain weather events, such as prolonged periods of heavy rain.

Environment Agency figures show that Water Companies discharged raw sewage into rivers in England

alone 400,000 times last year, with untreated effluent including human waste, wet wipes, and condoms, were released into water ways for more than 3 million hours in 2020.

The Environment Bill which was passed in January 2020 has no lawful requirement for water companies to comply to standards which were previously set with agreement from British governments by the EU: Boris Johnson's government promised the Brexiteers and the people of Britain that living standards and environmental protections will not be affected after leaving the EU:

If we do not hold the government to account now there is a real risk of the UK returning to the 1970's version of ourselves as the dirty man of Europe.

This Congress believes it is our duty to actively campaign on this issue until the government make it a legal requirement for UK water companies to treat raw sewage prior to it being released into our water ways, protecting wildlife, the environment, and peoples enjoyment of water whether it be in our rivers or sea.

T15 THAMES WATER BRANCH

Southern Region

255. SEWAGE DUMPING IN UK WATERWAYS

C16

This Congress is horrified at the Government decision in October 2021

to vote down the amendment to the Environment Act proposed by the House of Lords. This amendment would have given far stricter punishments and guidance to Water companies which pollute our rivers and waterways with raw sewage, and who in 2020 dumped sewage into our rivers for over 3 million hours.

We call on the GMB to lobby the Government and Labour to seek a fresh debate on this issue which the explicit aim of making the penalties for dumping sewage in our rivers far more punitive. This should ensure that companies take real and meaningful measures to clean up our country and stop the destruction of our river ecosystems both for us, and for the precious wildlife that inhabit them.

We also call on GMB to make every effort to meet personally with George Eustace MP, Secretary of State for the Environment, to lobby him personally about this issue.

E38 ENVIRONMENT AGENCY BRANCH Southern Region

256. SUPPORTING CLEAN ENERGY AND UNION JOBS IN BRITAIN'S NUCLEAR INDUSTRY



This Congress, based on its class-leading expertise in nuclear naval applications, Rolls-Royce is currently leading a UK consortium to research,

design, build and operate “cradle to grave” small modular reactors (SMR’s).

These are nuclear powered electricity producers which are built in modular form at a central location and transported/assembled on site.

With the increasing pressure on our Government to reduce the carbon footprint to meet Net Zero carbon emissions by 2050, SMR’s will contribute clean and reliable electricity for our domestic needs. SMR’s can be exported, opening a global market of over £400 billion.

The case for SMR’s is proven, and new nuclear is the way forward for our Government as part of our future energy mix.

SMRs will provide 1,000’s of high skilled unionised jobs and revitalise our steel industry and boost the construction industry, as well as bringing huge benefits to the supply chain.

Congress, therefore asks the GMB to continue to lobby all appropriate Government departments, Ministers and Shadow MP’s that have invested interest.

Continue to fight for our colleagues in jobs in the nuclear, construction, manufacturing, transport and steel industries.

GMB DERBY ROLLS ROYCE BRANCH Midland & East Coast Region

257. NUCLEAR SECTOR

C9

This Congress calls for the Government and Opposition to unequivocally and publicly announce support for new nuclear build, developed within the UK, with UK hardware and software and UK supply of labour. Congress believes that without this support, the UK's energy needs will be placed in greater danger and the advantages of UK sourcing and supply of energy, lost for generations. Congress calls for the CEC to monitor the position so that GMB members can see if politicians at Westminster match actions to rhetoric.

CULPITTS IND BRANCH

Northern Region

258. NATIONAL PRICE INCREASE CRISIS

This Congress notes the increased prices in house fuel, but it does not stop there, what we are seeing is the prices going up in your everyday food bill.

This mean that there will be decision to be made, do we eat or do we heat the house, this should not be happening, it is up to the government to stop the fat cats getting paid extra for the pandemic that we have all been in.

It will not stop there as we approach April 2022 the house fuel prices will go up another 50%.

Why is it that we all have to pay the higher prices because the world is in a pandemic?

We did not cause the pandemic but we are sure paying for it.

We all know we were in lockdown, and now everything we eat, drink, cooking, heating and petrol has shot up and we the public have to pay the higher prices.

During the pandemic it was already established that we could not cope with the extra burden of paying for more of everything that was needed to stay at home working and having the children home from school, and now we are paying the price.

Have you noticed that the wage you receive, or the pension or allowance has not kept up with the inflation, so any rise if you have received one has been swallowed up and you are back to square one?

The extra money that was given for a short time has been taken back, but if you were working you did not receive this payment.

We ask Congress:

To work alongside the government to stop the unjust price increases.

To work with the government to keep inflation down.

GLASGOW NURSES BRANCH

GMB Scotland

259. CAMPAIGNING AND PARLIAMENTARY LOBBY ON ENERGY CRISIS

EP

This Congress calls for a campaign and lobby of Parliament on the on-going energy crisis in the UK. Congress is disgusted that it has taken decades of wasted time to sort the supply and delivery within the energy industry. GMB is aware of numerous companies that raised the issues with the Union, regarding the enormous cost burden being placed on employers across all sectors. Congress calls on a campaign to be developed that is aimed at helping to offset enormous increases in energy costs. Congress calls for a Parliamentary campaign to be part of the wider campaign, including a lobby of Parliament, with the aim of highlighting the problems faced by the energy crisis and to change policy. Congress calls for an update at Congress in 2023 regarding the progress of the campaign.

SOUTH TYNE AND WEAR GENERAL BRANCH Northern Region

260. ENERGY BILLS FOR OLDER PEOPLE

EP

This Congress notes with great alarm warnings that the energy crisis could trigger a national emergency for millions of older people.

Congress notes that ministers have been urged to take decisive action on energy bills to help tackle the crisis.

Congress calls on the Government to ensure that investment in industries that will deliver green jobs in the UK is not cut as a result of the huge increases in fuel bills.

Congress believes it is the wrong way to go to cut investment. Congress believes that investment in new technologies like green hydrogen is essential to tackling the long-term energy needs of the UK.

Congress believes that this will preserve essential gas jobs, maintain our national energy infrastructure, and meet global warming challenges. Congress believes that this is the way forward and not a blunt regressive tax like green levies.

Congress calls on the GMB to mount a campaign on this matter both with Government and Opposition and for progress on this to reported back to Congress 2023 and 2024.

NORTHERN UTILITIES BRANCH Northern Region

261. CENTRICA AND ENERGY PRICE RISES

EP

This Congress notes the statements of the Centrica CEO on the energy

price rises and the call by him for a rise in the energy price cap. Congress is appalled that someone who has become rich on the back of a cartel industry, has the gall to seek to enhance management's own terms and conditions and associated share portfolios, on the back of UK billpayers. Congress calls for an urgent Parliamentary Inquiry to the Energy Sector, to address the blatant disparity within the energy sector.

GAS SERVICE NORTH BRANCH Northern Region

262. HYDROGEN AND THE GAS INDUSTRY

C17

This Congress calls for GMB and the government to actively support the gas industry, by supporting and investing in the development of green Hydrogen, and to support the search for better more efficient ways of using gas in domestic and commercial situations. This will benefit both thousands of GMB members and UK energy customers.

Colleagues, it is important to remember that the origins of GMB are in the gas industry, and GMB is still very well represented with members throughout the industry. The GMB needs to continue full support of our member's future in the gas industry.

Conference, in previous motions we have spoken about the need to rescind the government decision not to install gas into new build domestic properties after 2025. Now we need to go much further. We need to actively support the gas industry along with industrial and domestic consumers of energy in all our 4 nations.

Clearly there are climate change issues, and the UK needs to promote zero and low carbon energy options, however it is our belief that the gas industry should be a part of the changes and not a victim of the changes.

Around the world, scientific study, design of industrial plant and indeed testing is already underway on the production of "green hydrogen". However, despite promises from successive Conservative governments, nowhere near enough investment or research is going on in the UK.

The introduction of Hydrogen into the existing gas network is a viable proposition. It will give the UK a responsible way to reduce emissions from gas appliances without changes to the existing gas network (which is world renowned) and without major changes to most existing gas appliances.

Conference, our members have proven themselves adaptable to new challenges, the underground network has evolved through lead pipes steel pipes and now plastic. Our meters have changed, no longer is it “sixpence for the meter” now they are modern smart meters that can monitor usage.

Appliances have advanced from ovens & fires burning dangerous Towns Gas to safe, high efficiency condensing boilers. Our members have adapted in the past and will adapt to new types of gas in the future.

Our country should be leading in this new investment, driving high quality sustainable jobs that members would be proud to do in towns and cities across all our regions and right around the UK.

Getting this correct could lead to greater energy security and, importantly, less dependence on foreign sources of power. Potentially we could become self-sufficient again and even begin to export the technology and any excess capacity produced.

It follows on, that linking green hydrogen with upgrading the existing North Sea storage capacity would give the country resilience to fluctuating energy costs because of the capacity to store hydrogen when it was cheap to produce at night and

through the summer month’s ready to be employed when needed most, and to balance peaks and troughs in demand. Using renewable electricity to produce hydrogen is like producing a battery. The stored energy can be used later, and it doesn’t use any of the expensive and difficult to source, precious metals, to do this either, as with a conventional battery.

Green hydrogen has many benefits and is a long-term solution to climate change. Utilizing the current gas networks to distribute this green energy to industry and domestic properties would bring resilience of supply.

Hydrogen could be used off grid too, and in remote properties would help with resilience, because hydrogen cells could be fuelled from existing tank fed systems to make electricity as well as heat.

Industrially it can be used in similar ways to the current gas, meaning upgrading rather than investing in new plant to do the same job. It could also be transforming for transport systems. Win! Win! Win!

Conference, hydrogen is not a fossil fuel it will assist the countries drive towards a carbon neutral future, bring security of energy and a reliability of supply to the UK.

This is a reliable clean cost-effective fuel that will secure our member’s jobs, our country’s energy needs and

provided an affordable fuel for our country.

L34 NORTH WEST GAS BRANCH North West & Irish Region

263. ENERGY CRISIS

EP

This Congress is appalled at this Government's total failure to manage the energy crisis. Congress acknowledges that the seeds of the energy crisis go back decades. However, Congress notes that on this Government's watch and indeed since 2010, there has been an utter failure to deal with structural problems within the sector. Congress believes that cartels operating to rig the market needs to be dealt with. Similarly, supply side problems are not new, and Congress believes that allowing our energy supply to be subject to the whims of foreign powers is nonsense. Congress calls on a long-term plan, not a short-term fix by Government. Congress calls for a campaign to be adopted to ensure that our policy is adopted by legislators in Parliament and those that aspire to Government. Congress calls on a report back to either Congress 2023 or 2024 on the progress of such a campaign.

NORTHERN UTILITIES BRANCH Northern Region

264. NEW NUCLEAR

EP

This Congress notes the progress of MPs voted to progress of the Nuclear (Financing) Bill.

Congress notes that this will enable work to progress on Sizewell C – potentially securing more than 25,000 jobs

Congress calls on the urgent development of the funding of other conventional reactor proposals – such as Moorside, Bradwell B, and Wylfa Newydd.

In addition, Congress calls for the securing of investment for Small Modular Reactors, all crucial for a strong, UK supply chain.

Congress calls for a campaign to be developed monitored by the CEC and for our campaign to be raised with the Labour Party and Government so that our members can hold both to account as we move forward.

SOUTH TYNE AND WEAR GENERAL BRANCH Northern Region

265. PRICE CAPPING AND REMOVAL OF VAT ON DOMESTIC FUEL

EP

This Congress recognises that with the sharp increase in domestic fuel for heating and cooking etc this has put many of our members into fuel poverty. This motion is to help

alleviate and eventually eliminate fuel poverty.

Congress, many households will be hit from soaring energy bills in April and October with surges from OFGEM'S energy price cap

This Congress should agree to campaign and lobby the Government and MPs to get VAT removed for good from domestic fuel bills and take action to protect households from increases in gas and power prices as the energy price cap clearly is not enough.

CAMBRIDGE 2 BRANCH

London Region

266. STORM ARWEN

This Congress notes that our members worked tirelessly to restore electricity during Storm Arwen.

Congress notes that feedback the GMB received indicated response times, were impacted to some degree by resource constraints for operational staff and by lack of appropriate support to enable non-operational staff to address the very significant increase in customer contacts.

Congress believes that this reinforces our longstanding concerns about the need to improve workforce resilience, including increased investment in the multi-skilled workforce that is required, to respond effectively to the

challenges of climate change and to achieve net zero.

Congress calls on Ofgem to scrutinise what it is that Companies did during this extremely difficult time, so that they do not place the bottom line ahead of basic service to the public and support to the workforce.

Congress calls for a full inquiry in Parliament to learn the lessons for future emergencies.

Congress calls on this to be monitored by the CEC going forward, for progress on the delivery of this motion.

GAS SERVICE NORTH BRANCH

Northern Region

SOCIAL POLICY: CLIMATE CHANGE

271. GLASGOW CLEANSING WORKERS

This Congress applauds the historic stand taken by GMB cleansing workers in Glasgow who took strike action during COP26. Congress thanks the climate activists who joined picket lines and calls on the GMB to build on these links by:

- campaigning for climate justice, a Green New Deal and a Just Transition;
- encouraging the climate justice movement to support

workers taking industrial action;
and

- encouraging workplaces to develop their own decarbonisation plans for their workplace.

GLASGOW GENERAL APEX BRANCH GMB Scotland

272. MAKING CLIMATE CHANGE A PRIORITY AS POLICY

This Congress acknowledges that climate change and global warming is one of the biggest challenges facing humanity this century. The risks posed from these have the potential to be catastrophic to all.

Congress is aware that the causes of climate change and global warming is caused through various methods, but key is our reliance on fossil fuels to power our homes, vehicles, and workplaces. Congress also notes that many of our members, who we strive to serve best, will be living with the effects of decisions and indecisions that are made today with regard to global warming, as will their children and great grandchildren and so on. It is simply not enough anymore that we are ensuring workplaces and conditions that our members work under are the best they can be, if in 30 years' time there is no longer a world left to enjoy where drought, flooding and severe fires are commonplace for too many.

Congress should know that the 2018 UN report notes that national efforts to limit the increase in global temperatures to 1.5°C by the end of this century will not be met(1). Congress should also know that following COP26 in Glasgow last year, touted to be a turning point in the battle against climate change, failed to yield the results needed to evade catastrophe and as noted by the BBC that `current pledges, if met, will only limit global warming to about 2.4°C'(2).

Congress should also be aware that many of our members will not be able to afford improvements to their homes and vehicles to allow them to become more energy efficient or carbon neutral themselves. This governments Green Homes Grants was a failure, and even if all of the applications at the time had been processed it would have only meant that less than 10% of home upgrades planned would have been undertaken. The scheme in itself meant that those who had money would have benefited, whilst those without would not have been able to meaningfully access the scheme (3). It is simply not good enough that because of the high costs of living in this country that so many missed out on making their home more energy efficient because they were unable to access the scheme due to lack of savings, income and the

unreasonably short time frame this scheme operated over.

We call on Congress to adopt as policy workplace changes to make them ‘greener’ and this becomes a subject for collective bargaining and a priority, that GMB becomes a model for this policy by becoming carbon neutral by 2030. We ask Congress to support a working group made up with lay members and officers to help support this and seek to be carbon negative by 2050. As part of this policy the political arm of GMB should be putting more pressure on political parties and their MP’s, to do more on climate change and take real action instead of just talking about it, such as providing a meaningful scheme for homes to be insulated, have meaningful access to renewable energy sources, have meaningful ways of heating homes without heating the planet. This is not to negate from fighting for better pay and conditions for our members, and it is because of the big tax dodging corporations, and this governments decisions such as the pay freeze on public sector workers and the failure to pursue those who avoid paying their fair share of tax, that has caused this quagmire.

(1)
<https://www.un.org/en/climatechange/what-is-climate-change>

(2)
<https://www.bbc.co.uk/news/science-environment-56901261>

(3)
<https://www.theguardian.com/environment/2021/sep/08/audit-office-blames-uk-government-for-botched-15bn-green-homes-scheme>

CUMBRIA PUBLIC SERVICES BRANCH Northern Region

273. HYDROGEN AND CLIMATE CHANGE

C17

This Congress notes that the gas grid will have the capacity to blend 20 per cent of the fuel into the regular gas grid from next year.

Congress believes that the Government needs to get its act together and establish a national plan to support UK hydrogen.

Congress believes that a successful domestic hydrogen industry would help secure the nation's energy supplies, cut carbon emissions, and create thousands of good jobs.

Congress notes that the UK renewables sector continues to send valuable fabrication and manufacturing work overseas and believes that hydrogen production offers a brighter future where green jobs can finally start delivering for workers here at home.

Congress calls on the CEC to campaign for the domestic delivery

of UK jobs in this sector, calls on the Labour Party to support such a move, and for progress on this motion's adoption to be reported back to Congress 2023.

NORTHERN UTILITIES BRANCH

Northern Region

274. MEETING THE COSTS AND THE PACE OF CHANGES FOR NET ZERO

This Congress notes that the Office for Budget Responsibility (OBR) estimates the overall costs to the economy of achieving net zero carbon emissions in the UK to be £1,400 billion over the next 30 years.

The OBR figure of £1,400 billion is an estimate based on a range of scenarios from the Climate Change Committee and the Bank of England. This amounts to £46.7 billion each year every year for 30 years. The real costs could be higher or lower as there are so many unknowns.

Congress notes that achieving net zero will on average cost more than £50,000 for every family in the UK or more than £32 each week every week for the next 30 years.

Congress considers that costs at this level are way beyond the means of families on average incomes or below.

As these costs are phased in there must be cuts in employment taxes to

offset the resultant increases in green levies, indirect taxes and charges for carbon and for meeting additional running costs of carbon replacement technology for all workers on average incomes or below.

For these workers higher carbon taxes, levies and charges must lead to lower employment taxes.

For those wholly dependent on benefits there has to be equivalent changes to enable them to pay the additional costs.

Congress notes that it is not yet known how much of £1,400 billion will be incurred during the 30-year period. In the light of the huge costs involved it is essential that Government and Parliament determine a pace for changes in the UK are economically and technically sensible and that the logic behind the changes are fully set out for the electorate.

UK emissions are a tiny fraction of the total global emissions that have to be phased out. Claims that the UK has a responsibility to meet the net zero target earlier than 2050 in order to show leadership to other much larger nations should be rejected. Instead, the UK has to be in the forefront of solving, alongside and jointly with other nations, what is a global problem.

The UK should lead in promoting collaboration in research across

nations into technologies such as carbon capture, hydrogen-based fuels and battery storage and the options for new nuclear power stations.

There will be a lot of very expensive pathfinding to be done to solve all the technical, engineering and financing issues in removing carbon emissions from electricity, industry, transport, households and agriculture fully at scale across the world. The scale of what has to be done is huge.

Congress calls for this pathfinding at scale to be done where possible in the countries with the highest GDP per capita. On GDP per capita UK is ranked 37th in the world.

Responsibility for pathfinding should be shared between these countries including the UK.

The nations at the top of GDP per capita league should be the test beds used to demonstrate at scale the technical, engineering and financial issues and costs for the whole world. The UK should be fully involved and invested in all the technical, engineering and financial issues involved and do its fair share of this work.

Congress considers that until much more pathfinding has been done on the technical, engineering and financial alternatives to using natural gas boilers for home heating the UK

Government should not make any decisions to phase out natural gas. This is all the more important as the EU is defining natural gas as a green energy source in the run up to 2050 for the 27 EU nations.

Congress considers that when it comes to Government and Parliament introducing changes across the whole country that UK should be in the main pack with the rest of the pathfinders. The UK should make changes when it is known that there are demonstrated technical and financial solutions that safeguard our heavy industries, aviation and living standards and that a UK supply chain has been set up to support the changes across the country. Payment of subsidies to operators should be linked to the use of a UK supply chain.

ENERGY CENTRAL BRANCH

London Region

SOCIAL POLICY: HOUSING

275. COUNCIL AND HOUSING ASSOCIATION ESTATES STILL UNDER THREAT OF DEMOLITION

This Congress notes that it has been debating motions from branches with members living on estates facing demolition across London boroughs and other parts of the country since 2016.

Congress is pleased to note that progress has been made and with the help of GMB regions and

branches, estates such as the Sutton Estate in Chelsea and Gibbs Green in Hammersmith for example have been saved from demolition.

Congress is also pleased to note that GMB London and Southern regions were able to help broker an agreement with the Labour mayor of London for ballots of residents to be held before any compulsory purchase and demolition of leasehold and Councils homes can go ahead.

However Congress notes that further action is required to safeguard the rights of residents for their homes to be free from the threat of demolition from both Labour and Conservative councils. The threat to estates is ongoing and widespread with over one hundred estates facing threats of demolition.

In particular, Congress notes that the requirements to reduce and meet net zero carbon emissions targets should level the playing field in most circumstances for Councils and Housing Associations away from demolition towards refurbishment.

In addition, Congress notes that the ballot arrangements are being abused or bypassed by councils and housing associations.

GMB members on some estates, where there has been a huge percentage vote against demolition, are faced with councils and housing associations rerunning the ballots

until they get the result they want. On others the councils and housing associations are interfering with the ballot process. There are loopholes and exceptions in the rules.

Congress calls for

- the relevant regions to help reopen the political issue so that ballots are covered by clear and fair rules for how they are conducted, that the loopholes and exceptions are closed off and that ballot results are respected.
- the default position that estates be refurbished rather than demolished on environmental grounds. This does not necessarily exclude increased density and higher numbers of homes.
- Regions and branches to continue to support campaigns by local residents on estates defending their homes from demolition.

ISLINGTON 1 & HARINGEY BRANCH London Region

276. END THE HOUSING CRISIS BY BUILDING SOCIAL HOMES

This GMB Branch welcomes the housing composite resolution passed at the Labour Party conference in 2021, which included the main demands of the Labour Campaign for Council Housing.

Congress believes that it is necessary for the Government to take action now to end the housing crisis by:

- Fully funding councils to deliver the building of 150,000 social rent homes each year, including 100,000 council homes – building on commitments previously made by GMB.
- Ending Right to Buy - in recognition that previous attempts to redraw the legislation have failed.
- Reviewing council housing debt to address underfunding of housing revenue accounts
- Fund the retro-fitting of council housing to cut greenhouse gases, provide jobs and promote a shift from outsourcing to Direct Labour Organisations – in recognition of the urgent climate emergency and the looming energy bill crisis
- Ending Section 21 (no fault) evictions

Congress affirms the policy of Labour Party Conference and calls upon Labour to place these actions at the centre of its housing policies and implement them as part of the next Labour Government's programme.

We therefore

- Call on the GMB and the Labour Party nationally to implement these policies as a matter of urgency.
- Call on Labour Groups across England to propose that Councils declare a housing emergency to campaign for those key demands.

This may include lobbying local MPs, the Local Government Association and other organisations, working with tenant groups and trades unions.

Congress instructs the CEC and the political department to liaise with the Parliamentary Labour Party GMB Group, and the Labour shadow front bench to plan and execute a campaign in Parliament to further these aims and for the next Labour Govt to adopt appropriate reforms.

Congress instructs the CEC and the political department to liaise with the Association of Labour Councillors, and to instruct all GMB delegates and affiliated branches to bring this to the attention of Labour Parties and Labour Groups. It further calls on GMB sponsored councillors to campaign for these goals.

LONDON CENTRAL GENERAL BRANCH London Region

277. EMPLOYERS BE ALLOWED TO INSULATE EMPLOYEES' HOMES

This Congress is requested to campaign for the Government to

facilitate employers investing in employees' homes to upgrade and retrofit the same with energy efficiency improvements ie insulation and/or converting to renewable sources of energy when employees work from home. This to be accepted as a business capital tax allowance whereby the improvement becomes a percentage of the property value, increasing over time and consolidating the asset base of the business.

There is already a scheme to encourage employees to buy bicycles to commute to and from work.

NORFOLK PUBLIC SERVICES BRANCH
London Region

SOCIAL POLICY:

TRANSPORT

278. NORTHERN POWERHOUSE GROUP

This Congress calls on the CEC to mount a campaign to reinstate the Northern Powerhouse Group so the North and Midlands are able to improve our transport links, with particular reference to our rail networks, to bring our towns and cities easier to access. The Northern Powerhouse is essential to meet challenges of industry and tourism, along with bringing our industrial bases in the North and Midlands together. If we are to grow the economy, then it is essential that the

Union is involved in this vitally important group.

We ask the CEC to mount a campaign that involves all groups and communities, and achieve the measures outlined in the Government's manifesto, to bring about levelling up, by developing industry and tourism links in the North, Midlands and across the North West.

GRIMSBY GENERAL BRANCH
Midland & East Coast Region

279. BUS DRIVER DIGNITY

This Congress notes the lack of toilet facilities on a large amount of Bus Routes.

Most of you have been caught short while at work, for most of you, it's just a short walk to the WC, but bus drivers don't have the luxury of a warm toilet close at hand.

For some drivers, their nearest toilet is some way off. In one case if our member doesn't use the toilet at one end of their trip, its twenty-seven miles or two hours and forty minutes before they make it back to the start point of their journey, as there are no toilets at the other end. Many bus drivers in every bus company across the United Kingdom, are in the same predicament.

We as a Trade Union must put pressure on TfL (Transport for London) and all other local authorities to make sure that clean toilet facilities are

provided at both ends of every bus journey.

GMB PROFESSIONAL DRIVERS BRANCH London Region

280. BUS SAFETY CAMPAIGN FOR LONDON OUTSOURCED BUSES REQUIRES EXTERNAL INDEPENDENT INVESTIGATION

EP

This Congress notes that more than 2,500 people have been killed or seriously injured in TfL (Transport for London) outsourced bus collisions since 2014. During the same period, almost 6,000 people were injured in collisions with TfL buses – an average of 2.5 people every day.

Congress has already called for a fatally flawed outsourced contracts system, which links punctuality to profits and places it higher in a list of priorities than the safety of passengers, pedestrians and the drivers themselves, to be changed.

Congress has demanded that this killing machine be dismantled but we are deeply disappointed to learn that no effective action has been taken in TfL or the GLA (Greater London Authority) to end the link between punctuality and profitability.

Safe operation of buses requires drivers to be adequately rested, a safe system of work and well-maintained vehicles. It is not the

drivers' faults if all these things are not in place.

Congress calls on the London Labour Party and the rest of the union movement in London to press for an external independent investigation into the safety culture at TFL – as no effective action has been forthcoming internally from TFL or the GLA to reduce the number of accidents which is in everyone's best interests.

Congress insists that putting punctuality higher than the health and safety of staff, bus passengers and other road users has to end.

BARKING AND DAGENHAM LGO BRANCH London Region

281. ELECTRIC CHARGING POINTS

This Congress notes that the lack of charging points across the country, is preventing the Taxi, Hackney Carriage and Private Hire industries, from moving forward with purchasing newer, cleaner vehicles.

Local Authorities aren't doing enough to provide plentiful, affordable charging points.

Authorities like Transport for London, have banned Taxi Drivers from purchasing petrol or diesel vehicles, insisting that from 2018, all new vehicles must be zero emissions capable. Eventually becoming

completing electric, sometime in the near future.

We call on the GMB Union, on a National basis to put pressure on all local authorities across the country to install more electric vehicle charging points and to implement, an at cost fee for drivers charging their vehicles.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

SOCIAL POLICY: WELFARE RIGHTS & SERVICES

282. PIP AND PUBLIC SECTOR CONTRACTS



This Congress calls upon the CEC to lobby government and public sector to bring back in house contracts awarded to private companies with the main focus being placed on the shocking way Capita has mismanaged and even been convicted on malpractice on PIP assessments.

GMB Birmingham and West Midlands have been chipping away on this campaign for 2 years and with the sad loss of Mr Jack Dromey, it's time for the rest of the union to take up the reins.

PIP (personal independence payment) is there to support disabled people, it is a non means tested benefit so allows disabled people to

work while still having that extra support needed whether that be specialist equipment or carers in the home. Disabled people are often in the lowest paid and on the shortest jobs; how many physically or mentally disabled CEO's do we know, employers don't see what the person can do, they see what they cannot do. Disabled people want to work, they crave to work but when they do, that help stops as benefits see money not the person. Without PIP many disabled people could not afford to work. It's common knowledge that PIP claims are instantly rejected and has to be appealed, all the time that financial support is stopped, care is stopped and support is stopped.

Public sector contracts when sent private look at the profit over duty, the public sector is not here to make a profit. Once this contract is brought back into the public sector the results will be clear to see and this will allow the floodgates to open, making the public sector seem less of a cash cow for the private sector.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

283. A RIGHT TO JUSTICE BEFORE DWP ACTION

This Congress is requested to campaign for the payments of welfare benefits not to be stopped for disabled and sick benefit claimants before a decision by an independent Tribunal.

NORFOLK PUBLIC SERVICES BRANCH **London Region**

284. ADDRESSING THE 'COST OF LIVING CRISIS'

This Congress is requested to campaign for the Government to negotiate bulk discounts on everyday food and consumer products on behalf of all in-work and out of work Welfare Benefit claimants, to include Tax Credits and Universal Credit claimants, to increase the purchasing power of their existing Welfare Benefit payments.

The Department of Work & Pensions (DWP), Business, Energy and Industrial Strategy Department & Treasury to negotiate directly with manufacturers, suppliers and retailers of food and everyday consumer products to leverage on the collective and combined purchasing power of those on low incomes which amounts to over £200bn GB pounds a year. Helping to reduce poverty and inequality by using market forces to maximise the purchasing power of the economically least powerful members of our communities and funded by the private sector.

285. THE CUTTING OF UNIVERSAL CREDIT

This Congress condemns the cutting of the Universal Credit. The cut will have a devastating impact on our members on low income.

Congress knows £20 per week helps families to be able to put food on the table or to heat their homes.

The extra money has helped to budget better and was a lifeline for our members on low paid work.

Now that's gone, we need the jobs for our members to be on decent pay.

We call on Congress to lobby the Government to look at the impact of these decisions and reinstate this payment so that those on Universal Credit don't lose any more money.

LONDON HOTELS & CATERING BRANCH **London region**

286. BEREAVEMENT SUPPORT PAYMENT

This Congress notes that:

- Bereavement Support Payment (BSP) was implemented on 6 April 2017, replacing Widowed Parents' Allowance (WPA).
- Bereavement payments are essential for new basic living costs of childrearing alone.
- Payments allow some continuity with arrangements for childcare and flexibility to

286. BEREAVEMENT SUPPORT PAYMENT

This Congress notes that:

- Bereavement Support Payment (BSP) was implemented on 6 April 2017, replacing Widowed Parents' Allowance (WPA).
- Bereavement payments are essential for new basic living costs of childrearing alone.
- Payments allow some continuity with arrangements for childcare and flexibility to work, to fit new responsibilities as sole carer.
- WPA extended until the youngest child left full-time education; BSP's last 18 months. Parents of younger children lose up to £31,000 over 10 years.
- BSP is paid out of National Insurance but is not uprated with inflation.
- The government nets £100m annual savings with BSP.
- Widows not in a civil partnership or unmarried do not receive BSP.

This Congress believes that:

- Parents are not supported long enough to meet children's emerging grief, leading to additional stress.
- Financial support of widowed parents prevents later mental health issues.
- UC is not sufficient for widows and its conditionally unjust, stigmatizing and counter productive.
- Children are penalised for their parents' marital status.

We call on GMB to campaign to:

- Ensure that all widowed families receive BSP for 5 years or until the youngest child has finished a year of secondary school, whichever is longer.
- Ensure that cohabiting widows without children receive BSP.

**SHERWOOD FOREST HOSPITALS NHS
BRANCH**

Midland & East Coast Region

287. INDUSTRIAL INJURIES BENEFIT SCHEME

This Congress acknowledges the Industrial Injuries Benefit Scheme has been in use since 1948 and provides no-fault compensation for people who are disabled because of an accident at work, or who have one of certain prescribed diseases caused by their work.

The main benefit in the scheme is Industrial Injuries Disablement Benefit (IIDB). Other benefits can be claimed as part of the Scheme, such as Constant Attendance Allowance for people who receive a maximum award of IIDB, and Reduced Earnings Allowance for people affected prior to 1990. Around 25,000 people received IIDB in Scotland in the first quarter of 2018. The vast majority of clients (85%) are male. The number of new cases has been on a general downward trend since 2002.

When the scheme was written the workforce was predominately male so therefore took no account of the predominately female roles that exist today and the vast majority of female members that we have aren't aware of the benefit or if they are entitled to it. The responsibility for this benefit was passed to the Scottish Government in April 2020.

This Congress calls upon GMB to raise the profile of this issue with members to promote the Industrial Injuries Benefit Scheme, particularly with female members, with the view to launching a National Campaign with the UK Government and the Devolved Nations Administrations, to ensure that women's work and work related injuries and diseases are recognised within the scheme thus enabling them to access this benefit and to ensure that Long Covid is covered in the scheme(s) for those members who contracted Covid whilst at work.

FIFE PUBLIC SERVICES BRANCH
GMB Scotland

INTERNATIONAL

288. MULTINATIONAL COMPANIES – PROTECTING WORKPLACE RIGHTS POST BREXIT

This Congress recognises that the intensification of globalisation, short term financially-driven strategies, company restructuring and a continued objective of multinational companies (MNC) to put profit before people are all contributing to increased pressure on many GMB members.

MNC's are not confined by national boundaries, unlike trade unions, which has enabled them to maximise their opportunities to drive down social, employment, environmental, health and safety and trade union rights by playing government off against government and worker off against worker.

While in the past European employment and social rights, such as directives on The European Company Statue, Collective Redundancies, Transfers of Undertakings, Information and Consultation and European Works Councils have attempted to ensure that workers are guaranteed information and consultation rights and worker participation, it is clear that these rights are now under threat for UK workers since the decision for the UK to leave the European Union.

The current Tory government has already stated that there will be no level playing field in any future relationship with the EU. It is therefore important that GMB acts now to preserve employment and social rights and importantly UK workers participation in information and consultation structures of MNC's.

This Congress calls on GMB to:

- campaign to ensure UK employees and representatives continue to be covered by existing and future EWCs and renegotiate agreements if necessary;
- ensure we maintain our involvement and affiliations in European trade union federations and continue to ensure GMB officers and representatives remain active in these structures;
- ensure that there is coordination between Reps and Officers who are active within the Global and European Trade Union federations to ensure there is a joined up message from GMB on the challenges facing our members in multinationals;
- work within global trade union federations to develop stronger links and cooperation in multinationals, and seek to

develop more Global trade union networks;

- continue to pressure MNC’s to sign up to Global Framework agreements and core ILO labour standards;
- develop bilateral links with sister unions who have members in the same companies as GMB members.

GMB UNITE BRANCH

London Region

NATIONAL EQUALITIES CONFERENCE

291. THE VALUE OF EQUALITIES IN GMB STRUCTURES



Conference welcomes the Monaghan Report and believes all its recommendations should be implemented urgently. In particular Recommendation 27:

“Employees and members from other protected groups, including Black and ethnic minority groups, that are underrepresented in the structures of the GMB should be encouraged to participate in its activities, including at officer level, and be supported when they do so. The GMB should provide resources for these purposes should be widely advertised.”

Conference notes GMB has nationally adopted self-organised groups

(SOGs) for all strands and has representative R/SEFs.

However, to achieve positive institutional change, as identified by the Monaghan and Henry Reports, Conference believes full-time, dedicated Regional/Scottish Equality Officers (R/SEOs) with full support and training are essential, alongside increases in funding for these vital roles and the SOGs.

Conference applauds GMB’s excellent work on Equalities. However, full-time R/SEOs, with SOGs and R/SEFs, are essential in providing specialist support and knowledge to officers, branches and members.

Conference further calls on the NEF to support and work with the Taskforce to help GMB implement both Monaghan and Henry Reports’ recommendations urgently.

National Equalities Conference

| NUMBER | COMPOSITE MOTION NAME | REGIONS |
|--------|---|------------|
| 1 | GMB'S STRATEGY FOR THE FUTURE, RECRUITMENT AND RETENTION | LO, MI |
| 2 | GMB ORGANISING STRATEGY FOR SCHOOLS & ACADEMIES; RE-EVALUATION OF JOB DESCRIPTIONS IN SCHOOLS | LO, SO |
| 3 | RULE AMENDMENTS RULE 5 & 6 | BI, BI |
| 4 | GMB CONTRIBUTION RATES; SLIDING SCALE SYSTEM AND LOWER CONTRIBUTIONS FOR PART TIME AND TERM TIME ONLY WORKERS | YO, NO |
| 5 | A FAIRER MORE INCLUSIVE SCALE AND REDUCED RATES OF MEMBERSHIP FEE FOR MEMBERS EARNING LESS THAN THE GMB LIVING WAGE | SO, SO |
| 6 | EQUALITY OF ACCESS FOR DEAF AND HARD OF HEARING MEMBERS; SIGN LANGUAGE AT GMB MEETINGS & KEY EVENTS | YO, LO |
| 7 | LIVING WAGE & STATUTORY SICK PAY | LO, BI |
| 8 | ANTI TRADE UNION LAWS | SC, SO |
| 9 | NUCLEAR SECTOR & SIZEWELL C NEW NUCLEAR POWER STATION | LO, NO |
| 10 | NHS STAFFING CRISIS AND THE IMPACT OF UNDERSTAFFING IN MATERNITY UNITS | MI, YO |
| 11 | GMB ETHICAL HOME CARE COMMISSIONING CHARTER | YO, YO |
| 12 | £15 AN HOUR MINIMUM WAGE | YO, BI |
| 13 | GMB CAMPAIGN: FIGHT FOR FIFTEEN IN SOCIAL CARE AND HOME CARE WORKERS | SC, NO |
| 14 | CAMMELL LAIRD 1984 | NW, SC, SO |
| 15 | DRINK SPIKING AND BE DRINK SPIKE AWARE | WSW, MI |
| 16 | BATTLE OVER RAW SEWAGE DUMPING IN UK WATERWAYS | SO, SO |
| 17 | HYDROGEN, THE GAS INDUSTRY AND CLIMATE CHANGE | NW, NO |

Composite 1

Covering motions;

10. GMB's Strategy for the Future – London Region

13. Recruitment – Retention – Midland & East Coast Region

GMB'S STRATEGY FOR THE FUTURE, RECRUITMENT AND RETENTION

This Congress fully supports the General Secretary's announcement to focus recruitment at all levels of the organisation.

This Congress agrees, our Union must commence consultations and discussions with all stakeholders on what our members need and require from our Union, in the ever changing, fast moving, world of work.

We need a fresh Framework for the Future Strategy which will make our Union relevant to changes in economic and employment trends and practices.

In 2021, we secured the first ever world recognised collective agreement with UBER which was successfully negotiated over many months following several victories in the courts. Our priorities must be to organise in the workplace, the building block of the Union, in the first instance.

Our economy, post pandemic, has changed rapidly. Many jobs are being

created in the gig or platform economy, transport, logistics and supportive supply chains. We must examine how our Union is adapting to the new world of work and adapt with it.

Congress therefore agrees to organise strategic discussions with all stakeholders aimed at supporting GMB@Work and "Make Work Better" existing GMB policies, but to also reach further and agree how our Union will more consistently and collectively organise in these new emerging economy and workforces.

Congress also agrees that resources must, at the same time, be made available to service membership, thus enabling recruitment successes to be sustainable.

Moving Region: LONDON

Seconding Region: MIDLAND & E COAST

Composite 2

Covering motions;

11. GMB ORGANISING STRATEGY FOR SCHOOLS AND ACADEMIES – LONDON REGION

145. RE-EVALUATION OF JOB DESCRIPTIONS IN SCHOOLS – SOUTHERN REGION

GMB ORGANISING STRATEGY FOR SCHOOLS & ACADEMIES; RE-EVALUATION OF JOB DESCRIPTIONS IN SCHOOLS

This Congress agrees our Union should revitalise and relaunch our strategy for organising in Schools and Academies across the UK. As a Union, we built significant membership in this sector many years ago and we would argue, we were the dominant trade union for School based staff.

Congress therefore agrees to examine our history of organising in Schools, how we may strengthen our support for our members in this environment, particularly given many members are now under significant pressures with more and more work being pushed onto them by cuts in Education budgets from this callous Government.

We need to campaign for equality, fairness and to secure professional standards for our members in Schools and Academies now!

This Congress believes that job descriptions in schools and multi academy trusts should be re-evaluated to ensure that they are at the correct level. A call for action to campaign for the right pay for the right job nationally with the education institutions where GMB have support staff members.

Let's not forget, we once called them Education's Hidden Professionals! They deserve so much more than they receive and they're such a vital part of the educational setting for children. It is about time we put a decent claim on the table for them, launch cross regional strategies, and fight for the long overdue recognition our members so desperately need.

Moving Region: LONDON

Seconding Region: SOUTHERN

Composite 3

Covering motions;

21. RULE AMENDMENTS RULE 5 & 6 – BIRMINGHAM & WEST MIDLANDS REGION

22. RULE AMENDMENTS RULE 5 & 6 – BIRMINGHAM & WEST MIDLANDS REGION

RULE AMENDMENTS RULE 5 & 6

This Congress notes that the CEC decided to make rule amendments to Rules 5 & 6 which could see a lay member suspended from office, while an investigation takes place. The

concerns of the branch is the impact this could have on workplace organisers on full-time union release.

What CEC have not taken into consideration is what this could mean to workplace organisers on full-time union release, or their employment with their employer.

If workplace organisers of full-time union release were to be suspended by the union pending an investigation, this could have a major consequence on their employment with their employer.

Investigations can take a long time to conclude on whether a formal hearing takes place or not, in the meantime it could leave full-time union workplace organisers at risk if they could not return to their substantive posts with their employer.

Should they not be able to return to their substantive post, this could put their employment at risk.

Therefore, we ask that until the union can identify how many workplace organisers are on full-time union release, the amendments to rule 5 & 6 should be put on hold. Any proposal should then be brought back to Congress to be voted on as a rule amendment in line with Rule 3.

Moving Region: BIRMINGHAM & W MIDLANDS

Seconding Region: BIRMINGHAM & W MIDLANDS

Composite 4

Covering motions;

46. CONTRIBUTION RATES – NORTH WEST & IRISH REGION

47. GMB SUBSCRIPTION – SLIDING SCALE SYSTEM – NORTH WEST & IRISH REGION

49. LOWER CONTRIBUTIONS FOR PART TIME AND PART TERM TIME ONLY WORKERS – YORKSHIRE & NORTH DERBYSHIRE REGION

GMB CONTRIBUTION RATES; SLIDING SCALE SYSTEM AND LOWER CONTRIBUTIONS FOR PART TIME AND TERM TIME ONLY WORKERS

This Congress notes that the GMB membership system does not suitably reflect the financial constraints on existing memberships and that of potential members.

There are many people who only work a few hours a week paid the minimum wage and are expected to pay £8.40 a month which is a big unaffordable slice out of their small budget.

We have members who work as low as 5 hours per week, and they pay 'grade 2' fees of £8.40 a month. This is equivalent to a member who works up to 20 hours per week. The same applies to 'Grade 1' members. For example, we have members who work 21 hours and pay the equivalent

to a member who works 37+ hours at a rate of £14.57. This seems unjust.

The biggest issue in trying to recruit staff in schools is that as they are paid on the lowest rate of SCPI £9 an hour, if they work 10 hours + a week they pay £8.40 for their union membership. If they are paid term time only and work 10 hours a week their monthly pay will be reduced from £360 before deductions to around £288 per month as it is spread over 52 weeks, not the 38-39 weeks they work.

How can it be right that a person on less than £300 a month pays the same as a person on over a £1000 a month?

We have difficulty in recruiting staff who work in schools such as cleaners, general kitchen staff out of schools' clubs as due to their small wage they have to look at the cost and not the benefits.

These groups of staff in schools and elsewhere are the people we need to be supporting to improve their working and living standards, a reduction in our membership fee would not only get these low paid staff our support, it would also our reps in recruiting them.

This motion asks that we explore ways of not only offering a fairer membership offer to existing members but also look at innovative and creative ways of engaging new

members by offering a membership system that reflects individuals' circumstances be it full or part time, low paid, gig economy workers, apprentices, and a meaningful community membership rate.

Our sister unions do have different rates which helps them to recruit low paid staff, our alternative membership fees do not cover the majority of the low paid 0-20 hours workers and our fees stop them joining, as bills and food are their main priorities, and workplace protection and better pay come second.

The cost of living crisis is on the rise and we need to act now to keep our existing members.

This Congress calls on the CEC to look at lowering the contributions for part time staff who work less than 20 hours.

Congress asks that GMB establish a task force to examine new alternatives and consider solutions such as a subscription based on a sliding scale, the lowest paid on the lowest scale and we need to consider hours worked.

This Congress asks for a review of contribution rates, which is long overdue.

Congress should, as a matter of urgency, look to set up:-

Sliding Scale Rates

Family Membership

An annual payment from Retired Life Members, of a nominal fee.

We cannot seek to provide ongoing support and benefits for members on the current systems.

**Moving Region: YORKSHIRE & N
DERBYSHIRE**

**Seconding Region: NORTH WEST &
IRISH**

Composite 5

Covering motions;

**48. A FAIRER, MORE INCLUSIVE SCALE
FOR MEMBERSHIP FEES – SOUTHERN
REGION**

**50. REDUCED RATES OF MEMBERSHIP
FEE FOR MEMBERS EARNING LESS THAN
WAGE ADVOCATED BY GMB AS
NATIONAL LIVING WAGE – SOUTHERN
REGION**

**A FAIRER MORE INCLUSIVE SCALE AND
REDUCED RATES OF MEMBERSHIP FEE
FOR MEMBERS EARNING LESS THAN THE
GMB LIVING WAGE**

This Congress recognises that the distinction between full time and part time workers, in terms of membership fees, does not reflect the working hours of members.

A full-time worker, working for example 37½ hours per week currently pays £14.57 per month or 100% of the membership fee: currently about 9 pence per hour worked. Congress

does also recognise, that a part-time worker, working 20 hours per week or less, is charged a reduced membership fee.

Therefore, a worker working 20 hours per week pays 9.7 pence per hour worked or approximately 108% of a full-time worker's membership fee per hour. However, a worker working 2½ hours longer per week i.e., 22 ½ hours per week, will pay 165% of the full-time fee per hour; somebody working one day or 7½ hours per week will pay 286% per hour and a person, such as a lunchtime worker in a school, working one hour a day for five days, will pay approximately 38.7 pence per hour worked, or 430% of the full-time workers membership fee.

This Congress notes the difficulties often met when trying to recruit part-time workers into this powerful Union.

This Congress moves that a set of bands of reduced membership fee be set for members earning less than the wage that the GMB advocates as the National Living Wage and that the reduction rate matches the extent to which the National Living Wage is below the wage that the GMB advocates as National Living Wage.

For example: if the GMB were to advocate a National Living Wage of £10 per hour whilst the actual National Living Wage were £9.00 per hour, a ten percent difference from the advocated rate, than the bands of

membership fee set for members earning £10.00 or more per hour.

With the above in mind, this Congress proposes a fairer, more inclusive sliding scale of membership fee, dependant on the number of hours contracted to work, be adopted by this forward-thinking Union Congress.

Moving Region: SOUTHERN

Seconding Region: SOUTHERN

Composite 6

Covering motions;

68. SIGN LANGUAGE FACILITIES AT GMB MEETINGS AND KEY EVENTS – LONDON REGION

69. EQUALITY OF ACCESS FOR DEAF AND HARD OF HEARING MEMBERS – YORKSHIRE & NORTH DERBYSHIRE REGION

EQUALITY OF ACCESS FOR DEAF AND HARD OF HEARING MEMBERS; SIGN LANGUAGE AT GMB MEETINGS & KEY EVENTS

This Congress, This motion calls for Equality of access for all deaf & hard of hearing members in our union.

On Tuesday 18 March 2003, the UK Government formally recognised British Sign Language (BSL) as a language in its own right.

This was a huge win for deaf & hearing-impaired people and changes to exams in education, for instance have been made.

This Congress notes that it has been brought to our attention by British Sign Language (BSL) that our members who have hearing impairments are considerably disadvantaged at key GMB meetings and events.

Whilst Microsoft Teams and Zoom meetings provide for sub-titles to be used, face-to-face meetings during the Covid 19 lock-down periods, when face masks had to be used, have prevented lip-reading.

Our union membership has a large number of members that have disclosed that they are deaf or hearing impaired and this could be even larger, if access was made easier.

The use of Sign Language interpreters at ALL conferences regardless of attendees would not only show how inclusive we are, and that Equality is truly at the forefront of our agenda, but aid those watching remotely especially during National Conference.

The spoken and written English is not a profoundly deaf persons first language and reading subtitles that are often quickly running at the bottom of the screen, mean they miss vital pieces of information. This is also very tiring when faced with lots of speeches and trying to keep up with processes of congress for example.

Congress, we call for Sign Language interpreters at ALL conferences to support our members and future members in taking full part in all proceedings.

We ask that this not be dismissed as a costly exercise – Equalities and Inclusion should not be dismissed because it does not meet budgeting costs. The Equality Act 2010 clearly states that it provides the 'basic framework of protection against direct and indirect discrimination'.

Dismissing this request would, we feel be in breach of this. The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

Let GMB be the first union to really lead the way forward in the wider society and meet the needs of this underrepresented population of our membership. We call on the GMB to facilitate sign language interpretation at key meetings and events, to make these more accessible for all members and eliminate exclusion.

**Moving Region: YORKSHIRE & N
DERBYSHIRE**

Seconding Region: LONDON

Composite 7

Covering motions;

108. SICK PAY – LONDON REGION

**110. LIVING WAGE STATUTORY SICK
PAY – BIRMINGHAM & WEST MIDLANDS
REGION**

LIVING WAGE & STATUTORY SICK PAY

This Congress asks the union to ensure SSP is in line with the living wage.

The tragedy of the pandemic has revealed failed to see the crisis of sick pay for many thousands of workers in particular in the private sector.

According to a report by the TUC 267,800 workers in private firms were self-isolating without decent sick pay or any sick pay at all in mid-December. Almost 210,000 workers had to rely on statutory sick pay and 57,900 got no sick pay at all, said the report.

£96.35 a week means currently staff are forced to work when unwell, otherwise they can't afford basic necessities.

From the outset of the pandemic Matt Hancock admitted he couldn't live on the £96.35 p.w. statutory sick pay amount.

This lack of decent sick pay available for all, forces workers to choose between putting food on the table or self-isolating for their own, their

families and the community's health. A choice no one should be forced to make.

The pandemic has only highlighted the issue that has prevailed for vast swathes of workers in the UK under our neoliberal model.

The figures are startling—the UK has the least generous statutory sick pay in Europe, worth £96.35 per week – around 15% of average earnings, compared to an OECD average of over 60% – and is only available to employees earning £120 a week or more, meaning two million workers, mostly women, do not qualify.

Making SSP match the living wage, for your contracted/average working hours would change the lives of so many workers, especially those on minimum wage and low incomes.

Congress demands that the GMB spearhead a movement wide campaign to right the wrong of the sick pay scandal.

Once a plan is in place, Congress instructs the CEC to liaise with Parliamentary Labour Party GMB Group to raise this in Parliament and report back to Congress.

Congress demands

1. Remove lower earnings limit so everyone has access to sick pay – 2m don't have access at the moment because they don't earn enough

2. Statutory sick pay to be paid at least level of the 'real' living wage – currently £96.35 a week, would raise it to at least £320 a week

These are only the first steps of a campaign to address and win for all workers in all types of employment full sick pay bringing finally some dignity and respect at work ending the scandal of workers having to make the choice they now face in the pandemic.

Moving Region: LONDON

Seconding Region: BIRMINGHAM & W MIDLANDS

Composite 8

Covering motions;

114. ANTI-UNION LAWS – GMB SCOTLAND

115. TRADE UNION LAW – SOUTHERN REGION

ANTI TRADE UNION LAWS

This Congress notes and re-affirms:

- Policy adopted at the 2021 congress to "campaign against the introduction of new anti-union laws and to campaign for the scrapping of all anti-union laws" and to "campaign for a comprehensive charter of workers' rights to be put on the statute book."
- The specific proposals for such campaigning contained in the motion

passed at the 2021 congress (production of GMB campaigning material, coverage of campaign in GMB publications, lobbying MPs, calling on MPs to support strikes in their constituencies, joint campaigning with other unions).

Congress further notes that a number of unions have recently adopted policy advocating a national trade union demonstration against the anti-union laws, and that the last TUC congress adopted policy in favour of a national rally against the anti-union laws.

In order to progress existing policy, Congress therefore instructs the Central Executive Council to:

- Support a national demonstration against the anti-union laws and approach other unions with the same policy, with a view to holding such a demonstration.
- Promote closer working with other unions and campaigns which share the policy of scrapping all anti-union laws.
- Pursue implementation of the proposals contained in the motion passed by the 2021 Congress.
- Present a report to the 2023 Congress on campaigning undertaken by the GMB against anti-union laws.

Moving Region: GMB SCOTLAND

Seconding Region: SOUTHERN

Composite 9

Covering motions;

127. SIZEWELL C NEW NUCLEAR POWER STATION – LONDON REGION

257. NUCLEAR SECTOR – NORTHERN REGION

NUCLEAR SECTOR & SIZEWELL C NEW NUCLEAR POWER STATION

This Congress welcomes progress towards commissioning a new 3.2GW nuclear power station in Sizewell in Suffolk. This will generate much needed base load electricity for a zero-carbon emissions electricity future as well as sustaining and creating tens of thousands of well-paid jobs in the UK.

Congress believes that without this support, the UK's energy needs will be placed in greater danger and the advantages of UK sourcing and supply of energy, lost for generations.

Only those deliberately refusing to accept the facts about the intermittent nature of renewable energy sources and the absolute requirement for a reliable plan to deal with this can see that there is no alternative to new nuclear power stations.

It is an indisputable fact that on one day out of every six on average there is little or no wind. On January 24 2022- one of the coldest days in winter- for example, the output from

the 24GW of installed wind turbine capacity was 0.58GW or just 2% of its nameplate electricity capacity. By definition, there is no solar power at night. Neither is there any economically viable storage capacity for renewable energy sources.

International interconnectors are advocated as viable alternative energy sources to new nuclear power station. This is based on the hope that there will be spare renewable electricity capacity somewhere in Europe that can be imported to the UK on days like January 24 2022. However, the low wind in the UK on that day was mirrored in the low wind right across the continent from the Iberian Peninsula to Russia.

Put simply, on the basis of current technology, there is no zero-carbon reliable alternative energy sources for electricity to nuclear power stations. It is not anti-wind to make this point. Instead, it is reality. No responsible UK government with an inescapable duty to keep the lights on can ignore the vital fact. So as well as targets for offshore wind turbines capacity, a new target for nuclear power is also required for a reliable and affordable net zero future.

Congress consider that the UK Government should set a target that up to 40GW of installed and expanded electricity capacity should be nuclear by 2050. This will entail

further Sizewell sized power stations. It will also require the development of a new generation of smaller modular reactors. It is essential that there is a UK supply chain for these new smaller modular reactors and the export potential for these reactors should be fully pursued.

This Congress calls for the Government and Opposition to unequivocally and publicly announce support for new nuclear build, developed within the UK, with UK hardware and software and UK supply of labour. Congress calls for the CEC to monitor the position so that GMB members can see if politicians at Westminster match actions to rhetoric.

Moving Region: LONDON

Seconding Region: NORTHERN

Composite 10

Covering motions;

151. NHS STAFFING CRISIS – YORKSHIRE & NORTH DERBYSHIRE REGION

234. IMPACT OF UNDERSTAFFING IN MATERNITY UNITS – MIDLAND & EAST COAST REGION

NHS STAFFING CRISIS AND THE IMPACT OF UNDERSTAFFING IN MATERNITY UNITS

This Congress recognises the dire situation that the NHS is in, in relation to the staffing crisis.

This Congress notes that:

- 1 in 5 midwifery posts in the NHS were unfilled as of April 2020.
- Black women are 5 times more likely than, and Asian women twice as likely to die in pregnancy and childbirth, as white women.
- Understaffing is raising serious concerns for patient safety, having devastating impacts on women, babies and families.
- While 1 in 5 women suffer maternal mental health problems, over a third of maternity services do not employ any specialist maternal mental health midwives.

This Congress believes that:

- Midwifery is underfunded and understaffed in the NHS.
- These inequalities in healthcare for women and especially BAME women, occur as a result of systemic sexism and racism.
- To allow their continuation is a breach of the CEDAW convention.

The GMB will take every opportunity to campaign, lobby and support legislation to ensure that the Department of Health takes every measure possible to retain and recruit staff of all grades and in all professions. We call on GMB to campaign to:

- Increase NHS funding to maternity services, including increased salaries for midwives to end the recruitment crisis.
- Provide grants for midwifery training.
- Consult all stakeholders, especially BAME women, in order to remedy the inequalities in provision and services, to prevent excess death rate.
- Provide sufficient funds to do so and continue to monitor outcomes thereafter.
- Make maternity mental health services available to all pregnant and postpartum mothers everywhere.

Moving Region: MIDLAND & E COAST
Seconding Region: YORKSHIRE & N DERBYSHIRE

Composite 11

Covering motions;

161. END TASK & TIME IN HOME CARE (GMB ETHICAL HOME CARE COMMISSIONING CHARTER) – YORKSHIRE & NORTH DERBYSHIRE REGION

162. ETHICAL CARE COMMISSIONING CHARTER – YORKSHIRE & NORTH DERBYSHIRE REGION

163. VALUE HOME CARERS AND PAY THEM PROPERLY (GMB ETHICAL H

GMB ETHICAL HOME CARE COMMISSIONING CHARTER

This Congress calls on Local authorities and NHS Trusts across the Country to support our campaign to end the great Council/NHS Con that is ‘task and time home care’ and adopt and endorse the GMB Ethical Home Care Commissioning Charter, 2022.

This Congress notes that, whenever local authorities carry out commissioning of domiciliary care, no Equality Impact Assessments are done. This is the only commissioning carried out by public bodies that does not require an Equality Impact Assessment. Considering that the vast majority of domiciliary care workers are women, this is morally, if not legally, discriminatory. This needs to be rectified.

The majority of people will need to call on the Care industry, either for

themselves or their loved ones. All too often, those working in domiciliary care are on minimum wage, have no sick pay scheme and have to provide their own transport, with no recompense. When using Care providers, we expect a high quality of service, we should also expect care workers to be treated with respect and valued by their employers.

This Congress calls on Local authorities and NHS Trusts across the Country to value our carers and pay them properly. All Councils and the NHS have a job evaluated pay rate for carers that is set and should be reviewed through their internal JE systems. Very few, if any, include that rate when they design their Care Commissioning frameworks that dictate pay rates for thousands of their care providers/employers and hundreds of thousands of carers (mainly women).

The charter calls for an end to minute and hours measurement in the delivery of care and the end of the abuse and discrimination that is embedded in our local authorities because of ‘Time and Task’.

In Support:

No other publicly funded service is measured and contracted by the minute, no one would dream of stopping the pay of other workers when they are travelling to, or preparing for the next job and we

must ask why they do so in home care?

We all know the answer, they do so because they can and the detrimental impact falls on the 96% female workforce that deliver these services. Congress, Governments need to provide more resources for care but we cannot ignore the fact that it is local authorities, and yes, including Labour, and the NHS that determine what price they pay for care and how it is commissioned

GMB calls on local authorities and NHS trusts to endorse and support our Ethical Home Care Commissioning Charter and value carers by making their own pay rates (Council Green Book and/or Agenda for Change) the benchmark and our fight for £15, if not already achieved in those rates, the goal.

Congress calls for the immediate use of Equality Impact Assessments whenever domiciliary care is being commissioned. Congress also calls on the GMB to campaign for an Ethical Care Commissioning Charter, so we know our loved ones are receiving good quality care and their carers are working with decent terms and conditions.

**Moving Region: YORKSHIRE & N
DERBYSHIRE**

**Seconding Region: YORKSHIRE & N
DERBYSHIRE**

Composite 12

Covering motions;

**167. £15 MINIMUM WAGE – YORKSHIRE
& NORTH DERBYSHIRE REGION**

**168. £15 AN HOUR MINIMUM WAGE –
BIRMINGHAM & WEST MIDLANDS
REGION**

£15 AN HOUR MINIMUM WAGE

This Congress calls upon the CEC to back, endorse and promote the £15 an hour minimum wage.

The cost of living is set to increase exponentially in the near future and wages are not. This puts families and people at the lowest incomes at the highest risk of financial poverty and choosing between heating and eating, school books or personal hygiene, the things we all take for granted.

This Congress notes:

1. The increase in the Minimum Wage to £9.50 per hour from April 2022 as announced by the Chancellor of the Exchequer.
2. That Labour Party Conference in 2021 passed a motion supporting a minimum wage of £15.00 per hour.
3. Following Labour Conference passing the motion, the Labour Leadership has stated that the Labour Party Policy remains for there to be a minimum wage of £10.00 per hour.

4. Average pay is lower than before the financial crash.

5. Inflation is now rapidly increasing. This is expected to squeeze earnings for workers and reduce the value of the minimum wage during 2022.

This Congress believes:

6. People should receive fair rewards for the profits and wealth they create.

7. Increasing the minimum wage to £15 an hour would lift huge numbers of working people out of poverty, remove the burden of welfare from the taxpayer and create an environment for small businesses to thrive.

8. A £15 minimum wage would encourage people to obtain work in currently low paid sectors such as care services which would help to ensure safe staffing.

9. A minimum wage of £15 per hour is around the median full time salary before tax and therefore would benefit about 50% of the workforce.

This Congress resolves:

10. To support campaigns for a minimum wage of £15.00 per hour.

11. That the GMB should write to Angela Rayner, Shadow Secretary of State for the Future of Work, and Keir Starmer, Leader of the Labour Party expressing this union's support for a

minimum wage of £15ph and SSP at the level of the minimum wage and asking them to implement this as Labour Party Policy.

12. That any official GMB representatives or delegates, at all levels within the Labour Party, (i.e. at Committees, Conferences and NEC) be mandated to vote, whenever the issue arises, consistently with this motion.

A £15 an hour wage is not for a better life it's for a basic life.

**Moving Region: YORKSHIRE & N
DERBYSHIRE**

**Seconding Region: BIRMINGHAM & W
MIDLANDS**

Composite 13

Covering motions;

**169. FIGHT FOR FIFTEEN IN SOCIAL
CARE - GMB SCOTLAND**

**170. GMB CAMPAIGN IN SOCIAL CARE -
NORTHERN REGION**

**171. HOME CARE WORKERS -
NORTHERN REGION**

**GMB CAMPAIGN: FIGHT FOR FIFTEEN IN
SOCIAL CARE AND HOME CARE
WORKERS**

This Congress fully supports the GMB campaign for Social Care workers to be paid £15 per hour.

This Congress acknowledges the COVID-19 pandemic has exposed the

chronic lack of value and exploitative employment conditions facing workers in the social care sectors across our nations and regions.

This Congress believes that it is a disgrace that Government and Councils pay the Government's version of the National Living Wage, and that zero hours contracts are the norm in the sector.

Social care has been the crisis within a crisis because deep and underlying problems in social care, largely caused by public sector spending cuts by government and a race-to-the-bottom by greedy private care firm, have been left unchallenged for years. Now the sector is facing a massive understaffing crisis while the workers delivering the care on which everyone depends are confronted with a growing cost of living crisis.

Congress is pleased that the Labour Party has adopted this policy as part of its policy programme.

Congress recognises that the crisis of wages facing workers must be confronted if we are to tackle the understaffing and cost of living crises, and for GMB that should mean a £15 an hour social care minimum, "a fight for fifteen".

Congress calls for home care workers to be paid £15 per hour and to have the same parity of esteem in terms of terms and conditions, contracts, and

training, as the GMB seeks for other parts of the social care sector.

Congress therefore calls for:

- A national organising campaign in all care employers to pursue a £15 an hour minimum in our bargaining agendas.
- Regions to coordinate and lobby reserved, devolved, and local government to advance the delivery of a £15 an hour social care minimum.
- for future reports to Congress on progress in our campaign in home care.

Congress calls on the Government to act to ensure that £15 per hour for social care workers is implemented and we call for progress on our campaign to be reported back at next year's Congress.

Moving Region: GMB SCOTLAND

Seconding Region: NORTHERN

Composite 14

Covering motions;

215. CAMMELL LAIRD – SOUTHERN REGION

216. CAMMELL LAIRD – GMB SCOTLAND

217. CAMMELL LAIRD 1984 – NORTH WEST & IRISH REGION

CAMMELL LAIRD 1984

This Congress notes:

- In 1984 37 Cammell Laird shipyard workers – members of a predecessor union of the GMB – who were on strike and staging an occupation against job losses were tried and convicted of contempt of court in absentia, and imprisoned in Walton Prison for four weeks in solitary confinement. The 37 workers also lost their redundancy and pension rights and were blacklisted.

- With the support of the GMB, surviving members of the Cammell Laird 37 continue to campaign for their convictions to be quashed.

- The government continues to refuse to release all papers relevant to the jailing of the 37, and also continues to refuse to hold a public inquiry into the jailing of the 37.

Congress believes:

- Taking strike action and staging workplace occupations against job losses are legitimate tactics of

working-class struggle and should never be criminalised.

- The arrests and convictions of the Cammell Laird 37 were politically motivated, especially given the broader context of the Miners' Strike which was underway at the time.

- The use of the law against the Cammell Laird 37 was not a one-off incident but part of a pattern of using the law – especially the post-1979 anti-union laws – to undermine effective working-class struggle.

- Just as the convictions of the Shrewsbury 24 have been quashed, so too the convictions of the Cammell Laird 37 should likewise be quashed.

Congress therefore calls for:

- The release of all papers relating to the imprisonment of the Cammell Laird 37.

- The establishment of a public inquiry into the imprisonment of the Cammell Laird 37.

- The quashing of the convictions of the Cammell Laird 37.

- The Central Executive Council to ensure that the campaigning for justice for the Cammell Laird 37 is adequately resourced.

This Congress calls on the GMB to immediately go for a judicial review of the Cammell Laird 1984 strike.

On the 23.03.21, the Shrewsbury Pickets were successful in their judicial review, and good luck to them, but there are at least three fundamental differences between their case and ours for a stronger case, which are:

1. They were tried in Court – we weren't!
2. We were picketing our place of work – they weren't!
3. We went to the European Court of Appeal with our petition on 01.12.2014 and won.

They ruled that the British Government should apologise immediately and look to reimburse us for the loss of redundancy pay and pension rights.

That was over seven years ago, and nothing has been done Nationally. Don't keep telling us, "It's existing policy" do something.

Moving Region: North West & Irish
Seconding Region: GMB Scotland
Other Region: Southern

Composite 15

Covering motions;

229. BE DRINK SPIKE AWARE – WALES & SOUTH WEST REGION

230. DRINK SPIKING – MIDLAND & EAST COAST REGION

DRINK SPIKING AND BE DRINK SPIKE AWARE

That Congress acknowledges the concerning increase in the number of drink spiking incidents, as reported by Police forces across the UK.

This Congress notes the increased numbers of young people who have been victims of drink spiking, leading to illness and dangerous situations for the individuals concerned and potentially for their family and friends.

Notes that in September and October 2021, nearly 200 cases were reported, as well as 24 reports of victims being targeted with some form of injection. While most of all cases involved young people, targets also include young men.

Agrees that everyone has the right to feel safe and to live freely while socialising and that all perpetrators must be held to account, and victims properly supported.

That Congress notes that there is currently no proper system in place to support victims but also to support night-life staff and hospitality business owners and the need for better training for staff at venues.

That Congress agrees that an important part of the response should include more practical measures such as covers for drinks, better training for night-life staff which would include how to identify vulnerable people and any potential offenders, so that they can take preventative action, and for police to

conduct more rigorous searches of potential offender.

This Congress calls upon the Government and the Labour Party to mount a renewed campaign to raise awareness of this issue, and to lobby for increased fines and punishment for those found guilty of carrying out such acts.

Moving Region: WALES & SOUTH WEST

Seconding Region: MIDLAND & E COAST

Composite 16

Covering motions;

254. BATTLE OVER RAW SEWAGE - SOUTHERN REGION

255. SEWAGE DUMPING IN UK WATERWAYS - SOUTHERN REGION

BATTLE OVER RAW SEWAGE DUMPING IN UK WATERWAYS

This Congress agrees to support the battle over raw sewage being released into our water ways by privately owned water companies. Pollution of the countries rivers and coastline is a national embarrassment, and our children and grandchildren will be surprised that we allowed this situation to go on for so long. The government allows water companies to release raw sewage into our rivers and seas after certain weather events, such as prolonged periods of heavy rain.

Environment Agency figures show that Water Companies discharged raw sewage into rivers in England alone 400,000 times last year, with untreated effluent including human waste, wet wipes, and condoms, were released into water ways for more than 3 million hours in 2020.

The Environment Bill which was passed in January 2020 has no lawful requirement for water companies to comply to standards which were previously set with agreement from British governments by the EU: Boris Johnson's government promised the Brexiteers and the people of Britain that living standards and environmental protections will not be affected after leaving the EU:

This Congress is horrified at the Government decision in October 2021 to vote down the amendment to the Environment Act proposed by the House of Lords. This amendment would have given far stricter punishments and guidance to Water companies which pollute our rivers and waterways with raw sewage, and who in 2020 dumped sewage into our rivers for over 3 million hours.

If we do not hold the government to account now there is a real risk of the UK returning to the 1970's version of ourselves as the dirty man of Europe.

This Congress believes it is our duty to actively campaign on this issue until the government make it a legal

requirement for UK water companies to treat raw sewage prior to it being released into our water ways, protecting wildlife, the environment, and peoples enjoyment of water whether it be in our rivers or sea.

We call on the GMB to lobby the Government and Labour to seek a fresh debate on this issue which the explicit aim of making the penalties for dumping sewage in our rivers far more punitive. This should ensure that companies take real and meaningful measures to clean up our country and stop the destruction of our river ecosystems both for us, and for the precious wildlife that inhabit them.

We also call on GMB to make every effort to meet personally with George Eustace MP, Secretary of State for the Environment, to lobby him personally about this issue.

Moving Region: SOUTHERN

Seconding Region: SOUTHERN

Composite 17

Covering motions;

262. HYDROGEN AND THE GAS INDUSTRY - NORTH WEST & IRISH REGION

273. HYDROGEN AND CLIMATE CHANGE - NORTHERN REGION

HYDROGEN, THE GAS INDUSTRY AND CLIMATE CHANGE

This Congress calls for GMB and the government to actively support the gas industry, by supporting and investing in the development of green Hydrogen, and to support the search for better more efficient ways of using gas in domestic and commercial situations. This will benefit both thousands of GMB members and UK energy customers.

Colleagues, it is important to remember that the origins of GMB are in the gas industry, and GMB is still very well represented with members throughout the industry. The GMB needs to continue full support of our member's future in the gas industry.

Conference, in previous motions we have spoken about the need to rescind the government decision not to install gas into new build domestic properties after 2025. Now we need to go much further. We need to actively support the gas industry along with

industrial and domestic consumers of energy in all our 4 nations.

Clearly there are climate change issues, and the UK needs to promote zero and low carbon energy options, however it is our belief that the gas industry should be a part of the changes and not a victim of the changes.

Congress believes that a successful domestic hydrogen industry would help secure the nation's energy supplies, cut carbon emissions, and create thousands of good jobs.

Around the world, scientific study, design of industrial plant and indeed testing is already underway on the production of "green hydrogen".

However, despite promises from successive Conservative governments, nowhere near enough investment or research is going on in the UK.

This Congress notes that the gas grid will have the capacity to blend 20 per cent of the fuel into the regular gas grid from next year. The introduction of Hydrogen into the existing gas network is a viable proposition. It will give the UK a responsible way to reduce emissions from gas appliances without changes to the existing gas network (which is world renowned) and without major changes to most existing gas appliances.

Conference, our members have proven themselves adaptable to new challenges, the underground network has evolved through lead pipes steel pipes and now plastic. Our meters have changed, no longer is it "sixpence for the meter" now they are modern smart meters that can monitor usage. Appliances have advanced from ovens & fires burning dangerous Towns Gas to safe, high efficiency condensing boilers. Our members have adapted in the past and will adapt to new types of gas in the future.

Congress notes that the UK renewables sector continues to send valuable fabrication and manufacturing work overseas and believes that hydrogen production offers a brighter future where green jobs can finally start delivering for workers here at home.

Our country should be leading in this new investment, driving high quality sustainable jobs that members would be proud to do in towns and cities across all our regions and right around the UK.

Getting this correct could lead to greater energy security and, importantly, less dependence on foreign sources of power. Potentially we could become self-sufficient again and even begin to export the technology and any excess capacity produced.

It follows on, that linking green hydrogen with upgrading the existing North Sea storage capacity would give the country resilience to fluctuating energy costs because of the capacity to store hydrogen when it was cheap to produce at night and through the summer month's ready to be employed when needed most, and to balance peaks and troughs in demand. Using renewable electricity to produce hydrogen is like producing a battery. The stored energy can be used later, and it doesn't use any of the expensive and difficult to source, precious metals, to do this either, as with a conventional battery.

Green hydrogen has many benefits and is a long-term solution to climate change. Utilizing the current gas networks to distribute this green energy to industry and domestic properties would bring resilience of supply.

Hydrogen could be used off grid too, and in remote properties would help with resilience, because hydrogen cells could be fuelled from existing tank fed systems to make electricity as well as heat.

Industrially it can be used in similar ways to the current gas, meaning upgrading rather than investing in new plant to do the same job. It could also be transforming for transport systems. Win! Win! Win!

Conference, hydrogen is not a fossil fuel it will assist the countries drive towards a carbon neutral future, bring security of energy and a reliability of supply to the UK.

This is a reliable clean cost-effective fuel that will secure our member's jobs, our country's energy needs and provided an affordable fuel for our country.

Congress believes that the Government needs to get its act together and establish a national plan to support UK hydrogen.

Congress calls on the CEC to campaign for the domestic delivery of UK jobs in this sector, calls on the Labour Party to support such a move, and for progress on this motion's adoption to be reported back to Congress 2023.

Moving Region: NORTH WEST & IRISH
Seconding Region: NORTHERN

CEC POSITIONS ON REMAINING EXISTING POLICY MOTIONS

18. WELFARE RIGHTS REPRESENTATION

NOTTINGHAM NO.1 BRANCH MIDLAND & EAST COAST REGION

The motion that was submitted on this issue was from 2017 Motion 51 ORGANISATION OF WELFARE RIGHTS WITHIN THE GMB STRUCTURE. This motion was discussed at the SMT after Congress. The union is instructed to implement motions carried at Congress. As this motion refers to policy already carried and is not asking for anything additional it should be considered as Existing Policy. The union will continue to review how best to implement this policy.

52. MEMBERSHIP CONTRIBUTIONS

S75 STOKE UNITY BRANCH BIRMINGHAM & WEST MIDLANDS REGION

Rule 47 “Paying reduced contributions” lays out the circumstances in which a member can be supported in times where circumstances mean that they have little or no means of paying their contributions including “the right to pay a reduced contribution to continue to be entitled to those benefits which they would normally be entitled to when paying full contributions, in line with the conditions set out in these rules.”

Full authority resides with the Regions to exercise discretion in these matters.

76. EQUAL MINIMUM WAGE IRRESPECTIVE FOR AGE

NORTH DEVON BRANCH NO4 WALES & SOUTH WEST REGION

It is existing Congress policy that we campaign for equal minimum wage regardless of age. GMB makes submissions to the Low Pay Commission every year with the union’s recommendations on pay, were we have consistently called for an end to age discrimination pay.

81. DOMESTIC ABUSE CHARTER

W50 WELLINGTON BRANCH BIRMINGHAM & WEST MIDLANDS REGION

It is existing GMB policy that domestic abuse policies should be mandatory for employers. This position was set out in Composite 5 of Congress 2017, on Domestic Abuse in the Workplace, which called ‘on GMB to create a domestic abuse charter and to campaign to make domestic abuse in the workplace policies mandatory and calls for a zero tolerance campaign to be created and executed across all sectors that deal directly with the public or clients.’

We encourage branches and regions to follow in the steps of Wellington W50 Branch and continue to take forward the national GMB Domestic Abuse Charter and Policy which can be found at

<https://www.gmb.org.uk/campaign/domestic-abuse-charter>.

87. HSE FUNDING AND INSPECTORS LEVELS

RHONDDA CYNON TAFF BRANCH R45 WALES & SOUTH WEST REGION

This motion is in line with existing policy as per 70/2006 'HEALTH & SAFETY INSPECTORS' which called for more funding for HSE inspectors to go into workplaces; 56/2007 'HEALTH AND SAFETY' calling again for more funding for the HSE; 117/2018 'CARRY ON CAMPAIGNING FOR MORE INVESTMENT IN THE HSE' which was also carried as existing policy in 2018.

98. FIRE AND REHIRE – ZERO HOURS

CAMBORNE BRANCH C21 WALES & SOUTH WEST REGION

The Motion raises concerns about two issues, that is fire and re-hire, and zero hours contracts, both of which have been debated at Congress before. Congress 2021 carried Composite 13 on Tory Anti – Trade Union Laws and this referred to the widespread use of fire and rehire during the pandemic. GMB has been involved in disputes challenging the use of fire and rehire and has supported political efforts to reform this area. Congress 2013 carried Composite 5 Zero Hours Contracts. The Motion from Wales and

South West Region is very much in line with established GMB policy on both issues.

101. 4 DAY WORKING WEEK

ESSEX PUBLIC SERVICES BRANCH LONDON REGION

This has been debated at Congress before. Congress 2019 carried Motion 203 Campaign for a Shorter Working Week. GMB supports a shorter working week with no loss of pay in line with TUC policy and the Labour Party included a call for a 32-hour week in the 2019 Manifesto. The Motion from London Region is in line with established policy.

102. PROTECT HOME WORKERS

LEICESTER GENERAL BRANCH MIDLAND & EAST COAST REGION

This has been debated at Congress before. Congress 2021 carried Motion 148 Working from Home? The New Normal. The Motion is in line with established policy.

103. SHARE EQUALITY IN PARENTAL LEAVE

HOUSES OF PARLIAMENT BRANCH LONDON REGION

The motion calls for improved rights for parental leave which is covered in Congress 2013, Motion 80 LEGISLATIVE CHANGES TO MATERNITY LEAVE – “Congress is concerned at this Government’s continued cutbacks and attacks on workers’ rights which are primarily impacting upon women. In particular the proposals originally contained in the Modern Workplaces consultation to reduce maternity leave to 18 weeks will be detrimental to both the mother’s and child’s health and well-being. In addition, there are proposals to make changes to maternity pay and indications that employment rights for women on maternity leave will also be reduced. Whilst Congress supports the notion and aim of shared parenting, this will not be achieved by reducing rights to maternity leave. In addition, based on international evidence, it is unlikely that proposals would improve the take-up of leave by fathers/partners. Congress therefore calls upon the union to actively campaign to protect women’s pregnancy and maternity rights and in addition to support campaigns by the TUC, Maternity Action, Working Families and others. Such campaigning should encompass: Protection for 26 weeks maternity

leave as a minimum; Defending enhanced occupational maternity schemes; Tackling pregnancy discrimination in the workplace; Alternative proposals for paternity/parental leave which promote equality; Enhancing, not reducing, family income during maternity; Paternity/partner and parental leave”

112. STOP THE MISUSE OF NON-DISCLOSURE AGREEMENTS ALSO KNOWN AS CONFIDENTIALITY CLAUSES

CORNWALL COUNCIL BRANCH C10 WALES & SOUTH WEST REGION

The Motion is dealing with Non-Disclosure Agreements. This has been debated at Congress in 2019 and 2021. Congress carried Motion 337 Non-Disclosure Agreements – Unenforceable with a qualification at Congress 2019 (the qualification being in respect of settlement agreements and to avoid blacklisting). Congress 2021 carried Motion 41 Non-Disclosure Agreements Hamstring Consultation and Representation. The present Motion is in line with the policy of those Motions. The suggested stance is EXISTING POLICY. The CEC may wish to note that GMB responded to the public consultation in 2019 on Confidentiality Clauses and Measures to Prevent Misuse in situations of workplace harassment or

discrimination, and a response from the Government is awaited.

116. MOTION CALLING UPON THE GMB TO CAMPAIGN AND GET THE IMPOSED RESTRICTIONS AROUND TRADE UNIONS RIGHT TO TAKE INDUSTRIAL ACTION OVERTURNED

RHONDDA CYNON TAFF BRANCH R45 WALES & SOUTH WEST REGION

The Trade Union Act 2016 introduced the 50% turnout threshold for all industrial action ballots as well as the 40% support threshold for industrial action ballots in “important public services”. Existing GMB policy is for the repeal of the Trade Union Act 2016 as per the CEC Statement on the TU Act 2016 at Congress 2016. The Motion is in line with established policy.

120. SUPPORT THE HIGH STREET WITH A ‘LEVEL PLAYING FIELD’ SO PHYSICAL SHOPS CAN FLOURISH

BRAINTREE & BOCKING BRANCH LONDON REGION

Motion 190 “Taxing Online Retailers” from Congress 2018 was carried and addressed the issue of online retailers exploiting tax loopholes and additional taxes that normal high street shops have to pay such as VAT and business rates. The motion went as far as explaining the mechanisms that companies like Amazon and

eBay use in order to avoid paying VAT, and that they should be liable for those charges. The Special Report on Local Government Austerity from Congress 2019 talked about the importance that business rates are for the incomes of local authorities in the face of cuts from central government. The report calls for reforms to business rates in order to save the bricks and mortar shops, but is wary of local councils being affected disproportionately. It is also long standing Congress policy that VAT is cut, at minimum to restore it to 17.5% (2011 C15 VAT & Labour Party Policy, 2012 C10 VAT).

121. PROTECT HIGH STREET SHOPS AND JOBS

LEICESTER GENERAL BRANCH MIDLAND & EAST COAST REGION

Motion 197 from Congress 2014 “CAMPAIGN TO KEEP THE LOCAL HIGH STREET SHOP AND SHOP WORKERS’ JOBS” called for both GMB and the Labour Party to campaign to save the high street, referencing Amazon and eBay as the online retail threat to the high street. In addition, Motion 282 “Stop the Decline of High Street Shops” from Congress 2019 also called for investment from Government into the local high street. While this is still an issue for high streets and retail, this motion is in line with existing policy.

130. GET RID OF PRIVATISATION IN SECURITY SECTOR

SECURICOR 1 BRANCH LONDON REGION

: Further explanation from the branch has confirmed that the motion refers to prisoner transport contracts that were once in house and that they should be returned to being state run. This would fall under existing policy as established in the 2018 CEC Statement on Outsourcing and Public Ownership.

139. MANUFACTURING IN ENERGY

SOUTH TYNE AND WEAR GENERAL BRANCH NORTHERN REGION

The CEC fully supports this motion. Its calls for campaigning and subsidies and onshoring of manufacturing (including in renewables) is established GMB policy, as set out most recently in the 2021 CEC Special Reports on Energy and the Environment, and Public Spending and Procurement.

142. UK SHIPBUILDING

BRITISH ROPES IND BRANCH NORTHERN REGION

GMB has long campaigned for the revival of British Shipbuilding, through engaging at national government level, and our Special Report on Procurement sets out our policy on procurement. Our most recent policy

on this issue is from Congress 2019 Motion 225 British Shipbuilding. We will continue to pursue this agenda, but as stands is existing policy.

143. PROTECTION OF PUBLIC SERVICES

GATESHEAD LA BRANCH NORTHERN REGION

GMB campaigns against the outsourcing of jobs at all levels. GMB Congress 2018 passed the CEC statement on Outsourcing and Public Ownership which is in line with this motion which opposes jobs to contractors particularly from public services to private contractors where it is often an attempt to undermine pay and terms and conditions. It also sets out GMB's support for services formally provided through the public sector to be taken back into public ownership (paragraph 6 of the CEC report)

173. GREEN LEVIES TO BE MOVED TO GENERAL TAXATION

ISLINGTON 1 & HARINGEY BRANCH LONDON REGION

GMB has long campaigned for the cost of regressive green levies to be transferred to general taxation. Congress 2021 carried the CEC Special Report on Energy and the Environment, which stated that 'environmental subsidies should be

funded out of general taxation, not through regressive charges on bills that hit the poorest the hardest' (paragraph 2.11). We have renewed these calls during the cost of living crisis and we are actively pursuing the policy at a number of levels through the Labour Party

174. REMOVE VALUE ADDED TAX FROM DOMESTIC FUEL BILLS

ENERGY CENTRAL BRANCH LONDON REGION

As the motion states, this is an existing GMB policy (as adopted by Congress 2009). On the basis of that motion, we have argued that fuel bills should be zero-rated for VAT in response to the cost of living crisis, which has been rejected at the time of writing by the current Conservative Government. GMB will continue to make that case in the long term as part of a wider policy so that any transition in energy supply is affordable to our members.

212. ASYLUM SEEKERS SHOULD BE ALLOWED TO WORK

NORFOLK PUBLIC SERVICES BRANCH LONDON REGION

The CEC thanks Norfolk Public Services branch for submitted this motion on this important topic and highlighting the unfairness of the current legal position which bans asylum seekers

from working. However, supporting asylum seekers' right to work is already GMB policy. In 2018, Congress passed Composite 19, RIGHTS OF ASYLUM SEEKERS AND REFUGEES, which supported the demand to allow asylum seekers the right to work and join a trade union.

232. PRIVATISATION OF THE NHS

S75 STOKE UNITY BRANCH BIRMINGHAM & WEST MIDLANDS REGION

(2017, 290). GMB policy is in favour of campaigning against the privatisation of the NHS as seen in the 2011, 2014 and 2017 CEC statements on the NHS and elsewhere. We will continue to campaign to ensure our NHS stays in public hands and call for full and adequate funding the NHS. The last two years and the Covid pandemic has shown why it is needed more than ever.

253. NATIONALISE THE GAS & ELECTRICITY INDUSTRIES IN THE UK

ENERGY CENTRAL BRANCH LONDON REGION

While we fully support this motion, its demands are longstanding GMB policy. Congress has most recently resolved that 'services formerly provided through the public sector should be taken back into

public ownership' (Congress 2018 CEC Statement on Outsourcing and Public Ownership), and to restate our support for the public ownership of energy generation and supply' (Congress 2021 CEC Special Report on Energy and the Environment, 2.11).

256. SUPPORTING CLEAN ENERGY AND UNION JOBS IN BRITAIN'S NUCLEAR INDUSTRY

GMB DERBY ROLLS ROYCE BRANCH MIDLAND & EAST COAST REGION

Congress 2021 resolved to campaign for 'a new generation of advanced nuclear reactor designs and Small Modular Reactors ... supported by strong, exporting, UK-based supply chains' (CEC Special Report on Energy and the Environment). We are actively lobbying for investment in SMRs through our engagement with the Government, the Labour Party, and the Nuclear Energy (Financing) Bill that is currently making its way through Parliament.

259. CAMPAIGNING AND PARLIAMENTARY LOBBY ON ENERGY CRISIS

SOUTH TYNE AND WEAR GENERAL BRANCH NORTHERN REGION

This Motion raises concern regarding the ongoing energy crisis, the role of energy supply and delivery problems

in creating it and the impact this has on rising costs for employers across all sectors. These observations are in line with existing policy reaffirmed in the CEC Special Report agreed at Congress 2021 (paragraph 2.6 to 2.11) on what GMB sees as the failures of a fragmented UK energy market which has caused higher prices, and the need for a new UK energy policy based on principles that we believe will help meet the needs of different consumers. GMB is actively campaigning in Parliament on securing our energy future and we have called for a sensible political debate about how we meet and pay for our energy needs in response to rising energy prices. We will continue to campaign in Parliament on this issue.

260. ENERGY BILLS FOR OLDER PEOPLE

NORTHERN UTILITIES BRANCH NORTHERN REGION

The Motion notes the impact that the ongoing energy crisis will have on older people through rising energy bills and calls on the government to act in a number of ways. All are in line with existing policy reaffirmed by the CEC Special Report on Energy & the Environment agreed at Congress 2021 (paragraphs 2.6 to 2.11) which sets out what GMB sees as the failures of a fragmented UK energy market which is causing higher prices and fuel

poverty. The Motion also is in line with the Special Report's calls for investment in new technologies like green hydrogen to produce a truly zero-carbon fuel that will help secure a viable future for the gas industry (paragraph 8.14), and with our general belief that environmental subsidies should be funded out of general taxation, not through regressive charges on bills that hit the poorest the hardest (paragraph 2.11). GMB is campaigning in Parliament on securing our energy future and we have called for a sensible political debate about how we meet and pay for our energy needs in response to rising energy prices. We will continue to campaign in Parliament on this issue.

261. CENTRICA AND ENERGY PRICE RISES

GAS SERVICE NORTH BRANCH NORTHERN REGION

The calls in this Motion are in line with existing GMB policy as set out by the CEC Special Report on Energy and the Environment agreed at Congress 2021 which outlines GMB's support for a Government-led inquiry into the corporate behaviour of the 'Big Six' energy companies (paragraph 2.9). It is also existing policy to call for a fundamental review into the Energy Market to investigate practices, infrastructure, pricing, energy supply and policy, as set out by Motion 391

agreed at Congress 2019. GMB will continue to campaign in Parliament on securing our energy future and has called for a sensible debate about how we meet and pay for our energy needs in response to rising energy prices. We can explore whether specifically a Parliamentary Inquiry would be the best option to achieve the aims set out in our existing policy as outlined above. When looking at profits of companies within the energy sector in context of energy price rises we should also be careful to note where exactly we see profits being made. Reported profits of energy companies can often vary depending on what 'arms' of the company are being included in the calculations, often with much greater margins of profit being reported when the energy generation-side of businesses are accounted for rather than just the retail-energy side. GMB continues to closely review profits energy companies are making as part of our bargaining work and wider campaigning for securing our energy future.

263. ENERGY CRISIS

NORTHERN UTILITIES BRANCH NORTHERN REGION

This Motion is in line with existing policy reaffirmed in the CEC Special Report agreed at Congress 2021 (paragraph 2.6 to 2.11) on what GMB

sees as the failures of a fragmented UK energy market which has caused higher prices, and the need for a proper UK energy policy based on support for a balanced energy mix that utilises domestic resources, protects workers, consumers and the planet. Paragraph 4.8 of the Special Report also makes clear GMB's view that transporting fossil fuels thousands of miles overseas to supply our energy needs is not good environmentally, ethically, or for energy security. GMB is actively campaigning in Parliament to secure our energy future, and has called for a sensible political debate about how we meet and pay for our energy needs in response to rising energy prices. We will continue to campaign in Parliament on this issue.

264. NEW NUCLEAR

SOUTH TYNE AND WEAR GENERAL BRANCH NORTHERN REGION

The CEC Special Report on Energy & Environment agreed at Congress 2021 sets out GMB's support for investment in new nuclear technologies such as Small Modular Reactors and an urgent decision to proceed with Sizewell C along with unlocking stalled proposals for other new nuclear power station sites (paragraph 7.14). GMB's 'Speaking up for New Nuclear' campaign is pressing the government and MPs in Parliament to

set out a credible funding model for new nuclear and we have welcomed the recent progress of the Nuclear (Financing) Bill which should be the first step in rebuilding and developing a new nuclear fleet.

265. PRICE CAPPING AND REMOVAL OF VAT ON DOMESTIC FUEL

CAMBRIDGE 2 BRANCH LONDON REGION

This Motion is in line with existing policy reaffirmed by the CEC Special Report on Energy & the Environment agreed at Congress 2021 (paragraphs 2.6 and 2.7) which sets out how unfair pricing has contributed to the social scourge that is fuel poverty. It is also existing policy to support removing VAT from domestic fuel bills in line with Motion 213 passed by Congress 2009. GMB sees the fragmented energy market and failed energy policy of successive governments as a cause of rising prices and we will continue to campaign in Parliament in order to lead public and political opinion on securing our energy future. We have called for a sensible debate on how we meet and pay for the UK's energy needs in response to the price cap rise and we can make the case for the calls contained in this Motion in that debate.

280. BUS SAFETY CAMPAIGN FOR LONDON OUTSOURCED BUSES REQUIRES EXTERNAL INDEPENDENT INVESTIGATION

BARKING AND DAGENHAM LGO BRANCH LONDON REGION

While we are sympathetic to the motion's calls, it replicates a position carried by Congress 2019, which called for 'an independent investigation into the safety culture and practices at TFL and the outsourced contractors running transport undertakings in London' (Motion 412).

282. PIP AND PUBLIC SECTOR CONTRACTS

W50 WELLINGTON BRANCH BIRMINGHAM & WEST MIDLANDS REGION

This Motion is in line with wider policy that sets out GMB's support for services formerly provided through the public sector to be taken back into public ownership as set out on page 6 of the CEC Statement on Outsourcing and Public Ownership passed by Congress 2018. It is also important to note that disabled people can, and are, also mistreated in circumstances where services are run directly by the public sector. GMB policy as set out in the CEC's qualification to Motion 272 agreed at Congress 2014 addresses this point

and notes that disability rights campaigners call for an assessment process based on tests that reflect barriers that individuals face in obtaining work and descriptors (the criteria against which points are scored to determine eligibility for PIP) which are fair and transparent. The CEC commends the campaigning work of the Region and friend of GMB, the late Jack Dromey MP, on this issue and supports GMB continuing to work across the labour movement to advance rights, dignity, equality and inclusion for disabled people and our members who are having to go through PIP assessments and reviews.

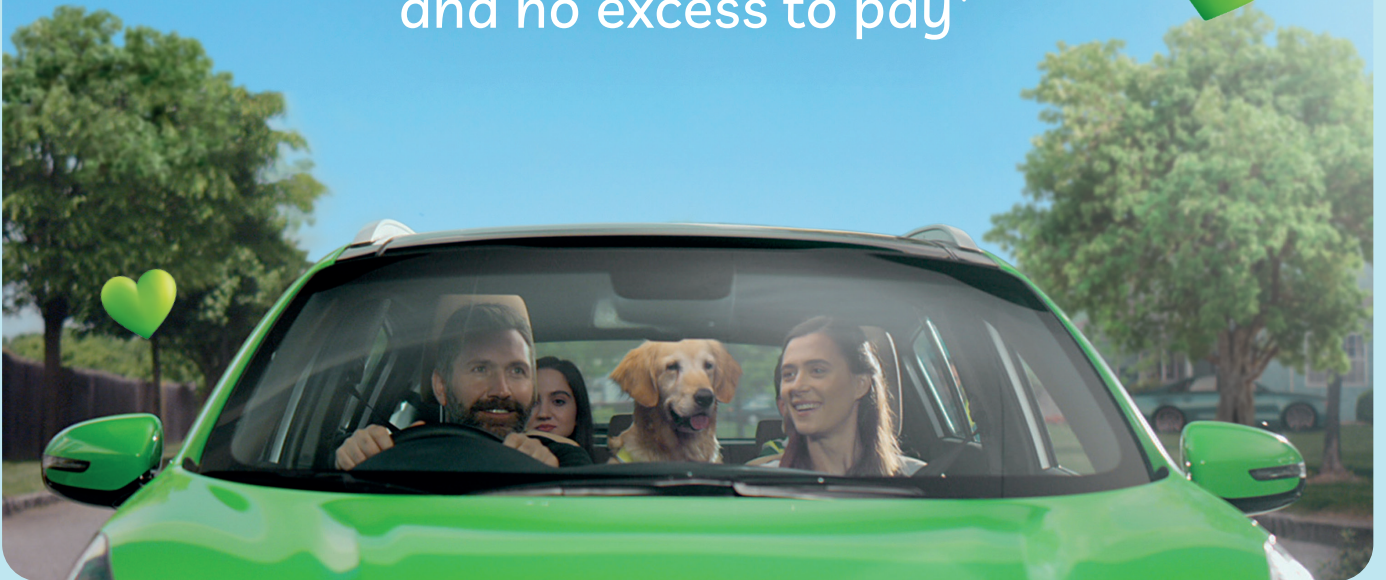
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