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REBUILD

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Congress 2021

General Secretary's Report
GMB Congress 2021
6th to 8th June 2021



GENERAL SECRETARY'S INTRODUCTION

GMB CONGRESS 2021

Dear Colleagues,

I'd like to start by wishing you all a warm welcome to Congress 2021.

The impact of the pandemic had been felt by GMB members and their families and our first thoughts must be for all those who have suffered the loss of a loved one.

It is true to say that the disruption and grief which followed in the wake of Covid was greater than anything seen during the lifetimes of most of us.

The whole nation owes an immense debt of gratitude to our NHS and Care Staff whose dedication and professionalism saved many lives.

Public Services, Retail and Distribution workers kept the country moving when we needed it. Clapping is nice but it's no substitute for proper respect and pay. The 1% offer just doesn't cut it!

Our British Gas workers who worked tirelessly during the height of the pandemic, only to be rewarded with "Fire and Rehire".

Thanks go also to all those who carried on, helped their communities and kept the fabric of our society intact.

It has been two years since Congress last met, much has happened and by the time Congress begins, GMB will have had two General Secretaries and two Acting General Secretaries. It has been an intense period to say the least.

The landmark Supreme Court victories against Asda and UBER and the subsequent recognition agreement with UBER covering 70,000 workers, shows GMB is back in our Organising mode.

The last year has not been the Union's finest hour, the Monaghan report has made everyone focus on our culture and behaviour.

GMB has strayed away from the formula which took us from being a virtual financial and membership failure, to a growing, financially sound Union that was respected and feared by friends and foes alike.

It is only right that all those activists and staff who worked tirelessly to help our members through the nightmare of the Pandemic are thanked and acknowledged for all their efforts.

Congress has always been about the coming together of likeminded people who want a fairer, more equal society. Disasters like Covid come and go but the moral and social responsibility upon which the Union was founded has never gone away.

2021 is the Congress year to remind everyone of our purpose and our Organising strategy to achieve it.

Participate and enjoy!

Best wishes

Warren Kenny
Acting General Secretary



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DECISIONS OF CONGRESS 2019 AND PROGRESS ON 2019 MOTIONS

Decisions of Congress 2019, and action taken on those decisions, can be found on the GMB website (www.gmb.org.uk/democracy/gmb-congress).

In accordance with Motion 7 agreed by Congress 2015 a progress report on all carried motions from Congress 2019 is available to members in the members area of the GMB National website and this report will be kept updated.

If any GMB member or Branch would like further information on the progress of their motion or have any policy enquiries, please contact Laurence Turner and Anna Barnes directly on laurence.turner@gmb.org.uk and anna.barnes@gmb.org.uk.

REPORT TO GENERAL SECRETARY 2019 – 2021 / NATIONAL OFFICE LEGAL DEPARTMENT

Legal Services

UnionLine remains the only trade union owned and operated law firm in the country providing a one stop shop offering a broad range of legal services, largely free to members, and with some non-employment services being available to their families. This is our commitment to providing a quality legal service to our members.

UnionLine is operated from a head office in Sheffield where it employs 95 staff directly. They work with the nominated Regional Officers to ensure that we do everything we can to support our members within the union. A proportion of the work is dealt with in-house in Sheffield, whilst more complex work is sent out to a network of highly regulated panel firms across the country

who act as agents for our law firm. UnionLine also monitors and controls the quality of service provided by these law firms to ensure that we have the best, most effective legal service for our members across the entire country. Over 2019 – 2020 Unionline advised on over 4,000 cases and referred over 1,700 cases to panel firms.

UnionLine is constantly adding services and making improvements. UnionLine also continues to provide free legal advice on non-work-related matters, drafts free simple wills for our members, and offers a reduced cost conveyancing service.

Personal Injury

UnionLine and our panel firms continue to provide a comprehensive service on Personal Injury matters for our members, and in 2019 and in 2020 UnionLine recovered just shy of £21 million in damages for our members. Clearly, we would prefer our members not to be injured whilst going about their work but if that happens then UnionLine is there to ensure we recover maximum damages for them.

It is more important than ever that members realise that using GMBs legal service will ensure maximum damages are recovered.

Impact of the Pandemic

Much of our work has been affected by the Coronavirus pandemic in 2020/2021 including advising Regions and Officers on:

- the Coronavirus Job Retention Scheme and the implications of furlough for our members.
- the anticipated redundancies resulting from the economic consequences of the pandemic
- employer driven changes to terms and conditions,
- the employer tactic of fire and re-hire.
- the implication of unsafe workplaces under sections 44 and 100 of the Employment Rights Act 1996
- the implications of employer vaccine policies.

Collective Rights

We continue to brief and support Regions and Officers on collective rights such as industrial action, statutory recognition applications to the Central Arbitration Committee, and collective labour law matters. We have continued to

brief Regions on developments such as the restrictions on industrial action introduced by the Trade Union Act 2016 and on further anticipated restrictions from the Act and through a likely Employment Bill later this year. We have also advised Regions on section 145 of the Employment Act 196 unlawful inducements cases

Individual Rights

The onslaught on individual rights by the last Government has continued, and with the Tory Government now having a majority in Parliament we anticipate further attacks. We are expecting that a new Employment Bill will be published later in 2021 and we will keep Regions advised of the position. The increasing use of the employer tactic of fire and re-hire has highlighted the need for reform of the law in this area to protect workers.

Litigation

We continue to manage large multi-party cases in all areas of the employment rights field in order to assist Regions. As a union GMB continues to be involved in some of the most complex and large-scale litigation in the UK including the following:

Uber: the Supreme Court, the highest court in the UK, agreed with GMB that drivers for Uber are workers and should be entitled to holiday pay, National Minimum wage MW and access to a pension. GMB has supported our members through the full legal process, winning at every step.

Addison Lee- again a case seeking to establish worker status, which was won at the Tribunal and then at the Employment Appeal Tribunal which Addison Lee were trying to overturn; the Court of Appeal have listened to the judges involved in the Uber case and have refused Addison Lee permission to appeal the finding that our members are workers.

Exit Pay Cap Regulations: The Tories introduced these regulations in late 2020 and billed them as legislation to stop large handouts to civil servants. GMB had argued through its response to the original consultation on the issue that in fact low paid long servicing local government employees, who were predominantly women or from Black, Ethnic minority backgrounds would be hit hard by the introduction of any cap. When the regs were introduced, we started a Judicial Review into the government's actions, pointing

to the failure to carry out an equality impact assessment and the discriminatory impact the regs had. The government immediately backed down and scrapped the regulations.

We continue to pursue damages for our members in the NHS whose holiday pay has been incorrectly calculated, failing to take into account the additional hours our members' work each week because of their dedication to their patients.

ASDA Equal Pay: the Supreme Court ruled this year that our members in the retail arm of ASDA, who are mainly female, are able to compare themselves to employees in the distribution centres, who earn a higher hourly rate and are predominantly male. The difference in pay is between £1.50 and £3.00 an hour. We have 22,000 members involved in the litigation. Unfortunately, the decision of the Supreme Court is not the end of the matter; our members must still satisfy the Tribunal that they do work of equal value to their male comparators, but this was another very important case supported by GMB. Had the decision been against us in the Supreme Court then the whole claim would have been lost.

In this way GMB is changing the law to establish new rights for workers.

Policy

We continue to contribute to union policy in all areas such as on individual and collective rights, including responding to public consultations on employment law matters, for example in early 2021 on extending the ban on exclusivity clauses in contracts of employment. We are expecting a new Employment Bill to be published by the Government at some point.

Brexit and Employment Law

After the pandemic the UK's leaving of the European Union raises profound questions for the future of collective and individual employment rights and is still an area of great uncertainty. In January 2021 we saw newspaper reports that the Government had been drawing up plans to remove certain EU rights under the EU Working Time Directive. These included the 48-hour working week, some rest breaks, and the inclusion of overtime and commission in the calculation of holiday pay. Following opposition to the plans they seem to have been shelved but may be a sign of things to come.

Training

The department undertakes training on a whole range of employment issues for officer and reps, for example we have covered unfair dismissal, redundancy and consultation, statutory recognition applications, and have played an active part in the programme for our new officer apprenticeship scheme.

Personnel

The National Office Legal Department comprises Sue Harris, Legal Director, and Barry Smith, Legal Officer.

EXTERNAL RELATIONS & TRAINING

Like every member, rep and employee across the union the ERT team has had a very different year than planned!

Much of our focus has been on supporting the union and members digitally through the pandemic, and fighting to get the best possible deal for workers and industries through this crisis.

COMMUNICATIONS, MEDIA AND CAMPAIGNS

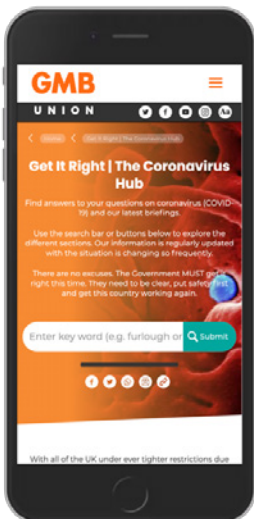
You may have become accustomed to the regular Friday email (and Tuesday email if you're a post holder). This is something we introduced to make sure members not in workplaces had contact from their union and knew where to find us.

It's gone down really well. In future we'd like to make them even more targeted so that members in different sectors get slightly different emails that are even more relevant – but that's a work in progress!

Hubs and noticeboards

The GMB website is developing into a real resource for reps and members.

During the pandemic we have developed a Coronavirus Hub – and by 'we' it's certainly the Royal 'we', lots of work goes into something like this from officers, health and safety and the policy team to name but a few.



The Coronavirus Hub alone has been used over 380,000 times. You can see the hub here if you've not visited it yet: <https://www.gmb.org.uk/coronavirus>

Members told us the hub worked, so we're using that model elsewhere now. We have hubs for schools, pay justice/local government, British Gas and more.

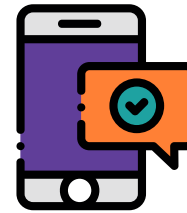
And because many members didn't have physical access to

noticeboards, we've got digital versions of those too: <https://www.gmb.org.uk/schools-noticeboard>

28%
annual increase
in media coverage



523m
potential
print reach



127bn
potential
online reach



1bn
potential
broadcast
reach

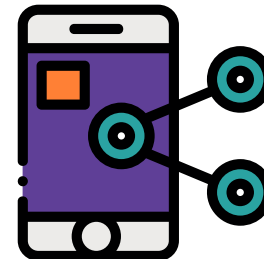
2m gmb.org.uk
website users

30k peak visits
in just one day

8m total web
page views



35m
social
media
reach/
impressions



145k
campaign
actions
taken on
gmb.org.uk



2.5m
video
views



Total followers &
annual increase:

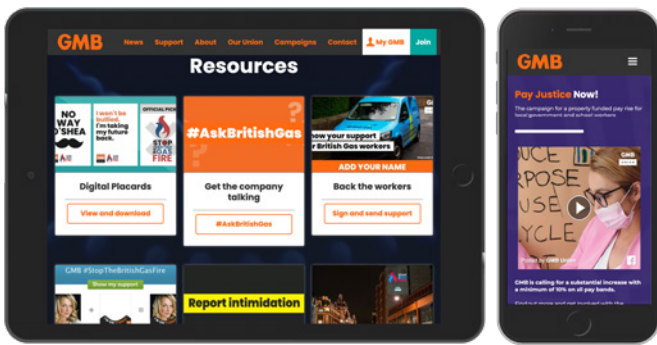
45.2k
↑ **22%**

40.4k
↑ **28%**

5.7k
↑ **80%**

250k MyGMB users
50k online joiners





In the press

We've seen a massive 28% increase in our online coverage year on year. Space taken up by our print coverage would have cost GMB £3.6 million in equivalent advertising fees; space for online coverage would have cost £731 million; and the time for our broadcast clips would have been £6.8 million. The first three months of 2021 (1400 hits, 180m reach) was GMB's best single quarter since our press monitoring records began – a 124% increase year on year – and this against a background of declining print readership and page count.

These figures show how our press operation links to our industrial aims. We never see press coverage as an end in and of itself, it's about making a difference for members in dispute (by putting pressure on employers) or politically (by putting pressure on politicians). Our top press campaigns include:

British Gas

A long and gruelling campaign up against a company with a very well funded press and media operation, resulted in:

- More than 8,000 online articles
- More than 1,000 broadcast mentions (including BBC 1 News, BBC Breakfast, BBC News 24, Sky, ITV, Channel 4, BBC radio 1, 2, 4, 5 and 6 and right across the BBC and commercial regional networks)
- More than 320 print hits including splash in the Mirror and page 1 of The Times

Uber

Coordinated campaigns around the supreme court ruling and (working with Uber) the recognition deal – along with being quick out of the blocks following Uber's announcement on pensions, holiday pay, etc, led to:

- More than 5,700 online hits
- 500 broadcasts (including BBC 1 News, BBC 2 News, BBC News 24, ITV, Sky BBC radio 1, 2, 4, 5 and 6 and right across the BBC and commercial regional networks)
- Almost 100 print hits across all national titles

Asda

Ongoing issues with Asda including the fallout from Contract 6 and the Issa brothers' takeover led to:

- More than 200 broadcasts including BBC, ITV, right across BBC and commercial radio
- Almost 2,500 online hits
- Nearly 100 print hits across all national titles

The COVID-19 pandemic

Tireless campaigning throughout the pandemic has led to huge amounts of regular, high-profile coverage. Highlighting the Statutory Sick Pay issue early on – before lockdown – led to wall-to-wall broadcast coverage, the constant fight for PPE and in depth investigations with outlets led to TV exclusives highlighting the plight of Asos, Matalan, Amazon and Bakkavor workers, among others

- 27,000 online hits
- Almost 2,000 broadcasts
- 317 print hits across the board

Organising with WhatsApp

In the last 12 months we launched the GMB WhatsApp – allowing members and activists to receive updates from the union directly to their phone. Since its launch 8,192 members have signed up to receive these updates. The service – which costs GMB nothing to run because WhatsApp is a free service – has meant 199,216 messages have been sent to members. If these were sent via SMS, with a cost of 2.4p per message, it would have cost GMB £4,781. It's also enabled us to boost campaigns in British Gas, the NHS and local government significantly as well as promote GMB services such as UnionLine, GMB Credit Union and GMB Extra

See more at: <https://www.gmb.org.uk/whatsapp>

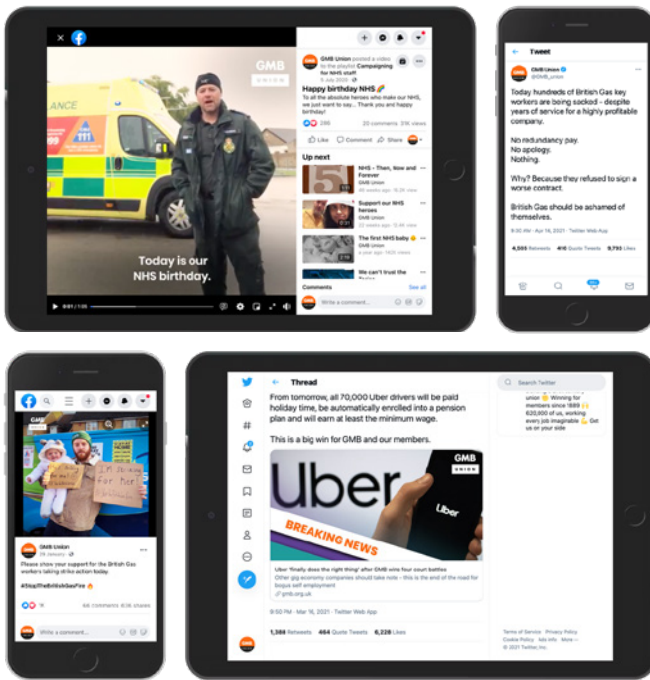
Social media

Across our social media channels this year, GMB received more than 35 million impressions and reached millions of people across the UK.

We hit 40,000 'likes' on our Facebook page. That's 40,000 people who are interested in GMB who get our updates multiple times each day.

Social media this year has helped us to put pressure on British Gas bosses, to promote crucial resources during the pandemic (such as the hub and risk assessments) and to show members that we are still fighting and still active even in lockdown (and especially in lockdown for so many of us!).

Some popular social media posts from the past 12 months:



POLITICAL

We started 2020 with a very different House of Commons. The Tory government had secured an 80-seat majority in the December election promising to deliver an oven ready Brexit deal, fix social care and to make the UK the best place in the world to work. As we soon found out – unsurprising – there was no oven-ready EU-UK deal, there was and still is no plan to fix social care and workers are still getting fired and rehired on worse terms and conditions, a practise illegal elsewhere. With a big-majority government, hostile to the basic aims of the trade union movement, securing victories through the UK parliament has many obvious barriers. GMB has none the less got our voice heard in the political arena in 2020 and will continue to press politicians to address the issues that matter for our members.

Covid-19 response

Covid-19 changed the world of work and all our lives. Before government acted and issued the first restrictions, we were calling on them to address Statutory Sick Pay as it was – and continues to be – too low and calling on the Department for Health to requisition private hospital beds, with MPs raising the issue in Parliament on our behalf. As well as joint trade union calls around putting in place the furlough scheme. The government eventually bowed to trade union demands around furlough and temporarily changed the rules so Statutory Sick Pay could be accessed from day one of sickness, issuing a slight rise as part of the

Coronavirus Act. Sick pay however continues to be too low and is something we continue to raise with politicians.

In the first lockdown we were also instrumental in putting political pressure on the government to give NHS and social care workers free car parking during the pandemic – a longstanding GMB policy. Throughout we have been raising the crisis in social care, NHS and other key and public services: the shortage of PPE, the lack of testing, the inadequacy of sick pay provision to ensure workers could afford to self-isolate. In social care we eventually helped secure the Adult Social Care Infection Control Fund where we put pressure on government to ensure the money was prioritised in ensuring social care workers would not face no loss of earnings as a result of having to self-isolate. To ensure this happened we launched our ‘Care Full Pay’ campaign and took this message to local government where a number of local authorities passed motions committing to prioritise using the money to pay full sick pay for care workers.

We have been involved in calls for extensions to the furlough scheme. There have been a number of financial cliff edges where GMB called government to act sooner. Similarly other schemes such as the failed self-isolation support scheme and sector specific funding such as the Adult Social Care Infection Control fund. We made calls to ensure government learns lessons and have fed into many inquiries run by Parliamentary committees on the back of Covid-19 and the government’s response, and supported officers and representatives of unions in giving testimony and evidence on. GMB reps in social care, HC-One reps Zoe Smith and Chika Reuben along with GMB National Secretary for Public Services, Rehana Azam, gave oral evidence to the All-Party Parliamentary Group on Covid-19 from the frontline of how the Government handled Covid-19 and what the response had been.

We have also supported sectors hardest hit by the pandemic with calls for sector specific support: in cash-in-transit we led calls for government to bring forward promised legislation to protect access to cash to support members hit by the steep decline in cash usage. Government have included protections to allow retailers to issue cash without purchase in the Finance Bill which is making its way through Parliament. This is no silver bullet and we continue to demand real action to save cash and a guarantee of legal tender for essential goods and services. MPs have raised GMB’s ‘Save Our Cash Lifeline’ campaign

in Westminster Hall debates. On the vaccine rollout we supported calls to prioritise essential key workers or those that could not work from home following phase one. Most recently we have worked with public services colleagues to survey social care membership around plans to introduce mandatory vaccinations for staff, with the Government Department's consultation just closing.

UK-EU Trade / International Trade

As the Brexit transition period ran down and we got sight of the last minute deal we worked over Christmas 2020 to ensure MPs were fully briefed on GMB's position on the deal vs a potential no-deal - and its potential impact on workers rights and various sectors GMB organises in. We called for the government to use public procurement, trade policy, state aid to protect and promote good and stable jobs across the UK and level up employment rights as promised. It has not taken long for government to break those promises. The Trade Act which passed - following many failed attempts to secure amendments in the House of Lords - now means trade policy can have very little parliamentary scrutiny, and in February 2021 we heard attempts that government were drawing up secret plans to attack our working time rights. We worked immediately with politicians like Labour Shadow Ministers to put political pressure on the government to reverse the threat but we worry these may return.

Fire and rehire and British Gas

Supporting British Gas members' fight against fire and rehire has been one of our biggest political campaigns. We had British Gas/Centrica members in every constituency in England, Wales and Scotland bar three so nearly all MPs had contact from members during the dispute. We also ensured multiple questions were raised in the House of Commons including to the Prime Minister, a joint letter by more than 140-cross party MPs calling on the company to withdraw the threat, many virtual briefings for MPs, MSPs and MSs to hear directly from our members taking industrial action, rally speeches by Andy Burnham, Angela Rayner, Ed Miliband and others, support on picket lines by MPs alongside support on social media and video messages of support. We have also seen letters from council leaders, the Mayor of London and the Welsh Government who have significant spend with the company calling for a withdraw of the threat of fire and rehire. We got the campaign on the Business Select Committee inquiry agenda with the committee of MPs hearing evidence from Commercial Section National Secretary, Justin Bowden. Government Ministers have

called the practise of fire and rehire "bully-boy tactics" but so far failed to act to outlaw the practise, commissioning ACAS to look into the use of fire and rehire in the pandemic but not publish the report which has been sat on by Government Ministers since February 2021. We have continued to push government on bringing forward legislation. In the recent Queens Speech we led calls for action and not just talk, and calls for the promised but still missing Employment Bill. The Labour Party have also joined these calls and secured Opposition Day Debates with many MPs raising GMB's campaign and British Gas members. We will continue to fight for changes to the law to ban the practise.

EQUALITY

It's been a busy year, with new ways of working, including in response to the pandemic all [National Equality & Inclusion pages events, blogs, support, resources](#) & training moved online.

National Strand networks

One of the most significant changes this year has been the successful creation of National Equality Strand Lead Networks, supporting our passionate National Equality Forum strand leads to set up national networks of regional activist leaders of [LGBT+](#), [Disabled](#), [Black Asian Minority Ethnic](#) and [Women Workers](#). These networks have met regularly for the last year to share best practice and expertise, identify key issues on injustice and inequality, lead on national equality events such as the highly successful 'Maximising Black Activism in Trade Unions' event organised by the National Race Network, and further build equality leadership and drive activism.

A year of firsts

It's been a year of firsts with national equality campaigns, policies and charters being fought for and won by GMB activists across the regions and nations including: First NHS trust to sign GMB ['thinking differently at work' neurodiversity charter](#) - South East Coast Ambulance Service NHS Foundation Trust covering over 4,000 workers, a major milestone in ensuring our workplaces are more inclusive to people with dyslexia, dyspraxia, autism spectrum conditions, ADHD, dyscalculia and dysgraphia.

First major security provider to sign up to [GMB's Reasonable Adjustments Disability Passport](#) - Securitas, who employ 355,000 people in 48 markets including more than 9,000 UK workers, a potentially life changing commitment for disabled staff, ensuring reasonable adjustments

for employees with disabilities need to stay in work.

First nation consultation with GMB disabled activists on accessibility online in GMB spaces – the department carried out two consultations, one on our [new accessibility tool](#), ensuring our website was more accessible to everyone, one of the first UK trade unions to do so. Disabled worker activists were also invited to be one of the first groups of activists to test drive and feedback on the new GMB congress platform.



First national online women's health consultation, with GMB women from every region and nation leading strong discussion on the issues most affecting women's working lives, from mental health to the menopause, in to GMB response to the Governments women's health and wellbeing call for responses.

First [online programme of national equality and inclusion events](#) including panel speaker events, workshops, training events, conversations with activists and more. The programme centred around highlighting national equality months throughout the year, supporting, complimenting and advertising regions and nations local activities, resulting on one of the biggest years of activity and campaign for GMB across the union including:

In November for [Young Workers Month](#) GMB Young members planned a series of events for young workers across the country, from knowing your employment rights during coronavirus, to getting more active in the union, these events were organised by and for people aged 30 and under and were joined by young reps from different industries on topics including campaigning for change and apprenticeships

For **Black History Month** and beyond, a number of panel events have been hosted by GMB examining racial injustice in all its forms and the actions we must take as trade unionists, including 'Past, Present, Future: Celebrating Black, Asian and Minority Ethnic leaders and icons in the trade union and labour movement' chaired speakers Taranjit Chana, GMB National Equality

Race Lead, Taiwo Owatemi MP, Baroness Doreen Lawrence, mother of Stephen Lawrence and Race Advisor for the Labour Party.

GMB held its first **National Trans Awareness week** in 2020, including online events and blogs, focusing on health, education, the workplace and allyship but it has also been the first year that regional equality forums and equality strand groups across the regions and nations stood in solidarity with Trans members on this week, sending messages and videos of support, shared across social media. In February for **LGBT+ History Month** GMB hosted events and blogs internally and for TUC LGBT+ conference 2021, on topics including on LGBT+ Black lives Matters, recognising intersectionality and the additional barriers Black Asian and Minority Ethnic LGBT members face, mental health and covid, trans and non-binary inclusion. For **Womens History month**, we held our biggest ever range of events, blogs and resources to support women workers, from migrant women and the impact of the pandemic, neurodivergent and older women and barriers in the workplace, to launching the GMB's national Menopause in the Workplace: Smash The Stigma! campaign and toolkit.

GMB Domestic Abuse Employer Charter anniversary

The 25th of November 2020 we marked the 2 years since the launch of the [GMB 'Work to stop domestic abuse employer charter'](#) including a workplace policy which focuses on training, awareness and strategies for employers to better support staff experiencing domestic abuse. To date the charter covers thousands of workers due to successful bargaining and campaigning by equality activists and officers. GMB hosted a range of events aimed at different groups from consultations with survivors, to events aimed at employers, councillors, MPs and wider membership. We worked with the TUC and Step Up Migrant women campaign, to lobby for better inclusion and employer responsibility for the domestic abuse bill

Mental Health matters

This year has been devastating in many ways to GMB members, our families and communities we live in. In response GMB was recognised for launching one of the [biggest surveys on Mental health](#), covid and the workplace with 13,500 members telling us how badly the virus was impacting their mental wellbeing and the lack of support from employers. GMB got national coverage for [our research on social care](#) workers and mental health in the workplace making the 6 'o'clock news. We put out reports, held meetings with members to better understand the key

issues and demands to support a national campaign going forward.

TRAINING

Prior to the March 2020 lockdown due to Coronavirus, the following had been implemented across the union:

- An all new 10 day rep induction training programme had been implemented across all Regions
- A series of follow on courses for reps had been developed and piloted with a view to all regions having the same or similar training offer for more experienced reps
- A partnership agreement with Shrewsbury College allowed for the employment of 12 tutors exclusively working on GMB training courses throughout England – this means that tutors work with GMB Regional Education Officers in the delivery of GMB specific programmes
- A range of resources were developed to be made available via the GMB website
- Work with other unions on developing an Apprenticeship Standard for Trade Union Officers concluded and GMB went on to be the first union to start the programme later in 2020

The Coronavirus lockdown saw the cessation of all face to face, classroom based training from the beginning of March 2020. We immediately launched a short online programme of taught courses for reps based around being "Safe at Work, Safe at Home" and versions of this course were run in every region. The courses were tutor led (as opposed to being e-learning computer based modules) and were well received by those who participated. The courses were built around developing a Communications Action Network in workplaces so members and potential members were kept informed of developments. The webinar platform was used extensively for a variety of purposes:

- Staff and Officer briefings on a wide range of Coronavirus related issues
- Similar briefings for reps
- Member information and consultation meetings
- Indicative ballots of members over proposed way forward in dealing with the effects of Coronavirus

Once it became clear that the lockdown would mean the long term closure of training venues

GMB shifted all of the training programme to online, tutor led provision with the following courses being available:

- 10 day new rep induction course
- Follow on H&S training
- Follow on rep courses
- ULR training
- 5 day solidarity and equality at work training

In direct response to industrial issues arising as a result of the pandemic, online courses for both Officers and reps were run on:

- Handling redundancy situations
- Tackling fire and re-hire/contract changes
- BAME workers and Covid (based on materials developed and delivered by Mel Bartlett, Training Officer, through work with a task group of BAME reps and officers)

In order to ensure that reps could get access to urgent, real time updates of safety issues related to Coronavirus a regular weekly H&S update was set up for 10.00am every Monday morning. These sessions have been regularly attended by over 200 reps for each session and run by Dan Shears (National H&S Director) and Tom Rigby (GMB Education Officer).

Various employer and sector specific online training courses have been established, including:

- NHS new reps training
- School support staff new safety rep training
- Asda reps organising programme
- "Learn to win" events for NHS and Local Government/Schools reps and members

These courses allowed for reps to get to courses who often found it difficult to attend traditional face to face courses. Where possible we have run courses during the day and insisted that paid facility time be provided by the employer. Where this was not possible courses have been held during the evening at times best suited for attendees.

Where possible online courses have been run by Regions with National Office running courses where there wasn't sufficient numbers in Regions. This provides a model for training beyond the pandemic where GMB Nationally will be able to support Regions with online provision that helps reps access training that would otherwise be unavailable.

ELECTION AND APPOINTMENT OF OFFICIALS

1 MAY 2019 – 30 APRIL 2021

ELECTION OF GENERAL SECRETARY & TREASURER:

Tim Roache

APPOINTMENTS OF ACTING GENERAL SECRETARY & TREASURER:

Warren Kenny (London Region)

John Phillips (GMB Wales & South West Region)

APPOINTMENTS OF REGIONAL SECRETARIES:

Justin Bowden (Southern Region)

Ruth Brady (GMB Wales & South West Region)

APPOINTMENT OF SENIOR ORGANISERS:

Hazel Nolan (GMB Scotland)

Adie Baker (GMB Wales & South West Region)

APPOINTMENTS OF ORGANISERS

Kate Gorton (Birmingham & West Midlands Region)

John Colquhoun (London Region)

Finbar Bowie (Midland & East Coast Region)

Elizabeth Marshall (Midland & East Coast Region)

Christopher Kennedy, Stephen Massey, John McCartney (GMB Scotland)

Alice Reynolds (Southern Region)

Katja Laug (GMB Wales & South West Region)

ELECTION OF ORGANISERS

Keith Dixon, Michael Dooley, Koulla Flaherty, Michael Lancaster, Trevlyn McLeod, Helen Purcell, Vaughan West, Gordon White (London Region)

Mick Coppin, Norma Kerr and Elaine Barrett (Midland & East Coast Region)

Kirsty Nimmo, Ude Adigwe, David Hume, Paul McLoughlin and Rhea Wolfson (GMB Scotland)

Nikki Dancey, Bryan Hulley (Southern Region)

Alyn Thomas (GMB Wales & South West Region)

Ben Kirkham, Lee Parkinson (Yorkshire & North Derbyshire Region)

COMMERCIAL SERVICES SECTION, INCLUDING HEALTH & SAFETY REPORT

COMMERCIAL SERVICES SECTION REPORT 2021

The Commercial Services Section membership stood at 191,216 in March 2021 representing 31.9% of the Union's membership; a net decrease of 1,648 over a 12 month period. Commercial Services continues to show a good level of recruitment, bringing in 45% of the Union's new recruits over the year to March 2021. This was achieved with a tremendous joint effort by lay activists and full-time GMB staff overseen by the Section National Committee chaired by President Kevin Flanagan.

The industries and companies in the section are covered by Gary Carter (Gas Distribution, Nuclear, Magnox, Electricity and Water); Nadine Houghton (Aviation including BA, Swissport and Dnata; Security, Thompsons and Yodel) Roger Jenkins (Security, Retail including Asda and Wilko, Cash Industry); Mick Rix (Transport, Logistics & Gig Economy, including DHL, Wincanton, Hermes, Bidvest/Bidfood, Amazon; Taxis & Professional Drivers); Andy Prendergast (National Secretary; British Gas).

AVIATION

The past year has been the worse the aviation industry has ever experienced. The collapse of Flybe led to over 1,000 redundancies being announced in Swissport even before the full effect of the pandemic became clear. As more and more planes were grounded GMB reps sprang into action to begin the most difficult of negotiations with aviation employers. The GMB has continually pressed government for a sector specific bailout package, making the case that the industry was the first into the pandemic and as is becoming clear, the last out. GMB reps have met with MPs, the Aviation Minister and we have joined a TUC coordinated effort with other aviation trade unions to make this case. When the government announced the Hotel Quarantine policy, the GMB received widespread news coverage over our concerns for hotel workers' safety. Our reps and officers have repeatedly appeared on national television to discuss the issues and what the industry

needs from government. As we now prepare for a slow re-opening of the industry, we have been working with our reps to ensure they are supported to protect the health and safety of our members as they return to work.

BRITISH AIRWAYS

BA were one of the first companies to opportunistically use the 'Fire and Rehire' tactics which many companies have, to their shame, exploited during the pandemic. GMB's reps in BA led in months of intense negotiations to protect as many jobs as possible while staring down the barrel of a metaphoric gun, in the form of mass redundancies if detrimental changes to terms and conditions were not accepted. Our members were balloted on all sets of changes and all were accepted, members trusting the reps' judgement that to not accept the changes would lead to thousands more job losses. The campaign for the months and years ahead will be how we win these concessions back.

SWISSPORT

With over a thousand redundancies announced even before the partial shutdown of borders, GMB reps faced an uphill struggle to protect jobs. A further 3,500 job losses were announced over the Summer of the first lockdown, but after many weeks and months of intense negotiations our reps reached a deal which saved 800 jobs. The deal, which was voted and accepted by GMB members, saw only temporary cuts to hours, pay and conditions and the allocation of annual leave to top up furlough payments. We wait now to see whether the industry has enough of a Summer to prevent further job cuts as we continue to support our reps to rebuild the union in their company.

ASDA DISTRIBUTION

The National Shop Stewards' Forum (NSSF) met at the end of October 2019 to discuss the pay claim for 2020 and also debated the disputes we had with ASDA in relation to driver-facing cameras, warehouse pallet heights and transport driver rotas. These issues would dominate going into the "golden quarter". Coupled with pay talks kicking off in the New Year, it would be a busy time ahead in ASDA ALS.

Driver Facing Cameras – The GMB was told by management that ASDA had ordered 223 new tractor units with driving facing cameras installed. Some units had already been fitted with the new system with the intention of a trial in the Wakefield area. There were a number of systems and cameras operational in the vehicles and management has not presented any accident statistics or evidence to show that the introduction of driving facing cameras was proportionate or warranted. GMB members are opposed to the introduction of driver facing cameras and we have registered a dispute with the company.

Pallet heights – There is a historical agreement that the height of a pallet should be no more than 1.8 metres from the floor to the highest point. Management have sought to alter this by measuring the 1.8 metres from the floor to the bottom of the top case. This increases the overall height of the pallet, which GMB believes puts the health and safety of our members at a greater risk.

The 2020 pay claim was submitted shortly before Christmas and pay talks with ASDA were scheduled for mid-February. The claim was for an RPI plus across the board pay rise, and harmonisation of shift pay across the network.

We registered a dispute in relation to the driver re-rota proposals in November 2020 and started running a consultative industrial action ballot when the company said it was going to post the rotas in early December 2020. Subsequently, the company agreed to withdraw the rotas pending further discussions and GMB suspended the consultative ballot.

A tremendous amount of work has been done by NAU, Regions and Reps to improve the accuracy of our ASDA membership data.

ASDA have put the distribution physical assets up for sale, (buildings and land), with a view to renting these back. This will have a significant effect on future profitability and no impact on investing in the business.

ASDA RETAIL

At the 2019 GMB Congress in Brighton, delegates stood in unity with ASDA retail members fighting against ASDA's new contract and the threat of sign or dismissal. TUC and Labour conferences later that year also showed their support for ASDA workers' struggle. Despite GMB members overwhelmingly rejecting the

proposals in workplace and postal ballots ASDA ploughed on and served to terminate contracts. Our ASDA members were given an ultimatum, either sign or lose your job. GMB members demonstrated outside stores and held high profile demonstrations outside ASDA headquarters in Leeds. The public backed our action and over 20,000 people signed the GMB petition. Support was forthcoming from politicians and GMB reps, members and officers worked tirelessly. GMB pushed ASDA and they moved, but not far enough. ASDA imposed the new retail contract on 3rd November. The intense pressure applied through GMB demonstrations, press, social media and political lobbying in the last few weeks did get ASDA to announce a pay increase from £9.00 per hour to £9.18 per hour from 1st April 2019 and ASDA also gave employees a further week to sign the contract.

This is not satisfactory; ASDA should not have dismissed anyone for not signing the new contract. ASDA reported since the contract imposition that 200 employees had been dismissed. This was disgraceful and ASDA should be ashamed. GMB Reps can be proud that for the first time in ASDA retail we stood up against this corporate giant. There was no template for this dispute; we did many things right, we got some things wrong, but we have learnt.

Communication went to members informing them that if they haven't lodged an equal pay claim, then they have 6 months to do so – because of the change of contract on 3rd November 2019. Over 18,000 GMB members have lodged claims through Leigh Day to date.

ASDA started 2020 with another round of redundancy consultations, this time, combining back-office tasks. Over 2,830 employees in cash office, administration and personnel roles were put at risk of redundancy. ASDA wanted to reduce the back-office tasks from 97 to 47 and combine the three roles. The GMB National Forum attended the consultation meetings and pushed back on management proposals.

ASDA has also announced that they were going to close fish and meat counters in over 300 stores. There would be no redundancies or loss of hours, according to management, as affected employees will be moved to other departments by using the flexibility clause in the new contract.

Coronavirus dominated since March 2020, and it all came very thick and fast in the first few weeks for Reps and Officers. Twice weekly conference calls were set up involving the NSSG Chair, Retail H&S, Distribution and Asda labour relations. The forum reps and NJC used conference call facilities to keep each other up to date and raise issues affecting the membership.

Social distancing measures were put in place in Asda stores and distribution. Our members' safety comes first – we told Asda, this is not business as usual. Controlling the numbers going into stores, limiting groups/families shopping together, supplying masks/visors, screen alternatives/modifications were central meetings with management.

Constant vigilance and action by GMB reps was required to make sure social distancing was happening and the company fulfilled its obligations to protect our members.

No one was furloughed in ASDA but we asked the company to consider those with caring and childcare responsibilities, who do not fall into the vulnerable and extremely vulnerable categories. ASDA looked at this on a case-by-case basis. The vulnerable, extremely vulnerable and those caring for the extremely vulnerable were given time off with pay for 12 weeks.

Asda is paid a "thank you" bonus of one month's pay in June and they agreed to pay this at actual hours worked. They also agreed to pay sick pay from the first day for those employees who self-isolate for a second period. Asda workers are on the frontline and this needed to be recognised and rewarded. Asda needs to pay their employees a higher wage.

The ASDA takeover by the Issa Brothers is now complete. We are seeing a new model of business emerge, with redundancies at Bloxwich store, across the back Office functions, the proposed closure of Dartford and Heston home shopping centres and the intention to move away from scratch baking to a part pre-cooked model putting 1200 skilled bakers at risk of redundancy. Plans are also underway to transfer the petrol stations to EG. We need to be aware of the further risk of outsourcing from the use of 3rd party retailers in store and potential contracting out of areas like security. GMB membership has suffered during lockdown due to the ending of store visits, these have now been re-introduced and bespoke training for reps also introduced to

ensure we continue to organise and grow across the stores in order to protect our member's interests.

British Gas

The last twelve months has been extremely difficult within British Gas as a result of the unprecedented attack on the workforce that has resulted in the use of a section 188 Fire and rehire order. This came about after the Union refused to agree to proposals which increased working hours from 37 to 40 per week with no extra pay, as well as a number of other changes which have led to a significant reduction in members work life balance, with an effective 15% pay cut for those members currently working additional hours. This attack led to the largest GMB dispute in decades with thousands of members taking part in 44 days of strike action against the proposals. Throughout the dispute GMB has made fire and rehire a national issue, uniting the leaders of all political parties in calling out the company's unacceptable behaviour as well as generating a huge amount of press coverage. Over the course of the negotiations, the company tabled an improved offer which included an extra £25 million in compensation for our members. This offer was originally dependent on members signing up new contracts by 25th March 2021. As a result of thousands of employees refusing to sign these contracts this deadline was removed and, ultimately, all colleagues who stayed with the business were given the preferential terms. However, despite accepting the terms, even if the overwhelming majority did so under duress, the hundreds of members who refused to sign up were dismissed from the business on 14th April 2021, which we believe is the largest mass sacking conducted under a Section 188 procedure. The union continues to work with those who have left the business with a view to assisting them in their new careers. For those who have remained the dispute is continuing although the form that continuation will take will be agreed over the coming months. With the union continuing to fight for our members' long established terms and conditions. The members remain engaged in the process and we remain confident that we can still achieve significant concessions moving forwards. We will also continue our fight against the use of fire and rehire which we believe is an affront to the principle of the employment contract and an issue which continues to become more widespread across the economy.

EDF

GMB and other trade unions held briefings with members throughout Customer, Field and Generation on the company's decision to close the defined benefit (DB) pension scheme. A good defined contribution (DC) scheme, with sector best employer contribution rates (15%) have been negotiated by GMB and the other joint unions, coupled with compensation payments up to a maximum of £15,000 and an agreement to end discretionary redundancy payments and replace them with negotiated and contractual ones. GMB and other unions will ballot members in April and believe that the package is the best that can be achieved through negotiations.

Work continues to secure employment for N-Power customer staff being made redundant with EDF in Northern Region. The second part of the Generation pay deal 2.1% came into effect on 1st April 2021.

COVID19

Our members in Energy, Utilities and Yodel have been on the frontline throughout the pandemic. They have been out and about ensuring we have heating, water and delivering what we need. Where people can work at home (largely office-based workers) they have been.

GMB reps been re-enforcing issues around social distancing, ventilation, working from home /home schooling, FFP3 masks for house visits etc.

During the second wave the level of workers contracting Covid increased when compared to the first lockdown in March. Yodel and Thames Water both had their first deaths due to Covid. Our heartfelt condolences goes to their families, friends and colleagues.

This GMB members have been the unseen key workers. They've been on the frontline and our thanks goes out to them.

E.ON

Expect all to be migrated to Kraken platform by first quarter in 2022. Talking about having approximately 2,500 staff, down from just under 4,000.

Industrials continue to work in the field. There has been some limited use of furlough and employees have been paid 100% of normal pay. In early January the company started reviewing its safety protocols and testing capability. In surveys, 70% have consistently

said they don't want to go back to working five days in the office. A hybrid model is mostly favoured.

G4S

The past year saw the sale of G4S to a North American security company Allied Universal Services. The asset sale took place after a hostile bid attempt from Canadian security company Gardaworld. The GMB is currently awaiting a date for a meeting with the new CEO, our key demands will obviously be around protecting the national agreement that we have with G4S Secure Solutions and Cash and protecting our members jobs, however as the sale is an asset sale our members do not have the protection of TUPE. Allied's offer document referenced divesting the Care and Justice section of G4S, the GMB is currently recognised in two of the G4S prisons and is lobbying for recognition in the recently awarded Five Wells, any divestment to another contractor, such as SERCO, would of course offer our members the protection of TUPE.

G4S CASH AND LOOMIS

Prior to the pandemic the use of cash within society was on a steady decline, at the point of the first lockdown cash usage plummeted by 80%. Both companies furloughed half the workforce and also made redundant 25% of the workforce.

Cash usage remains low and not expected to raise above 70% of pre covid levels. Pay increases have been postponed whilst both companies operate £1 million loss per month. Discussions are underway on changes to working practices and terms to ensure as far as is possible the long-term viability of these companies.

GMB have run a political campaign on access to cash, government have not upheld their promise to legislate on this issue. GMB are pushing for all consumers to have the choice of paying cash for all goods and services we believe only this will avoid moving to a cashless society to the detriment of the most vulnerable.

GAS**CADENT GAS**

GMB members in West Midlands voted overwhelmingly to take strike & industrial action following the dismissal of GMB senior rep Chris Clarke. Strike days were named for 3 consecutive days in February. This was a great show of solidarity and it got Cadent

back to the negotiating table at regional and national level. Birmingham and West Midlands Region also supported and lodged a multiple employment tribunal claims for Chris. Cadent didn't challenge the interim relief ET application and Chris is receiving full contractual pay pending a full hearing of his claims.

Cadent has insourced and recruited hundreds of new field employees since April 2020 and GMB membership has increased by over 250 members in the same period. This is testament to the hard work of GMB reps and regions.

Cadent management attempts to reduce GMB reps numbers and weaken TU structures met with stiff opposition. There was a great response to the pay surveys for the three collective bargaining units and GMB reps recruited over 100 new members during this time. The pay claims have been submitted and members want recognition for working tirelessly through Covid19 crisis and we're looking for improvements to new employee's terms and conditions.

NATIONAL GAS DISTRIBUTION FORUM (NGDF)

We've established the NGDF this year to share information on pay, terms and conditions, policies, procedures and developments in companies and sector developments amongst the group. To discuss gas, energy and climate impact issues at local, sector and government levels. Discuss GMB membership, recruitment and organisation within the sector and look at promoting good workplace practices, recruitment and organisation initiatives. Promote equality and diversity in GMB workplaces, branches, companies and in the sector in line with GMB policies. To develop and oversee education, training and succession planning in order to ensure that the institutional knowledge within the gas sector is retained and developed across the GMB. Discuss and create unified strategies and campaigns within the gas distribution sector.

At January meeting of NGDF, Adie Baker (WSW) gave Gas Distribution Network reps an update on the British Gas dispute from the picket line. Information on the dispute and the crowdfunding page was circulated. Work on Fatigue throughout the sector continues and a campaign on the Future for Gas was agreed, along with OFGEM final determinations. A

facility for sharing agreements, pay awards etc has been set up for the group and this will be a good resource going forward. Membership in Gas Distribution has remained stable with a slight increase.

GENTING

As the pandemic progressed it had like many industries a detrimental effect on the company ability to trade. It made plans to consult with GMB on 1,600 redundancies. GMB efforts saved around 380 jobs. It was still a major kick in the teeth to lose many well trained and highly thought of colleagues. There were further issues regards the opening and closing of casinos due to covid regulations. It was agreed to undertake a Temporary National Agreement to save jobs. Throughout Lockdown 3 the casinos have been closed with all colleagues on Furlough.

GiG ECONOMY

ADDISON LEE

Addison Lee despite the judgement made by the Supreme Court against Uber have decided despite the clarity of that judgement to take the decision back to the courts. At the time of writing this report we are still waiting for that decision to be published.

HERMES

We signed a recognition agreement with the company in 2019. In that time the company has changed in shape and size. Mainly brought about by the rapid upturn in the last mile drop online retail market. This has resulted in a huge influx of new positions for Couriers, and more delivery units at ground level have been created. The pandemic showed more than ever that the low cost contracted out relationship at the sharp end, was a major hinderance to delivering services. The company wanted to collaborate and utilise our expertise. Whilst we would say that there needs to be continuous investment in the delivery unit infrastructure and estate, the current infrastructure and estate is in a far better position than what it was before. In this period, we also started to in claims for couriers, which previously without GMB be present in the company they would not have got monies owed to them paid out. We also reckon we have had a 92% success rate in winning work back for couriers that have had their work withdrawn.

The first set of pay negotiations have also concluded with 94.5% of those that voted accepting the negotiated offer. Membership still has a long way to go. In 2019 we believed the density ratio to members was around 0.2%.

At the time of writing this report we now believe despite a major increase in couriers taken on by the company, the density ratio to members has now been closed to around 12.5%, which has shown a major increase in membership during the beginning of 2021. This was mainly due in parts to our national digital organising activity, getting a local contacts' network established, and we have started to make ourselves relevant with Hermes couriers. At the time of writing this report we have started to survey members again on the 2021 pay and conditions issues as part of the National Pay Bargaining Timeline agreed with our National Reps.

UBER

Our recent victory in the UK Supreme Court vindicates what we set out to do 6 years ago, when we started to realise the control over workers that certain GiG economy/ Platform companies were having on self-employed workers, meaning that they were bogusly self-employed. Uber could have settled much earlier; Uber could have done the right thing; they chose not to. This is not just a Uber problem, nor is it just a UK problem. Companies like Uber and Amazon have promoted the exploitation and casualisation of work. There are now millions of workers in the UK where our court victory has proved that they are entitled to rights, that are fundamental to make work that they undertake fair and reasonable. The problem that we have exposed is the only recourse to any form of justice for these workers is to take a mega rich global company to court to receive the rights they are entitled to. This is plainly wrong and shows how far the system is now rigged in favour of the employer with government acquiescence. At the time of writing this report Uber have made an announcement that they are to settle the claims with drivers. However, there are adverts in the national press and on social media where law firms are advertising no win no fee arrangements to take up Uber drivers claims. This will not do anything to win worker rights and workplace justice, except make certain law firms rich off the backs of workers successful settlement claims.

LOGISTICS AND DISTRIBUTION

AMAZON

Amazon continues to display all the attributes that would make a Victorian mill owner blush. The accident and injuries that happen to workers, the ambulance visits to workplaces are just the tip of the iceberg of everything that is wrong. The lack of ergonomic and scientific

based productivity and efficiency systems with safe systems of work and risk assessments is just another underlying issue where they are abusing the very workers, they employ. During the onset of the pandemic, the only reason that they introduced social distancing, hygiene standards, staggered work times etc, was because we highlighted through videos and photographs taken by our members that showed they were wilfully in breach of Government Guidance. GMB rightly threatened to call in the HSE. This was around the same time that in France, Amazon sites were forced to close due to not carrying out safe working. Our actions in highlighting these matters have potentially helped workers at Amazon and saved lives. It was agreed a couple of year ago to introduce a ten-year strategy to organise in Amazon and aim for a national collective bargaining agreement. Early in 2021 it was agreed that we will move to stage 2 of that strategy and to move to a more community-based organising model in the communities where Amazon workers live.

BIDFOOD AND BESTFOOD LOGISTICS BFS GROUP

Two Food distribution companies serving in the main the hospitality/ Casual dining/Leisure/ Public Sector, have now formally separated ownership. BestFood Logistics was bought by the Tesco/ Booker group two weeks prior to lockdown in March 2020. This turned out to be fortunate timing, if it had still been owned by the BFS group the company would have closed.

Bidfood has suffered with the downturn caused by the pandemic, and if it had not been for the public sector contracts, potential redundancies and closures may have taken place by now. GMB were the prime movers in securing a Temporary National Agreement with Bidfood to save jobs, which allowed some limited VR's affecting approx.300 jobs. The TNA has allowed the company to keep surpluses on the books, and the use of flexi furlough when needed.

We secured full pay payments in both companies if people had to self-isolate. The Covid Safety protection policies that we put in place were best in class and, in some respects, we were able to use the arrangements in these companies and successfully used them with other logistics companies.

At the time of writing this report, surveys have been sent out to members in accordance with the National Bargaining Timelines for pay and conditions bargaining that are due to take place.

DHL/ XPO/ WINCANTON 3PL COMPANIES

Many of our members who work in the large 3PL logistic companies, apart from those who have worked on contracts that are high street retail based, have in the main remained open and in full production and at full capacity during the pandemic. Apart from members reporting problems at XPO around the period of Lockdown 1 at the ASOS, in the main proper safe procedures were put in place in most locations. There were some obvious issues at some sites with some of these companies, especially around social distancing, and proper hygiene facilities. In the main due to excellent work by our representatives and with good safety guidance that we published for representatives that we issued to regions and representatives for Logistics and distribution workplaces.

NATIONAL GRID

GMB members accepted a 2.3% pay increase for 2021. Consultation took place to changes to the defined contribution pension scheme. The proposal included changes to death in service benefits to 10 times salary, introduction of income protection plan at 50% of pay for two years, move to master trust arrangement and appointment of Legal & General.

National Grid announced their intention to buy Western Power Networks and put Gas Transmission up for sale. National Grid see their future in electricity, not Gas. The intention to sell Gas Transmission has rightly come as a great shock to members, especially having shown great commitment to the company through COVID crisis. Neither sale or purchase is likely to happen until 2022 and there are still hurdles to jump. National Grid say their intention is that WPD will operate as a separate business.

NUCLEAR

The National Nuclear Group (NNG) met for the first time in March with lay representatives from Sellafield, EDF, Magnox, Dounreay, Hinkley Point C and officers in attendance. This provided reps with an opportunity to share info and find out what is happening across the sector.

GMB has been playing an active part in Trade Unions for Safe Nuclear Energy (TUSNE). A new website has been established, a bulletin circulated, and TUSNE has written to Prime Minister seeking a meeting about nuclear and meeting net zero.

In conjunction Prospect and Unite we've written to Hitachi about the future of Horizon and to Government ministers about support for development of Wylfa Newydd

EDF is still in discussions with Government about New Nuclear at Sizewell C

NUCLEAR DECOMMISSIONING AUTHORITY (NDA)

Senior management has said that they will be applying the public sector pay pause for 2021. This follows correspondence from Government saying they expected NDA to comply with the pay pause and if they did not this would affect their funding next year. The joint unions have written to Government and met with NDA. The pay pause will not affect the pay agreement in place at Dounreay, bonus payments across NDA /Magnox, £250 rise for lowest paid, and ongoing discussions on operational development framework, though any agreement would need to be signed off by Government.

PRISONER TRANSPORT

2020 saw the transfer of c.800 staff from Geoamey to SERCO on the new PECS 4 contract. SERCO now run the South and Geo the North. This meant that GMB had to enter a joint recognition agreement with Community for the SERCO contract, with Community already part of a joint agreement with GMB on the London and East side of the prisoner transport contract. The GMB has successfully protected a collective agreement that transferred in with the Geo staff after SERCO wanted to make changes to working practices. We recommended an above inflation pay offer on the Geo side of the contract but are still in pay negotiations with SERCO.

SSE

At the time of writing this report discussions are still taking place on pay negotiations.

THOMPSONS SOLICITORS

GMB Safety Reps for each office were elected and GMB played a central role in workplace risk assessments and introducing Covid safety measures.

The terms of reference for a pay remuneration body were agreed. GMB has two of the four places on the body. The remuneration body will oversee and make recommendations about Thompson's pay structure. The normal collective bargaining arrangements will remain in place. Talks on profit sharing are on-going.

As with many of our employers, GMB reps in Thompsons recommended members accept a temporary pay cut as the firm saw PI work fall off a cliff because of lockdown. We are now entering into pay talks with Thompsons, who are currently proposing 0% and pleading poverty. GMB members are rightly expecting a cost-of-living increase to go some small way to offsetting the cost of the cuts they accepted to protect the firm in good faith. We are also negotiating an 'Agile Working' policy which we hope will give our members some much needed flexibility whilst off setting overheads for the firm.

WATER

NATIONAL WATER FORUM

The Forum has continued to meeting virtually throughout the Covid19 pandemic and has proved an important outlet for GMB reps to discuss what's happening across the water sector in these difficult times. There has been regular Covid updates, discussion on pay talks, pensions and health & safety but to name a few. The forum held a heartfelt minute's silence for the four people who lost their lives in the Avonmouth explosion and showed solidarity when Bristol Water workers and British Gas members went on strike.

Overall GMB membership in Water sector has increased during the year. Yorkshire Water membership has led the way

THAMES WATER

GMB members voted to accept a 2% pay offer in an electronic ballot of GMB. Management tabled proposals to close the larger of the two defined benefit pension schemes. The joint trade unions put off previous attempts to close the scheme and proposed an alternative GMB hybrid scheme. Despite this being a well worked proposal Thames Water took the decision to close the scheme. GMB and the other unions negotiated improvements to the defined contribution.

Discussions between the company, GMB and joint trade unions have concluded and we've reached an agreement with Thames Water to implement average holiday pay from 1st April 2021. This will also be back dated for 2 years and an additional 1 year's compensation has been agreed. This agreement applies to all employees, although there are special provisions applied to Shift workers and employees recording their leave on a different system.

2021 Pay talks are scheduled to start at end of April. Thames Water is seeking Living Wage Foundation accreditation.

Membership has remained stable and slightly increased during the last year.

WILKO

When Wilko attempted to impose increased weekend working, GMB members at the two distribution centres in Major, South Wales and Worksop, Notts voted to take strike action to defend the right to time off with their families. Last ditch talks at ACAS brought about an improved offer which was accepted by members in a workplace ballot. The reps, members and officers all worked tremendously together, and this unity brought about a successful resolution to the dispute.

In the Employment Tribunal GMB was successful in its claim that Wilko failed to collectively consult when they dismissed just under 100 workers at the Head Office in Worksop. The Tribunal judged that employees were entitled to a 90-day protective award.

In first week of January, GMB was told that the company wanted to work with us and improve employment relations. They then went on to say there would be no pay negotiations this year, they wanted to cut sick pay and the only rise would be to comply with national living wage. When Wilko announced they were going to impose cuts to sick pay at the start of the Coronavirus outbreak there was a tremendous backlash, widespread press and social media coverage. Under this pressure Wilko scrapped plans to introduce sick pay changes in April.

GMB sought information on the Wilko Job Evaluation Scheme in relation to changes being proposed to leadership roles in distribution centres and in the wider context of pay transparency and equal pay across Wilko.

GMB solicitors lodged employment tribunal claims after Wilko said that employees who've historically opted out of Sunday working would be rostered to work Sundays and if they refused they wouldn't receive equivalent hours in the week. GMB also has pay protection employment tribunal claims being lodged for members in South Wales.

Weekly meetings have taken place with Wilko management to discuss Coronavirus. We asked the company to consider furloughing team

members who have childcare and caring responsibilities, but who do not fall into the vulnerable categories. We asked the company to extend the 12 week's pay categories and they said they would look at this on a case-by-case basis. Social distancing and PPE are what concern our members most – we have raised the issue of mask and visors. Wilko are sticking to the government guidance, but the pressure on Wilko will increase on this.

GMB pushed for Wilko to pay a bonus to team members who are working on the frontline and to give all employees a pay rise. The BBC Midlands Easter Egg press coverage was embarrassing for Wilko and presented us with an opportunity to push home our demand for Wilko to pay a bonus. Wilko is looking again at whether it a pay rise for 2020.

Two GMB women members, working at the Wilko South Wales distribution centre, have won their equal pay claims against Wilko. Their claims were supported by the local GMB convenor, Paul McGuire, and the Region from start to finish. It is a brilliant result and yet another win against Wilko in the Employment Tribunal.

The distribution centres at Wilko are undergoing modernisation, this resulted in redundancies at DC2 in South Wales and a renegotiation of the contracts.

Wilko enforced a new absence policy which resulted in a consultative ballot for industrial action, GMB receive 80 % support in the ballot and forced Wilko back round the negotiation table.

We are currently re negotiating the recognition agreement, looking to improve the reps and consultative structures and enhance the organising opportunities, particularly across stores.

2021 pay talks extended with the goal of removing any minimum wage rates.

YODEL

Pay talks with Yodel were delayed because of Covid19. When they eventually started in the second part of 2020 Yodel tabled a derisory 0.75% offer and wanted to move the pay anniversary date from April to July. Considering GMB members had worked so hard through the Covid crisis and Yodel had done so well was a kick in the teeth for GMB members. This and subsequent offers were rejected by GMB members. A strike action ballot brought Yodel back to the negotiating table. In talks at ACAS, Yodel upped the offer to 2.5% from July 2020, a £50 bonus paid in January 2021 and 2.25% from July 2021. This was overwhelmingly accepted by GMB members in a workplace ballot in November 2020.

Employment Tribunal claims were submitted by GMB for 19 members at Hatfield in relation to non-payment of shift allowance when sick or on annual leave. The reps and Steve Garelick in London Region led the way in pursuing and protecting our members rights. Barry Allan, one of the GMB claimants contracted Covid recently and very sadly passed away. Our thoughts and condolences go to family, friends and colleagues at Yodel in Hatfield.

Yodel handled 40% more parcels during the Christmas peak, the busiest period being Black Friday week when our members handled 5 million parcels. Its expected that volumes during January & February will be higher than peak levels in 2019.

Due to the hard work of officers and reps in our London region, GMB members have been offered 100% of back pay after certain contractual shift allowances were not honoured. This has now prompted an investigation by our reps as to what else Yodel have been getting away with not paying, including raising the question of whether holiday pay has been calculated correctly. We continue to have a good network of reps across Yodel and we will be using that network to target membership growth in those areas where Yodel are aiming to have 95% of the workforce in full employment.

NATIONAL HEALTH, SAFETY AND ENVIRONMENT DEPARTMENT

The period since GMB Congress 2019 has been coloured to an enormous extent by the Covid-19 pandemic. To give a full account of our activities since February 2020 would take many pages. We have answered thousands of member and colleague queries; engaged in policy negotiations with Chancellor of the Exchequer, Business Secretary, Cabinet Secretary and other senior policymakers; presented in numerous webinars; and developed a large suite of materials for members to access from the GMB Coronavirus Hub on the website.

Coronavirus Response: In the absence of clear and definitive guidance from the Westminster Government, our initial role was to develop policy positions and standards to control the spread of the virus. Working closely with National Office colleagues, particularly National Training Officer Carl Parker, we developed a detailed range of policy demands. We expect employers to do everything possible to reduce the risk of Covid spread. We demand risk assessments for all workers at elevated risk, and the enactment of every necessary measure including PPE to the required standard. This must be underpinned by the right to self-isolate with full pay and no detriment when advised to do so.

We have taken this agenda into discussions across the economy, and have ensured they are reflected in sectoral guidance from a number of trade and third sector bodies, particularly the Waste and Recycling sector, where Lynsey played a highly influential role in the development of WISH guidance, which became a template to be adapted for other sectors.

We have met with BEIS on a number of occasions to challenge the poor quality of their Safer Workplaces guidance, with limited success due to a reluctance to admit that the unions have valid criticisms. We have had more constructive meetings with Public Health England, primarily on schools, where there has been a willingness to listen and engage. Ultimately the GMB is having a clear influence on Government Covid policy in Scotland and Wales, but in Westminster it is usually too late to make the substantial difference we need.

We have provided advice and support across all sectors, Regions and Nations of the union. As most GMB members have been key workers throughout the pandemic, we have remained heavily focused on coronavirus issues to the exclusion of almost all other work. Two areas of particular activity have been schools and social care. Working with National Officials Karen Leonard, Stuart Fegan, Avril Chambers and Rehana Azam, and the Schools National Committee, we have faced into substantial challenges in schools on PPE, Testing, Face Coverings, and ventilation. In every instance, the Department for Education has eventually moved towards our policy demands, but this has taken huge resources and constant battles with both DFE and many employers.

In Social Care, working with Public Services Section colleagues Kelly Andrews and Rachel Harrison, we have tackled issues such as PPE standards and provision; Testing; Social Distancing, and RIDDOR reporting. At time of writing, we are assisting with the response to the Westminster Government's proposals to mandate vaccination for all care home workers in England, an issue which is unlikely to be resolved for some time.

Lynsey performed tremendous work in keeping the Coronavirus Hub updated. Hundreds of hours have been spent developing, reviewing and revising the many pages of guidance. Once events began to move too quickly to keep pace with, we moved to alternative method of delivery. On 2nd November 2020 we ran our first Monday morning webinar for Safety Reps. The webinar now runs from 9:30-11:00 every Monday, and features a training presentation then a Q&A. The webinar is designed to allow Reps to use facility time to attend rather than having to do so in their own time. We average over 100 reps every week, and feedback to date has been incredibly positive.

Lynsey and Melanie Bartlett, Training and External Relations Officer, ran a six-week training course for Schools Activists on organising around Health and Safety. The course, organised and delivered with Tom Rigby (Birmingham & West Midlands Region), was well-received and has provided a blueprint for future courses, including our online International Workers' Memorial Day 2021 event.

Working with Melanie Bartlett, Tye Nosakhere (Midlands and East Coast Region) and Tom Rigby we have developed a Black, Asian and Minority Ethnic Worker Risk Indicator Pre-Assessment tool to attempt to score a range of relevant external factors before any employer risk assessment. The Indicator Tool can be found at: <https://www.gmb.org.uk/support/coronavirus/make-work-safe/bame-risk-indicator>

We have also performed a large amount of external engagement on Covid issues. We presented to the Society of Labour Lawyers on the Trade Union response to Covid, and chaired a session on mental health at the Virtual Hazards Conference. We gave keynote presentations at an international Webinar for IOSH (the Institute of Occupational Safety and Health), to the HSE Working Group on EU Regulation on the future of chemical regulation post-Covid and Brexit; and to the FDMF (Food and Drink Manufacturing Forum) on the work we have done with the Waste Industry on worker engagement.

Support to Commercial Services Section:

Water: We chaired the water industry section H&S Conference on 4th July 2019. This one-day event, brought together our key activists from all regions together to share good practice, identify common challenges and concerns, and develop an action plan for the sector.

Security: We helped to develop a campaign on the mental health in the security sector, including new guidance, campaign demands and a sample mental health policy for employers.

British Airways: We have begun to tackle work-related stress issues in British Airways at Heathrow. We have met with the reps to map out the issues, and were in the process of developing surveys and organising site visits when the lockdown occurred in March 2020. In January 2021, we met with National Officer Nadine Houghton to discuss the management of Covid in the sector, particularly in terms of mental ill-health and suicide risk. An outline strategy has been developed to tackle these issues, and we will be working closely with Nadine to take this forward.

Logistics and Platform Working: We engaged with BidFood on the development of site pick rates, including a site visit to the Paddock Wood depot in Kent to meet with the company's Time & Motion Specialists, and a 2-day visit to the

London Battersea depot, to observe both the general working practices and the derivation of pick rate calculations. We used the information gained from this exercise to lobby HSE for specific guidance on the safe setting of pick rates. This will be a major achievement if HSE delivers.

We have continued to be heavily involved in campaigning activity on health and safety standards in Amazon. We participated in a joint meeting between National Officials and the TUC in June 2019 to map out a detailed campaign strategy. We also contributed to a series of Freedom of Information requests made by Laurence Turner of our Research Department identifying the number of RIDDOR reportable incidents at Amazon sites over the past few years. This has allowed us to effectively challenge Amazon's claims to have "43% fewer accidents than comparable businesses in the transport and logistics sector".

British Gas: We provided advice and support on the Covid health and safety requirements around the recent industrial action. This was initially to identify whether picketing was permitted, and if so to what extent, then to develop risk assessments for all picketing activity. We continue to engage on the impact of the Fire and Rehire tactic employed by the business, particularly in respect of the mental toll and suicide risk to the affected members.

Asda: Lynsey and National Officer Roger Jenkins, working closely with the National Retail H&S Committee, scored a major victory in forcing Asda to redesign their new home delivery Penso Vans. The company have refitted the vans completely: hinges all replaced and racking changed; extra catches have been added to hold doors open and all new ones coming into the business will have all the new fittings from the start. An issue with one of the straps that hold the door open was subsequently identified and this has now been resolved.

Home Shopping trolleys however are still causing major concerns for members. The model rolled out by Asda is too tall and heavy for many workers, and we continue to engage on training and usage of this equipment. We are also engaged on the role of the Covid Marshal and Security Officer role in mask enforcement, particularly the policy on PCSO's working with Asda to enforce mask wearing when Asda colleagues are not being heeded by customers.

In Asda Logistics Services, we have provided support on a number of issues primarily Driver-facing cameras, and the height of roll cages loaded onto vehicles.

Support to Manufacturing Section:

Chemicals: We were heavily involved in discussions on chemical regulation, primarily through the UK's role in the Globally Harmonised Classification system of chemical assessment, with frequent meetings at HSE Bootle to ensure that UK continued to participate through the Brexit process. We spent significant time meeting with the Labour Party, the HSE and other parties to develop the response to the draft REACH Regulations. This included meeting with a wide range of stakeholders, and briefing Shadow DEFRA Ministers on the key issues and concerns.

HSE Engagement: With National Officer Eamon O'Hearn Large we met with HSE to discuss key issues in Food and Drink Manufacturing, which is informing our approach to policy moving forward. We continue to be heavily involved in HSE's Paper Advisory Committee, PABIAC; SiMPL (Safety in Manufacturing Plastics) and CHARGE ceramics committees. In all cases we have contributed to new Sector strategies.

Construction: We remain key players on the CONIAC construction advisory committee, where we have seats on the main Board, along with the Health, Risk and Communications Sub-Committees. The reconstituted CONIAC is now formally aligned to the Construction Leadership Council, and we have a seat on the liaison committee along with National Officer Charlotte Childs. We also took a seat on the NAECI NJC Health and Safety committee with effect from summer 2019.

Asbestos: Richard Morgan of the Midlands and East Coast Region stood down from HSE's Asbestos Leadership Group in 2019 after many years of sterling service, holding HSE to account and ensuring that the focus remains firmly on licensing activity. Dan has taken the chair the recently formed TUC Asbestos in the Built Environment committee, and is a member of the Welsh Government Working Group on asbestos management, along with Mike Payne of the Wales and South West Region.

Hinkley Point C: We have begun engagement with management at HPC on health and safety issues on site. A number of concerning positions have been taken by management, particularly on the management of mental health issues and approaches to behavioural safety, and we are working with National Secretary Jude Brimble to develop a GMB campaign. Lynsey has developed a range of posters and materials to help recruit Safety Reps, and our thanks go to Lauren Tinney of the Productions and Communication team for her tremendous design work.

Air Products: We are providing support to National Officer Eamon O'Hearn Large on the management of fatigue within Air Products. This is a particular issue for drivers, and links to wider policies on absence management that are currently under negotiation.

Food and Drink Manufacturing Forum: Lynsey presented at a forum meeting in March 2020 about the work she had undertaken, along with some GMB and Unite Safety Reps, on how to ensure better Worker Engagement in the Waste Industry. They are looking at replicating the Worker Engagement tool produced by the Waste H&S subgroup and making it relevant to the Food and Drink sector.

Support to Public Services Section:

Asbestos in Schools: We continue to be heavily involved with the Joint Union Asbestos in Schools Committee (JUAC), where we hold the Deputy Chair. JUAC has convinced HSE to perform specific inspections to assess the condition of asbestos in schools. 50 schools across the UK will be inspected as a pilot, to determine whether the management of asbestos matches the paper systems the schools use.

Waste and Recycling: Lynsey reconvened the HSE waste industry worker engagement committee, which she now chairs. The committee has delivered a new worker involvement measurement tool, and organised a joint conference for more than 100 safety reps and managers in late 2019. This is a major achievement as HSE had largely walked away from the area until Lynsey got involved. Lynsey is also involved in two studies around health & safety in waste industry during COVID (HSE and University of Exeter).

Prisons: A new working group has been formed – the Joint Unions Prisons Alliance – comprising POA, NAPO, UCU, BMA, RCN, Unison, GMB, PCS and Unite. The group is looking specifically at violence risks to all workers in prisons. The working group is developing a set of campaign demands that can be delivered in Parliament. We published some primary research in June 2019, which was followed by good press coverage in The Times and elsewhere. We met with the HSE and the Home Office in September 2019 to discuss our concerns. We hosted a summit meeting between the Joint Unions Prisons Alliance, the HSE and the Home Office on 25th February 2020 to discuss the management of health and safety risks in the UK Prison estate. From this we have secured a commitment in principle for the creation of an HSE Sector forum for Prisons.

Ministry of Defence: We provided support on a disturbing situation at MOD Ashchurch near Tewkesbury in Gloucestershire, where asbestos was discovered throughout the site.

Environment: We have been heavily involved in activity on Air Pollution. We are founder members of the Trade Union Clean Air Network (TUCAN), which looks at practical ways to improve air quality in the workplace. We have also worked with the British Safety Council to develop their 'Canairy' air quality app. Lynsey participated in a joint TUC/New Economics Foundation event on a four-day working week. There is emergent evidence that this could be achieved with little loss to UK productivity, and great benefits to the environment from reductions in business and transport emissions. Lynsey participated in an EU-level summit on climate change in Brussels in September 2019, where our support for a Just Transition, particularly in the energy sector, was well received. Dan presented at a TUC Conference on air quality and pollution in late September 2019.

Bladder Cancer: Following the passing of a motion at GMB Congress 2019, we have held a number of meetings with the charity Fight Bladder Cancer on the development of a joint awareness-raising and action campaign. Proposed actions under consideration include development of new joint GMB/FBC guidance; delivering fringe meetings at GMB, Labour Party and TUC Congresses; surveying of GMB members, in particular the Retired Members' Association, on their knowledge and experience of bladder cancer; and asking parliamentary questions and arranging to meet with Ministers and Shadow ministers with regard to both research funding and preventative measures.

Departmental External Appointments: Lynsey was formally appointed to the Board of the Faculty of Occupational Medicine in December 2019. Dan was appointed to the Industrial Injuries Advisory Council in September 2019.

MANUFACTURING SECTION INCLUDING, FINE MANUFACTURING, INDUSTRIAL POLICY AND RESEARCH AND INTERNATIONAL REPORTS

FINE MANUFACTURING SECTION

Membership for the section at the end of March 2021 stood at 2,719 which is a net loss of 640 since reporting to Congress 2019. The ceramics industry continues to operate in a tough climate, with Brexit taking its toll, and GMB continues to work closely with the employers' federation and through the Manufacturing Trade Remedies Alliance (MTRA) to make our case to Government ensure it protects UK manufacturing and jobs in trade deals.

MANUFACTURING SECTION

GMB's Manufacturing Section membership at the end of March 2021 stood at 98,036 which is a net loss of 7,206 members since reporting to Congress 2019. Manufacturing has been hit by both Brexit and Covid, and the Government's failure to deliver a robust industrial strategy for UK Manufacturing is clearly impacting the wider industry.

Since last Congress the Manufacturing Section National Committee, chaired by Bob Gunn Section

President, has met regularly to review section activities and receive industrial reports. Key areas of focus for the future are to build on our successful "Making It" and "Turning the Tide" campaigns and continuing to use all available policy and political channels to fight for members in UK manufacturing and wider industries.

Lastly, the Section wants to extend heartfelt thanks to Steve Kemp for his amazing contribution over the years, who has retired from GMB. He is a staunch trade unionist, and he will be sorely missed by GMB and Manufacturing Section.

The diverse range of industries covered by National Officers that make up the Manufacturing Section are:

Eamon O'Hearn (Food & Drink, Chemicals & Pharmaceuticals, Furniture, Glass and Paper industries):

Charlotte Childs (Engineering & Construction, HS2 and HPC):

Ross Murdoch (Ship Building, Engineering, Aerospace, Steel, OCA, TICl):

Steve Kemp (Bricks, Aggregates, Building Materials and Construction):

Jude Brimble, National Secretary (Supported Employment, Remploy, IBO, C&T, Fine Manufacturing Section)

Food and Drink Industry

Members across the industry have continued to work, with only limited furlough being used in some fresh food areas, with members responding magnificently to the challenge. However, many companies did not meet this level of commitment, failing to provide full sick pay for Covid absences and in some cases relying on SSP, creating a two-tier industry. Some key brand names have done the right thing, but many lesser-known producers are only meeting their basic legal obligations. Bakkavor in particular was the subject of some great industrial and press work to expose their working conditions, in both London and Southern Regions, the latter in particular were able to secure some major concessions on fully paid Covid absence which was a brilliant result.

Due to our industry pressure, we were responsible for securing the first formal dialogue with DEFRA and industry trade unions, building on the relationship established with the Food and Drink Federation, whilst also maintaining our Executive roles within both the International Union of Food Workers (IUF) and IUF-Europe (EFFAT).

Chemicals Industry

Members have been working throughout lockdown with many companies leading the pack when it came to supporting workers absent through Covid and developing safe systems of work.

We are continuing to work closely with the Chemical Industry Association on areas of joint lobbying, including being part of the Government's Expert Trade Advisory Groups on trade deals. However, despite participating and being renominated to continue, GMB has determined that we will not be continuing as the Government is seeking participants sign up to NDA's that are subject to the Official Secrets Act, thereby putting individual staff members at risk of criminal charges in the event of information allegedly being leaked.

Pharmaceuticals

Members have worked throughout the pandemic and both Astrazeneca (AZ) and GSK implemented very high standards for their production workforces, including paying a significant attendance bonus to workers.

However, over the past two years pay talks have become increasingly difficult, with AZ members voting to take legal industrial action last year for the first time in many years, and GSK members almost coming to the brink of an industrial action ballot, again something not witnessed for a number of years.

In AZ we negotiated a new collective agreement role, Grade 10, and over 2019/20 members accepted 3.4% and 2.9%, and in GSK members have accepted 2.7% and 2% wage increases respectively.

GSK has continued to close sites and GMB site in Barnard Castle has been under threat of sale, and now they are selling the Ceph's business which covers roughly half the site production and will be off-shored in 3-5 years. This is devastating news, but just recently GSK announced it will now be finishing Covid vaccines which will provide a stream of additional work that could offer opportunities to members to transfer to ongoing roles.

BOC Ltd

Members have worked throughout the pandemic, with BOC being a leading company regarding its absence and sick pay support. Pay negotiations were initially delayed due to lockdown and when they commenced the Company, like many others, initially sought to

impose a pay freeze, which led to lengthy talks which eventually resulted in a two-year deal of 1.5% and 2.1% being accepted by members; this was also flowed on to locally bargained membership at the Morden and Immingham sites.

Air Products

Members have worked throughout the pandemic, and sadly over the past year there have been 6 deaths in the driver population, though none Covid related. This is very saddening, and we are looking to work with members and the Company to explore positive health initiatives for our members.

The four bargaining groups have received the following pay awards over the past two years respectively – Bay Cylinder 3.5% and 3.0%; MicroBulk Drivers 2.8% and £280; Package Gas Drivers 2.8% and £252 and Bulk Drivers 2.9%, 1.5% and £427.

Corrugated Packaging Industry (CPI)

Members have been working throughout the pandemic as demand for deliveries has resulted in huge production needs.

In 2019 members accepted a 2.75% award, however last year the employers (Saica Pack, DS Smith, and Smurfit Kappa) used the uncertainty over the pandemic to split the talks, with SK making an offer of 1.5% outside the CPI talks, this left members in the other two companies somewhat stranded, with GMB members rejecting the final offer of 1.5% but it only being narrowly accepted after Unite members voted to accept. This schism has now resulted in Saica leaving the National Pay talks to have direct pay talks with GMB and Unite, and only DS Smith under the CPI in 2021.

Brick and Building Materials

Since the last section report Brick and Building materials have had two main issues to deal with, which is the impact of Brexit and the ramifications of Covid. To date Brexit has not impacted too negatively on the sector but the full impact of Brexit has yet to be probably felt at this stage.

Initially the pandemic had a deep effect on companies with a significant amount of GMB members furloughed, but in many quarries work was not affected, and they carried on working at full capacity. This is testament to the work of GMB members in this very unique and uncertain period, and GMB Reps deserve the fullest praise for ensuring that their workplaces were safe for

GMB members to work in. They turned up for work, often working long hours to ensure that their employment was safe, whilst producing the goods for the employer.

After the initial few months of 2020 workplaces gradually returned to some production normality. Companies specialising in outside home improvements namely paving etc were working at full speed to supplement demand. This was because of people spending money on home improvement and DIY projects because holidays in the UK and abroad were really affected by Covid 19, and there were deep travel restrictions imposed by Government.

Shipbuilding

In following up on the April 2019 evidence session to the Defence Select Committee, GMB again provided further evidence to the Committee on 8 September 2020. The primary focus for GMB was again to win the campaign to have the Fleet Solid Support (FSS) ships contract designed, built, and assembled in UK shipyards. GMB has long argued that, for reasons of sovereign defence capability, that article 346 (Lisbon Treaty) did not apply, therefore a UK restricted tender could be applied to this approx. £1.5bn three ships contract. In September 2020 Secretary of State for Defence Ben Wallace finally conceded that these ships would now be categorised as Warships. This is a significant victory for GMB in its campaigning work. There is still campaigning work to do, as the two likely front runners for this contract sees yards where GMB has members effectively caught up in competition with each other due to the consortia they are involved in.

Outside of the FSS Contract, the Type 31 Frigate contract was awarded to Babcock Marine, which will provide many years of work for our members at Rosyth Dockyard in Scotland. The Type 26 Frigate contract is progressing well at the two Upper Clyde yards in Scotland with BAE Systems, again providing many years of work. GMB campaigning has also played a significant part in bringing about a turnaround at Appledore Shipyard in North Devon, with the yard reopening after being purchased by InfraStrata (now known as Harland & Wolff Appledore). This is the same company who purchased Harland & Wolff Belfast after a campaign of yard occupation by our members; the same company has also purchased two of the BiFab yards in Scotland. There is also a commitment on building the four new submarines at Barrow and future upgrades, which will secure many years of work for our members there with BAE Systems and increase

significantly the number of apprentices at the Barrow yard. GMB has worked tirelessly with the Labour Party on Defence issues and policy. In March 2021 Shadow Defence Secretary John Healey reinforced the Party commitment to UK Defence jobs, highlighting support for the four new submarines and future upgrades, FSS, steel and the wider supply chain. The Party has also adopted a Britain by default position on procurement with a higher weighting on UK prosperity, which is very much aligned to the GMB motion carried at Section Conference in Belfast in late 2019.

Steel

The last couple of years have again proved to be extremely difficult for GMB members working in the steel industry. We witnessed the announced closure of British Steel in 2019 where GMB has members in both Scunthorpe and in Teeside. GMB was heavily involved in the joint Task Force set up between all stakeholders and Chaired by the Secretary of State for BEIS. The Government brought in the Official Receiver to run the business day to day. The Government retained the workforce and picked up the wage bill to allow time to find a new provider. In March 2020 GMB and its sister steel trade unions signed off on a new agreement with the Chinese steel company Jingye to take over the business. In the space of just over a year the business has moved from loss making, to break even to profit, a testament to the highly skilled GMB members who played a key part in this turnaround. Further challenges remain in other areas of steel where GMB has members. The Tata Steel Europe business is currently looking to separate, effectively leaving Tata Steel Netherlands and Tata Steel UK as stand-alone businesses.

GMB has also been heavily involved in talks with Government over the crisis at Liberty Steel/GFG Alliance after the Group's main lender Greensill Capital filed for insolvency in March 2021. The Group then sought a £170m bailout from the Government. This was rejected by the UK Government on the basis of the "opaque" nature of the Group. Whilst the Group owner Sanjeev Gupta continues to state they remain confident that funding can be secured (Plan A) to protect the UK businesses, we are effectively in a stand-off position. GMB has been engaging with the Government to ensure contingency plans are in place should Plan A fail to materialise. The Government has confirmed to GMB all options are on the table, including taking the business into public ownership.

Offshore Contractors

GMB has signed a new Energy Services Agreement (ESA) to cover our members in the offshore industry.

Nestle

During lockdown GMB members agreed a temporary clause to the sick pay agreement that protected the highly vulnerable, vulnerable and those shielding. GMB has also secured a pilot recognition agreement with Nestle's FM provider Sodexo. This initially provides collective bargaining right to GMB for the York site, with the intention of widening out to other sites.

Diversity in Construction

GMB is leading the way in championing diversity in construction. In 2021 GMB ensured that all pay claims submitted from National Office have included a clause committing the employer's side to discussing the gender pay gap, under representation of minority groups and improving workplace culture for under-represented groups.

GMB has also been at the forefront of a 'Women in Construction' initiative at HPC and are in the process of setting up a women's forum onsite. A GMB 'Women in Construction' event is planned for the start of Summer to bring GMB women together and develop a strategy for our women in construction.

National agreement for the Engineering Construction Industry (NAECI)

A two year pay agreement, culminating in 2% or CPI and other benefits expired at the end of 2020 and the ECIA imposed a pay freeze for 2021 in light of the Covid-19 pandemic. Members rejected and opposed this and the 2022 pay claim has just been submitted, which includes clauses to make amends for the pay freeze currently being endured. The pay claim also goes into detailed plans for a long-term solution to the current skills shortage, an issue that has been exacerbated by the pandemic and needs robust solutions, rapidly.

There are numerous projects in the pipeline, although there is a lack of Category 1 work upcoming in the immediate future which will present an issue for our members. GMB continue to approach potential NAECI projects and have talks scheduled for opportunities to have projects categorised as NAECI projects. The GMB activist's forum have identified several opportunities that the section will be supporting regions in organising campaigns.

CJIC

A 2 year pay deal expired in June 2020 and a pay freeze was implemented for 2021. CJIC wording makes it clear that the pay set out in the agreement is a minimum and GMB is in the process of working to negotiate better rates of pay locally, as provided for within the agreement. A pay claim has recently been submitted for 2022.

Hinkley Point C (HPC)

As the work at HPC ramps up as does the organising effort from GMB. Work across the Security, Hospitality and Construction elements of the project is underway in terms of recruiting and organising members, regional colleagues alongside GMB reps have overseen huge growth in membership – especially in areas not traditionally organised by GMB.

The annual rate review has recently been endorsed by the HPC Joint Project Board. The base hourly rate will increase by 1.7% effective Monday 04 January 2021 for those individuals who work under the Civil Engineering Sector Agreement (CESA), Engineering Construction Sector Agreement (ESCA), Supervisory Sector Agreement (SSA) and Site Operations Agreement (SOA). This increase is calculated by using the 12-month RPI average rate from November 2019 to October 2020. All other relevant travel and accommodation allowances mirror those set for the appropriate national working rule agreements in construction ECISA sick pay rates increase by 1.0% effective Monday 04 January 2021. This increase is calculated by using the 12-month CPI average rate from November 2019 to October 2020.

GMB is an active member of the Joint Project Board, taking part in discussions and directing activity on Health and Safety as well as equality work with GMB being heavily involved in Young HPC and mental health support available to members on site.

GMB are heavily involved in the discussions currently underway around the training standards on site, ensuring that sector wide standards are maintained and improved on. We have also made sure that the longevity of the project is taken advantage of in this respect, supporting the project in plotting out a path from operative grades to adult apprenticeships, ensuring that we are taking the opportunity to train the next generation of tradespeople.

The section continues to support membership organising whilst the Wales and South Western Region continue to manage all day-to-day activities, negotiations, and recruitment.

HS2

As a member of the TUC-HS2 working group we have established a dialogue with all the Joint Venture (JV) Contractors, many of whom have no previous relationship with GMB. Positive conversations are underway in terms of securing access to workers on construction, building on the good work that has been done with the facilities, security, and waste contracts. GMB was a key driver in the Code of Practice and TUC framework, the former providing direct access to entire sub-contractor workforces via secondary 'inductions', giving us the opportunity to organise and recruit directly. It also ensures contractors are not to use public money to pay union fees, which is a step in the direction of trying to eradicate the practice of sweetheart union deals where workers have no idea they are actually union members. National Office are in regular conversation with affected regions to ensure that these inductions are properly resourced and ensure there is an ongoing trade union presence on the various sites.

RESEARCH AND POLICY

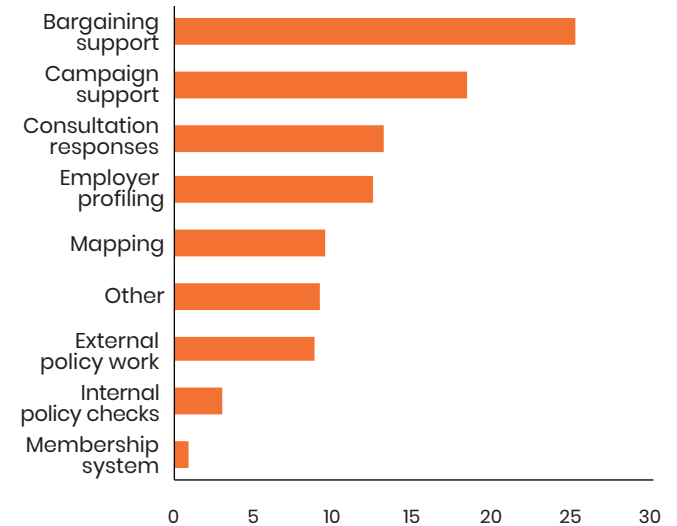
Since Congress 2019 the Research and Policy Department has continued to provide support to the industrial Sections and the wider union in support of the union's industrial agenda.

Industrial work during that time has included maintaining the National Bargaining Calendar and conducting a number of mapping and ballot-readiness exercises. Work connected to the British Gas dispute included ballot-preparedness and assurance, research on the employer's finances and other profiling (including mapping Centrica's public sector contracts), and work in support of publicity and GMB's Select Committee appearance. The Department also provides bargaining support information, which includes production of a monthly inflation and wages report that is sent to all GMB employees.

Between October 2020 and April 2021, the Department had responded to more than 120 requests for assistance from colleagues at National Office and in GMB Regions, totalling more than 460 hours of work. The most common

type of request was for bargaining support, which accounted for a quarter of time spent answering colleagues' requests.

Research and Policy Department, time on requests by type of task (%) between October 2020 and April 2021



The Department also plays an extensive work in the drafting of a number of Congress documents and other administrative and policy work relating to the delivery of Congress. Within the team, Anna Barnes has a particular responsibility in this area, and she has ensured the timely production of key documents for Congress 2021.

The Department has also supported a number of GMB policy campaigns, including in close co-operation with other national office Departments. In the shipbuilding sector, following a high-profile campaign which included GMB's 2018 report Turning the Tide and a number of evidence submissions, the Ministry of Defence decided November 2019 decision to halt the international competition for the Fleet Solid Support order. The Research and Policy Department has also done work in support of the campaign to secure the Sizewell C nuclear build.

The COVID-19 outbreak has had a significant impact on the Department's work, including through continued restricted access to some of our normal sources of information. COVID-19 work has included providing advice to members on the operation of the Job Retention Scheme, monitoring furlough rates and job losses in GMB employers, and facilitating discussions with Government Departments (which helped secure the inclusion of school support staff and early years' workers on the 'Key Workers' occupation list).

In line with the decisions of the industrial Sections Conferences held in 2019 and in light of the COVID-19 outbreak, there has been a particular focus on mental health during the last year, which included co-designing and analysing the results of two national surveys. The results were covered by the BBC in April 2021.

The Department has also provided verbal and written evidence on a range of subjects to bodies including the Low Pay Commission, Government Departments, Acas, the Labour Party, select committees, and All-Party Parliamentary Groups. The team has also contributed to a number of submissions by other GMB Departments.

In 2020, a dedicated section of the GMB website was created to enable members' direct access to bargaining support information and the policy work of the union, including evidence submissions. This can be found at: <https://www.gmb.org.uk/research-policy>

The Department has a headcount of three people. In December 2019 we said goodbye to Charlotte Nichols who was elected to Parliament. In October 2020 Ross Holden joined the Department on a nine-month secondment from the External Relations and Training Team. Ross has taken on particular responsibilities in the areas of international policy and GMB's Low Pay Commission submission.

EUROPEAN AND INTERNATIONAL TRADE

Following the General Election in December 2019, the newly elected Government, led by Boris Johnson and commanding a substantial majority, moved swiftly to pass the EU Withdrawal agreement. The UK officially left the EU on January 31st 2020, but continued to trade under EU provisions during the transition period during which time the UK and EU negotiated a trade deal defining their future relationship. These negotiations went to the wire, with agreement reached on 24th December 2020 on the EU-UK Trade and Co-operation Agreement (TCA). Following a rushed Parliamentary vote adopting the agreement on 29th December, UK finally left the EU on 31st December 2020.

Despite consistent efforts by GMB to push for the agreement to put our members' jobs and livelihoods above political dogma, the

Government did not listen to trade unions, business or Parliament during the negotiations. The resulting deal, though better than no deal, is not a good deal.

In January 2021, GMB produced a detailed analysis and impact assessment of the EU-UK TCA across all our sections, with an Annex covering cross sectoral issues such as workers' rights, standards, public procurement and other issues. This was circulated to SMT and GMB Section National Committees for debate.

GMB concerns that the agreement failed to secure UK workers' rights being aligned with EU rights and protections into the future were confirmed when the Government wasted no time in attempting to attack our working time rights in February 2021. GMB reacted immediately and with support from Labour shadow Ministers and European trade union colleagues, we managed to see off the threat, which would inevitably have led to other rights and protections being undermined. However, it is clear that this remains an objective of the current Government and we must remain vigilant to protect these rights.

The move away from regulatory alignment in the agri/food, chemical, medicines and other sectors has increased documentation required for trade with the EU with inevitable delays at border points. This became visible at an early stage, with the particularly ominous sight of empty supermarket shelves in Northern Ireland, which has remained part of the EU Single Market under the Northern Ireland Protocol.

Government underestimated the impact of its poor agreement in disrupting trade. There are increasing signs that EU markets are seeking other suppliers on mainland Europe to replace UK export supply. The pandemic has made it difficult to get a clear picture of the scale of UK manufacturing exports affected, and whether orders are paused because of COVID or have now diverted from UK. This will become clearer as the economy opens up, and GMB will continue to monitor and campaign on potential impacts to defend our members and their jobs.

Having left the EU, the UK Government is now developing independent bi- or multilateral trade agreements with other countries globally. GMB is following these negotiations closely, and has raised major concerns about the secrecy of these negotiations, which do not put the jobs and economic benefit of our members

at their centre. The Government has denied Parliament proper scrutiny of the negotiations and deals. Trade Unions are being forced to sign Confidentiality Agreements bound by the Official Secrets Act to be involved in advisory groups on the negotiations. GMB has strongly opposed this on principle, believing our priority is to be able to campaign freely and openly in defence of our members' interests in relation to Government trade policy and agreements.

GMB has been actively involved with TUC and trade justice organisations in raising our concerns about agreements currently under negotiation or agreed. We have provided briefings to Ministers, shadow ministers and MPs and the Lords, and are working closely with trade unions in Japan, New Zealand, Australia, USA and other countries to campaign on common concerns to Governments on either side.

We have major concerns about the UK's application to join the Comprehensive and Progressive Trans-Pacific Partnership agreement (CPTPP) as part of its wider foreign policy Indo-Pacific tilt. This is a highly liberalising trade agreement with poor labour and environmental standards provisions, and an investor state dispute system (ISDS) allowing corporations to sue governments and challenge public interest policy. The UK Government is proceeding to join this agreement without publishing its negotiating objectives or producing an impact assessment of the agreement on UK economy, jobs and interests.

GMB has been working closely with US trade union the Teamsters to push for resolution to the Boeing Airbus trade dispute which has been hugely damaging to GMB whisky workers hit by retaliatory tariffs at 25% causing a huge drop in exports. Following high level campaigning to US and UK Governments, tariffs were suspended in March 2021 for four months, and we are now pushing for definitive resolution to this dispute before the end of this deadline. We are taking similar joint action on the Section 232 tariffs hitting steel and aluminium membership.

We continue to work with key employer federations in the Manufacturing Trade Remedies Alliance to ensure robust remedies in trade policy and agreements to protect our members' jobs and livelihoods in manufacturing from unfair competition.

PUBLIC SERVICES SECTION INCLUDING NATIONAL ORGANISING REPORT

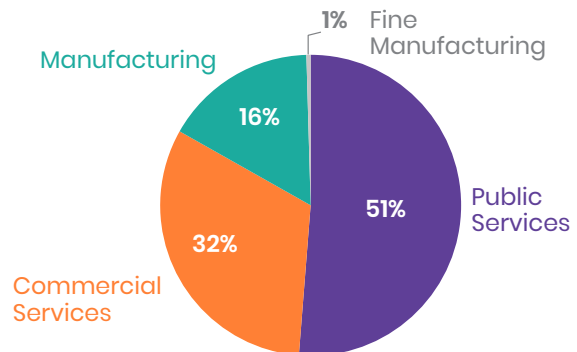
Introduction

The Public Services Section membership as of March 2021 stood at 306,956 remaining the largest section in the GMB. The Public Services Section membership accounts for 51.3% of the total GMB membership as of the end of March 2021 and has been responsible for 42% of recruits into the union in the past 12 months. Limited access to workplaces this past year has had major impacts on our ability to recruit and grow key sectors. GMB Public Services Section's work is arranged across five key priorities: campaigning for public services funding, challenging outsourcing and privatisation, winning pay justice, celebrating the role of public sector workers and building public services fit for the future. These five key priorities are brought together into the section campaign titled 'Go Public'. The Section continues to work to ensure that its campaigns are inclusive and relevant across public services in the devolved nations where public service arrangements vary. The section continues to seek engagement to make sure this is done constructively. This past year the priority for the section has been to work with our regions to build safe systems of work and to protect pay, terms and conditions due to the covid pandemic.

The Section's focus is to use the key industrial issues across the sectors to build solid organising membership campaigns around pay bargaining and Go Public priorities to grow our section.

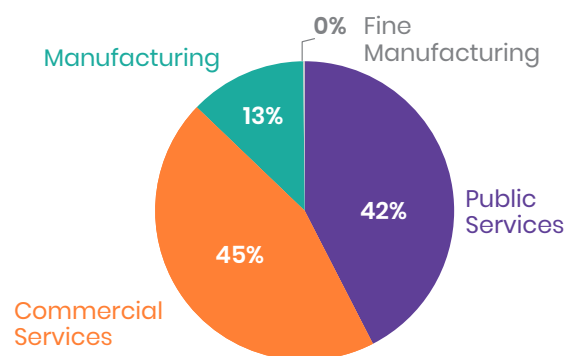
The Public Services Section Officers and their responsibilities are currently Rehana Azam (National Secretary, Local Government, Public Service Section); Rachel Harrison (National Officer for NHS, Social Care and Foster Care) Kelly Andrews (National Officer Social Care Providers) Sharon Wilde (National Officer Contractors, Environment & Legal Aid Agency), Karen Leonard (National Officer, Local Government and Police); Kevin Brandstatter (National Officer Civil Service, inc Defence and Justice, Environment Agency and Legal Aid Agency & National Organising). Additional support is provided by Avril Chambers (National Officer, Schools & Academies) and George Georgiou (National Pension Organiser supporting Justice & Pension Scheme Advisory Board member for Local Government & NHS).

GMB Section Membership at end of March 2021



These charts do not include a small number of members who are not yet allocated to a Section

GMB Recruitment by Section to end of March 2021



GMB Recruitment by Section is over 12 month period

The section is supported by Monica Julius Senior PA and Joe Abel GMB Support Worker. The GMB Public Services Section work is overseen by committees of lay members, led by the Public Services National Committee which is chaired by June Minnery Section President. The gender breakdown of the Committee currently is 17 Female and 11 Male. The ethnic composition is 26 White and 1 Asian, 1 Black.

Local Government/Chief Officers/Craft & Schools

Following the local government and schools two year pay deal which broke through the decade of pay freeze, early 2019 saw GMB branches and regions working hard to ensure that all members balloted whether in LG, schools, academies or contractors following NJC pay, received their negotiated pay uplift and the assimilation onto the new pay spines. As a result of this work the assimilation went through smoothly.

As a new pay spine had been implemented the probability of pay grading reviews was a natural next step in our efforts to keep pay equal. Working with GMB Senior Officers we designed a bespoke Job Evaluation Training to update senior staff on the LGA JE training 13 points scheme, Hay and Hybrid Schemes. Through a commercial arrangement the training was delivered in February 2020 which was followed by an action plan for regions to follow through to challenge employers on their JE schemes and equality audits. Unfortunately, due to the crisis of the pandemic much of this work has been on hold and the aim is to re-look at the action plan agreed and begin to get the work rolled out.

As pay negotiations began for 2020, GMB fully expected to build on the successes of the two-year deal with a period of decent pay rises to address the decade of real terms pay cuts that our members had suffered in LG and schools. The 2020/21 pay settlement was at 2.75% and due to the lack of access to workplaces, we piloted and rolled out the first in-house digital ballot so that every member could have their say on pay. Rolling out a digital ballot was challenging as the trial was a first in GMB and in the biggest bargaining group in our union. Much activity and success were achieved through the digital ballot including an ongoing saving of over £100K on an annual basis.

Years of austerity had resulted in LG and school staff being exhausted from the additional workload caused by insufficient staffing levels across the board, as a result of widescale staff restructures and budget deficits.

GMB were campaigning for proper, safe staffing levels, increased funding from central government, the right grade for the right job in schools and proper training following years of neglect for training provision, when training budgets were slashed or disappeared altogether.

It was in this environment that LG and school staff began 2020 and faced the huge challenge of keeping vital public services going when service users most needed them, and when so much of the country was shut down due to the Coronavirus Pandemic. LG and schools were yet again treated as an afterthought by the Government, and we have had to fight for the most basic protections for GMB members including sick pay, PPE, access to testing and a covid secure working environment.

Policies and procedures were inadequate to deal with the unprecedented challenges, and GMB were at the forefront of negotiations through the NJC joint secretaries to address the gaps in policy and the risks to the lives of our members working on the frontline as keyworkers.

Whilst consistently undervalued our members have once again stepped up and demonstrated their unstinting commitment repeatedly and won respect from the public for adapting quickly and keeping schools and services going, and communities supported. However, this has taken its toll on the workforce which is demoralised and exhausted. Part of our work this year will be to assess the impact on mental health and what practical support can be given to mitigate this and support our members.

Covid-19, which arrived hot on the heels of job cuts and real terms pay cuts, has left a workforce stressed, exhausted and fearful for their lives and the lives of their loved ones. As a result, GMB has continued to campaign to protect the mental health of our LG workers, and joint stress and well-being surveys are progressing within LG, Chief Officer, and Craftworkers, Schools and Academies to ensure we challenge risks to our members' mental well-being, as well as their physical well-being. Whilst we challenge risks to physical health through Covid-19 we must not ignore the potential for a future mental health crisis in local government.

Despite being let down by the government, GMB achieved through robust negotiations real concessions for our members which without doubt will have saved lives, winning vital protections for our members in local government and schools. These included:

- Protections including social distancing for staff working in refuse and school transport.
- Protections for clinically vulnerable, and clinically extremely vulnerable staff in the workplace, including working from home.
- Protections of income for staff whose jobs could not be carried out at home, often the lowest paid workers.
- Secured vital supplies of PPE, including for staff supporting staff and pupils with Covid-19 symptoms.
- Secured agreement to pause large numbers of restructures and disciplinary processes during the first and second wave of the pandemic.

- Normal pay for staff required to isolate.
- Closures of workplaces including schools, to all but the children of key workers where safety demanded it and a move to online education.

With lives at risk, GMB secured cooperation between the major education unions and using that collective strength led the joint education union work, achieving agreement for masks to be worn in schools, at a time early in 2020 when many employers were extremely resistant to it. GMB members were keen to see further joint union initiatives to challenge risks to their lives and health and this was achieved through joint education union checklists, which put pressure on the government and employers alike.

Throughout the last twelve months a major challenge has been to ensure we communicate effectively with our membership during this dangerous period. In common with other sectors, the public services sector has been working with members, reps, branches and regions to seek out the best ways to maintain vital links with our members, whilst face to face meetings have become all but impossible. This has varied depending on the needs of each workforce, but initiatives have included:

- National all schools members zoom meetings have been held, well attended and received.
- Regular online meetings for regional PS and senior PS officers to support organising work around Covid-19 H&S. These have been well attended and seen requests for repeat meetings.
- Regular FAQs updates and website resources to support regional activity.
- Training on how to run online meetings, and facilitators providing technical support.
- Craft workers GMB network set up for reps and members on Red Book Terms and Conditions.
- A digital strategy was mapped from the section for a discussion and adoption from the NOT team.
- A NOT subgroup was convened to progress a temporary organising strategy, pulling together best practice whilst face to face meetings have not been possible. Looking at: ringing round of existing members, surveys of members, rep led ballots, creating WhatsApp communities of members, online meetings and briefings of members and additional online training for existing and new reps.

- Health and Safety training for schools reps has been ongoing and well-received.

Challenges to government concerning education have meant that GMB have gained a higher profile and greater visibility within government, which has secured us a seat at important negotiations which in the past have been the preserve of teacher and headteacher unions. Meetings with Kate Green Shadow SoS for Education and Wes Streeting MP gained support for challenge to government to share Covid-19 statistics in schools, which the DfE blocked. Both have attended National Committee meetings to hear first-hand from our members. Regular meetings with DfE stakeholders, Ministers and government scientists challenging safety for GMB members regarding Covid-19 in schools have paid dividends, as have repeated letters to SoS for Education Gavin Williamson, challenging his department on safety for our members in schools.

Further ongoing challenges include the NEU drive to represent support staff as well as teaching staff. They are well-funded, staffed and regional meetings are being held to discuss their approach and how we need to raise our game to tackle the threat of the NEU, particularly in areas where we have no union reps or active reps on the ground. Concerns over poaching have been raised with NEU directly and via the TUC but we can't ignore the fact that NEU attacked GMB, and many members have been enticed in to joining them.

National Health Service

Since GMB said no to the three year pay deal, we have continued to build and grow the union in the NHS. We have been repeatedly proven right to reject the pay deal as different elements of the deal came into force and the workforce became increasingly unhappy with it. GMB continues to campaign on pay and related issues within the NHS and ambulance service. We have now reached the end of the last pay award and we are focussed on a high-profile campaign for pay across all regions. GMB has earned a reputation in the NHS for being the one that listens to our members and will always fight for improvements.

There is still a huge crisis in terms of recruitment and retention. Staff are exhausted from a year of being under staffed and under resourced on the frontline of the Coronavirus Pandemic. Despite the public displays of affection by all to our NHS

members, they have been let down at every opportunity throughout the past year. They have had to fight for everything – sick pay protection, access to testing and PPE. The issue of PPE is one that remains one year later. Staff are exhausted and on the verge of burnout. There is a mental health crisis looming. The damaging impact of the pandemic on the NHS and our members will not be fully known for years to come.

However, we have had some successes throughout the pandemic year which includes:

- Upgrading of PPE guidance and influenced the government's taking back central control of the logistics for delivery and supply.
- Free car parking.
- Protection of pay for Covid-19 related absences.
- Extension of full sick pay to outsourced staff.
- Requisition of private hospital beds.
- Access to regular testing and prioritisation for vaccination.
- Death in Service Life Assurance Scheme for Covid-19 deaths.

Communications with members have been essential throughout the whole pandemic as they looked to us for advice and support in these unprecedented times. This has been achieved in variety of ways:

- Weekly meetings with Regional NHS & Ambulance Officers attended by Officers from all nine GMB regions. These enabled regions to access speedy advice and support from national officer and the quick sharing of information across the regions. These meetings continue but have now reduced to fortnightly.
- A Covid-19 FAQ specific to the NHS and Ambulance Service, including common issues and terms and conditions on the GMB Coronavirus Hub.
- Regular Covid-19 updates posted on Noticeboards on the GMB website and also on the dedicated Facebook Pages. These bulletins are still being issued weekly.
- National NHS and Ambulance Committee meetings transferred to an online platform to allow for normal committee business to continue.
- Webinars and Zoom meetings arranged to focus on specific issues as they arise.

- Training for new activists online, provided nationally, and then reps directed back to normal training processes in their relevant regions.

Government have recently published their White Paper for Health and Social Care Legislation Reforms. Its aim is to provide for more collaborative working between the NHS, local authorities and care providers. It has however absolutely failed in addressing the reforms needed in social care, with a commitment to publish a paper on social care later in the year. Although the White Paper will see the scrapping of Section 75 of the Health & Social Care Act – something that GMB has campaigned to be revoked since its introduction, it still leaves the NHS very much in danger of privatisation and top-down reorganisations and controls.

Holiday pay calculations have been an issue for many years in the NHS with many workers not receiving overtime and additional hours, including voluntary and non-voluntary shift overruns in their annual leave pay. In 2019, GMB started lodging claims on behalf of affected members. As a result, we were successful in securing negotiations with the Department of Health & Social Care and NHS Employers to remedy back pay issues and fix the pay roll calculations moving forwards. As a result of these negotiations, 240,000 NHS staff will benefit from corrective settlement payments and all NHS staff will receive all of their overtime and additional hours in their annual leave payments with effect from 1st April 2021. (This applies to England only. Scotland reached agreement in 2019. At the time of writing, we are waiting for negotiations to start in Northern Ireland and Wales).

NHS Blood & Transplant

NHS Blood and Transplant is an arm's length body of the NHS and they have faced the potential problems of uncertainties regarding the supply and distribution of blood and organ donation during the Covid-19 pandemic.

In April 2020 NHS Blood and Transplant lead a major new program on behalf of the Government to collect convalescent plasma from people who had recovered from Covid-19 to support a national clinical trial. To enable this and increase collection, 150 staff were recruited, plasma donation was prioritised at doner centres and new venues were set up for plasma only sessions. Following the completed analysis of trial results the Department of Health and

Social Care have asked NHSBT to stop collecting plasma donations finding that there is no overall benefit for people in hospital with coronavirus. However, plasma is now being collected for antibody medicines that help people with rare diseases. There is a world-wide shortage of donors and previously plasma had to be sourced overseas. GMB members have been at the forefront of these pioneering trials from donor carers to logistics.

A collective consultation process was launched on 11 June 2019 for a Logistics National Rota Review. The consultation ran from 11 June 2019 to 19 February 2020 and during this period several proposals and counter proposals were received and considered. The process was placed on pause due to Covid-19 and the consultation process recommenced in August 2020. The National Rota Review is now nearing completion and consultation is being completed at a local level.

Police Staff

Since Congress 2019 one year pay deals were reached for Police Staff members with effect from 1st September 2019, and 1st September 2020.

Police Staff continue to be under-resourced and under-appreciated. In May 2020, GMB launched 'What Our Police Need' under the Public Service Go Public Campaign. It outlines the campaigning priorities and areas of focus needed to improve the working lives of our Police Staff members. We are also seeking to raise the profile of GMB Police Staff by developing dedicated populated website space and modern publicity materials.

The pay claim for 2021 was submitted to employers seeking:

- The greater of 3% or £1,000 pay increase and 3% on all allowance
- £500 incremental gap between Pay Points 7 & 18 inclusive
- A Guarantee that all pay points are above the Rowntree Living Wage
- A Harmonisation of Annual Leave arrangements
- Specific improvements to Standby and Overnight Allowances

In common with other public sector workers, Police Staff have been at the frontline of fighting Covid-19. To support our police staff members,

we have had regular weekly catch up meetings with the National Police Committee during Covid-19. Challenges have been made to protect our members including for PPE, working from home where possible, and covid secure workplaces.

Violence against police staff remains an issue and GMB met with the TUC, and separately with the Harpers Law campaign team regarding attacks on emergency workers.

The government commitment to 20,000 new police officers with insufficient additional funding put police staff jobs, terms and conditions at risk. GMB have been campaigning to protect police staff jobs, writing to MPs and raising the profile of police staff roles, and new police staff artwork has been produced. Funding issues remain central to our campaign work, to retain the vital roles police staff carry out without which warranted officers would be unable to function. Police staff roles include scenes of crime officers, community support, emergency call handlers amongst many other diverse and challenging frontline roles and GMB will continue to push for the recognition that these roles so richly deserve.

Foster Carers

Foster Carers, Kinship Carers and Special Guardians continue to be the forgotten part of the social care workforce. Government have still failed to implement recommendations from two previous stocktakes and inquiries and earlier in 2021 a third review was launched.

These 'self-employed' carers have been left vulnerable and exposed throughout the Covid-19 pandemic, left to fight for risk assessments, testing, sick pay, PPE and vaccinations from their local authorities or private agencies. GMB made several representations throughout the Pandemic via MPs into Parliament on the above-mentioned issues.

There is still much to do to improve the rights, terms and conditions of these carers and the fostering recruitment and retention crisis will only continue until these issues are addressed.

GMB is now a member of Kinship Alliance, a group consisting of organisations representing the interests of all kinship carers. A campaigning group and cross-party taskforce working to secure financial, physical and emotional support for family and friends who step up to care for children and keep them out of the fostering system.

Social Care

The lack of adequate funding in the care sector continues to impact on the ability to attract, retain and develop staff within the sector.

GMB and HC-One jointly sponsored an inquiry into the professionalisation of social care workers. The APPG was set up and has called for evidence from all those who have a stake in social care. This included employers such as HC-One, care organisations, GMB members and workplace representatives within the care sector and care stakeholders. GMB also commissioned research and a report that was presented to the APPG.

Based on the evidence from the APPG and the research presented within the report, GMB built on the 5 Key Asks for Social Care, Pay Justice, Professionalisation of the Workforce, Safe Staffing Levels, National Sectoral Collective Bargaining and a National Care Service.

The National Organising strategy was delivered for HC-One. We have set up a National Committee, and pulled the company around the negotiating table. This year we have balloted members on the largest pay increase offer above National Minimum Wage that HC-One has ever committed to. The company is also developing a JE structure and have committed to work with GMB on the Domestic Violence Charter and Menopause Policy.

Nationally, GMB developed a campaign for overtime/holiday payments across all the national care providers. As a result, there are some legal claims still being pursued within regions. Some care providers have changed the calculation process because of the campaign.

The social care sector has continued to fragment as companies such as Four Seasons Health Care have gone into administration with many homes moving to smaller providers, many of which have failed to respond to GMB requests for recognition.

The social care sector has been hard hit by the pandemic and throughout GMB has led the way in the Covid-19 response, meeting weekly with Government Ministers across the UK governments.

- GMB lobbied and secured access to PPE for the social care workers who had been excluded by government guidance.
- Secured the right for the workforce to be tested.

- GMB successfully campaigned to secure SSP from day one and then campaigned and achieved full sick pay for the workforce for Covid-19 related sickness.
- During the pandemic, GMB has secured an extension to the Death in Service payments for those employed in England, and in Wales for those previously excluded.
- GMB lobbied for and achieved furlough for care staff who had been advised to shield and couldn't afford to. These members had previously been excluded.
- Weekly meetings with Social Care Regional Officers, attended by all nine regions. These enabled regions speedy access to advice and support from national office, as well the ability to hear and share information across the regions. These meetings continue but have been reduced to fortnightly.
- Arranged the first ever Facebook rally for members with an all women panel.
- Webinars and zoom meetings on specific issues as they arose.
- Established virtual meetings for the HC One National Committee to allow for normal committee business to continue.
- Created the GMB Social Care Facebook Page and Twitter account.
- Created a Social Care Hub on the GMB website.
- Weekly bulletins on Covid-19 specific issues which are uploaded to the national website.

GMB is continuing to campaign for better terms and conditions of employment for our members in social care, including the campaign for full sick pay and a Domically Care Ethical Charter.

We are currently discussing wage negotiations with some of the larger providers and are balloting members electronically so that they can have their say on pay, whilst we are still waiting for workplace visits to start again.

Civil Service

The Civil Service has not fared very well under the current Government, with Cabinet Office laying down severe restrictions on civil service pay negotiations, effectively limiting rises to no more than 1% in 2018, with 2019 pay remits being shackled in a similar way. For 2020 there was a slight relaxation meaning that up to 2.5% could be used to raise pay if Departments could demonstrate that higher increases were self funding.

Four civil service unions, including GMB have continued negotiations over a Government plan to cut the level of individual compensation (redundancy) payments by around one third. GMB continues the call for compensation payments to be enhanced for those in the lowest pay grades. Sweeping office and site closures were putting the jobs of many members at risk, especially in remote locations, with poor transport links, and few employment opportunities.

At the time of writing the consultation with Cabinet Office has not concluded.

As 2020 unfolded the Covid-19 pandemic became the focus. The last in person meeting between unions the Cabinet Office took place on 12 March 2020 in London. There was a presentation about how the pandemic might develop, and the indications then were that Government was preparing for people developing herd immunity as the virus spread through the community. Two weeks later the nation went into effective lockdown.

Unions successfully negotiated for full contractual pay for any civil servant required to stay at home, and GMB pushed for this to be extended to outsourced workers particularly in the MoD and MoJ. These negotiations and others led to Government extending "supplier relief" throughout the public sector, so that public money continued to be used to pay the wages of outsourced staff, rather than see them formally furloughed or be made redundant.

These arrangements remained in place until autumn of 2020.

Towards the end of 2020, unions raised the issues around "Long Covid" and its impact. As the understanding of Long Covid develops this will continue to be discussed in 2021.

Unions successfully argued for as many civil servants as possible to work from home, and through discussions with Cabinet Office, ensured that workers were supplied with laptop computers and other means to enable this to take place. There were also local discussions to ensure that where work had to be done in the workplace it was done by rota to ensure fairness.

Unions negotiated changes to sick leave arrangements so that any Covid-19 related sick absence was discounted for warnings and for the limits on sick pay to be lifted.

Throughout 2020, unions have been consulted not just by Cabinet Office but also by the Government Property Agency (GPA) which is responsible for Government buildings throughout the UK. Unions were consulted about workplace safety, risk assessment processes, cleaning of buildings and generally around Covid secure workplaces. GMB lay reps were consulted at national and local level about detailed arrangements and used local knowledge to ensure the health and safety of workers.

In the summer of 2020, it became obvious that Government wanted a quick return to normal working and Secretaries of State and Ministers instructed senior civil servants to plan for a return to work. Unions urged caution and were very clear this would see a return of the pandemic. Although not officially stated, many departments did remain cautious and accepted that productivity of civil servants working at home, or partly at home had risen during the period. The consultations with GPA also tackled the inability of the employers to provide effective guarantees of safety in Government building with poor ventilation, poor office layouts, cramped conditions and insufficient facilities. These discussions continue into 2021.

In early 2021 Cabinet Office and the GPA consulted the unions about the introduction of mass testing for the virus. The regime was outsourced to Mitie with the first centre opened in Westminster, and with the MoD and the DEFRA establishing their own programmes. It has taken longer to establish the process than originally envisaged with difficulties identifying suitable and accessible sites for the testing to take place.

During late 2020, Cabinet Office also continued to refine a project called "Places for Growth". A plan by the Government to move thousands of jobs from London and the South East to the devolved nations, the North of England and the Midlands. The impact of these plans will be clear during 2021, but they do involve National and Local Government working together to identify shared locations, empty buildings and other facilities. The plans will continue for the foreseeable future, but also involve demands from GMB for all buildings to be Covid secure, properly planned with social distancing and accessible.

In parallel unions have been calling for blended or hybrid working to become the norm in the civil service, with a range of options such as working from home, as well as working in the office. These discussions continue.

Towards the end of 2020, the Cabinet Office was restructured with many of those involved in working with unions being moved to other roles. Unions have yet to be informed how these changes will impact on the relationship between the Cabinet Office and Unions.

“Business as Usual” activity has continued around diversity and inclusion, equal pay audits, the impact of performance related pay on those with protected characteristic.

The Cabinet Office is consulting unions on Pay for 2021, in particular the guidance which will go to Departments and delegated bodies about what they are “allowed” to pay. The Chancellors announcement to impose a freeze on pay increases for those paid above £24k will have a direct impact on GMB members in many departments.

MOD

The MoD continues with its policy of delegation has with MoD civilian staff now managed by nine different organisation and employed on four sets of terms and conditions of employment. During 2019 MoD made proposals for significant changes to its pay structure, which would have seen the removal of overtime pay and many allowances, which are significant proportion of industrial grade wages in order to effectively raise the pay of middle and senior managers, particularly those working in London. GMB opposed these measures which would have significant detriment to members and were firm that members would be recommended to oppose these changes. Eventually ACAS were brought in to mediate/conciliate and the proposals were withdrawn.

In 2020 GMB has worked with other unions and the Department to ensure that Cabinet Office guidelines on Covid Safety were followed closely.

There have been attempts by military managers to water down health and safety requirements on the grounds of military efficiency, or often because they have a completely different perception of risk. However the MoDs HR and unions have generally worked well together health and safety instruction and advice notes have been issued following consultation with unions.

Throughout the pandemic however around one third of MoD staff have continued to work, industrial grade members working on Army, Navy or Airforce bases have been required to do so, as their work on maintaining military vehicles cannot be done at home. Over the summer period many MoD managers sought to bring forward a return to work, to ensure that training of new recruits could take place, completely oblivious to the dangers of bringing people together to work in cramped environments, unions remained firm about the dangers involved secured significant concessions and improvements before limited training took place.

The MoD has its own testing centre in Whitehall where those required to work their roles are critical or security based are tested twice per week using lateral flow devices, but are required to self isolate without a follow PCR test.

In mid 2020 the Government announced a major investment in Defence over a three year period, involving a reduction in outsourcing, an end to a policy of seeking a 30% reduction in the industrial workforce, and the commissioning of new military vehicles for use on land, sea and air. The review will also lead to closures of sites where older vehicles are phased out, which may have an impact on some outsourced work. The detailed proposals for the Defence sector were due to be revealed in March 2021, and the plans should benefit not only directly employed MoD staff but also UL Manufacturing as skilled jobs will be maintained and there could be expansion.

Environment Agency

The EA is an arms length body of DEFRA. 2019 and 2020 saw the Agency struggle with the major flooding events caused by the changing climate. EA funding has been an issue in both years, with the Government moving away from a grant in aid to specifying that the Agency had to bid for more funding to meet particular needs, and to develop more funding streams of its own.

This has led to the point where Agency income for 2021-22 is insufficient to pay for its current level of staffing, and job cuts may be required.

In terms of pay, while 2019 was dominated by strict pay policy, in 2020 unions successfully negotiated pay increases heavily weighted towards the lower paid, with increases approaching 5% for staff in the lowest paid roles. Pay negotiations for 2020 have yet to begin.

Unions have worked with EA management and DEFRA to ensure the implementation of agreements reached with Cabinet Office and most of the time this has worked well, however unions have continued to lobby for face masks to be available at work, given that many EA premises are in shared, and can involve private sector employers. One such Alchemy, in Welwyn garden City was visited by HSE and they found the Landlords response to the inadequate and said face masks need to be worn in all communal areas.

Management have refused to date to implement face mask wearing at work as a safety measure and the recognised trades unions issued a Union Improvement Notice on the EA, which is now being considered by the Chief Executive.

Justice Sector

GMB membership in the MoJ is mainly in two Agencies Her Majesty's Prison and Probation Service (HMPPS) and the Legal Aid Agency (LAA), but also in a wholly owned subsidiary company Government Facilities Services Ltd (GFSL).

The LAA is an executive body of the MoJ with its own leadership team. Pay negotiations in 2019 were conducted under the restrictions imposed by Government but at the time of writing negotiations for 2020 pay had yet to begin. MoJ had made proposals to the Cabinet Office and Treasury about a three year pay agreement aimed at "modernising" MoJ pay and Treasury had yet to consent to negotiations as it appeared they wanted up front savings to be clearly identified. MoJ has significant problems with the recruitment retention of staff throughout the organisation, and this has led to major problems in the Courts and Tribunal Service, where there are simply insufficient staff to keep the service going through the pandemic.

Most LAA members have been working from home and this has been a great success.

GMB has members working for security, FM and prisoner transport roles but these roles are outsourced to private companies.

GMB members directly employed in the prison service tend to be in catering and cleaning functions and are among the lowest paid. The Prison service has been under great strain throughout the pandemic. Prisons are closed environments and transmission of the virus can only come from new prisoners, those transferred

from other prisons, visitors and staff. The number of prisoners has declined by around 2000 during the pandemic, mainly because of delays in the court system.

The first wave of the pandemic was bad with the virus quickly establishing a hold, and with many prisons going into lockdown. In summer 2020, the Government plans to reopen society led to many prisons relaxing their regimes, allowing visitors, new prisoners and reintroducing prisoner training. The result was catastrophic, with daily absences of over 10% of staff, and around 100 prisons suffering outbreaks among staff and residents. These levels of absence have only just begun to recede (March 2021), partly because the prison service has introduced mass testing of staff including PCR, but also because the prison service eventually agreed to the wearing of face covering and masks in communal areas.

GFSL remains as a wholly owned company, and despite being owned by the Secretary of State continues to refuse any formal recognition agreements with any trade union. Currently GFSL continues to hold contracts for prison maintenance in the South of England, inherited from Carillion after it collapsed. Amey continue to hold a similar contract for the North of England and Wales.

A review of facilities maintenance is underway and GMB is arguing for the contracts to be brought back in house with work undertaken by directly employed civil servants. The review is ongoing and GMB will continue to argue for insourcing of existing contracts.

Probation

Working alongside fellow Trade Unions in the sector we convinced the government that its model of privatised probation services via regionalised community rehabilitation companies had been an abject expensive failure that has increased recidivism threatened public safety, drained the public purse and jeopardised workers livelihoods.

Following a strong GMB lobbying campaign we persuaded the government to bring the CRCs back into public control and merge them with the already existing National Probation Service. CRC staff will transfer onto the NPS conditions rather than be TUPE'd over. The unified service will come into existence on June 26th 2021.

The service has been hit hard by the Covid-19 pandemic, but we continue to meet regularly with management; we have established a diversity and equality subcommittee and we have submitted a pay claim for this year following the end of the three-year settlement we agreed in 2018.

Higher Education

The Higher Education sector covers Universities throughout the UK, and 147 of them are involved in national negotiations with trade unions, conducted through the Universities and Colleges Employers Association. In advance of the 2019 pay negotiations, GMB undertook a survey of members, which showed that GMB were most concerned with poor staffing levels, significant increases in staff workloads.

Despite GMB members loving their jobs in Universities, they reported high levels of stress, abuse at work, and physical assault; unsustainable workloads, short staffing, bullying management and fear of losing their jobs.

They did not feel valued by their employers, did not like the lack of fairness in University pay systems, and the continuing cuts to pay in real terms.

GMB members also wanted to see an end to outsourcing, which has become prevalent with cost cutting by engaging companies which pay lower wages than University employed staff.

Following intensive negotiations unions rejected the final pay offer from the employers. GMB held consultative ballots for industrial action in selected universities, but the membership did not support strike action. Despite action from UCU, the employers implemented their final offer, which led to most GMB grades receiving an increase of 3.65%.

In early 2020, the impact of the pandemic led to Universities being closed to students. Universities retained most staff in GMB grades to undertake essential work to maintain campuses and deliver local services to students unable to return home. The re-opening of Universities in the Autumn of 2020 was a contributing factor to the second wave of the pandemic.

In May 2020 GMB sought a review of University funding following the release of statistics which showed that over 20% of students were from outside the UK. The impact of Brexit and the Pandemic would see this source of University income disappear. In 43 UK Universities, over 30% of students were from outside the UK, including some of the large London Universities.

A Joint Trade Union pay claim for 2021 was submitted on March 25th and negotiations are ongoing.

Further Education

The Further Education sector covers post school education for 16 to 19 year olds. It is a challenging sector with ongoing financial problems caused by the way the sector is structured and funded.

Colleges are independent and self governing, and derive funding from a number of streams. Three million students attend FE Colleges, studying A Levels, Apprenticeships, Traineeships, Vocational Qualifications, Entry Level training and some HE. The Colleges are General FE Colleges, Land based FE Colleges and sixth form colleges. The funding is derived from the Education and Skills Funding Agency (ESFA) for 16 -18 year olds, and separately for adults. The funding rates for 16 – 18 year olds has been fixed since 2013.

The Associations of Colleges acts as the employers association and undertakes pay negotiations on an annual basis with a consortium of trade unions, but the AoC can only recommend a settlement to Colleges, and it is for local management to agree on implementation.

During 2019 and 2020, GMB was involved in a review of the future of Further Education Colleges. The outcome of the review was the announcement of a massive increase in funding for Colleges following a comprehensive spending review, which has focussed on the need to improve adult learning, apprenticeships

Contractors

GMB represents outsourced workers in the NHS, Local Government and National Government. GMB members are also employed in outsourced functions in Higher Education, Further Education, and the Emergency Services.

Large swathes of public services have been outsourced to the private sector and contracts are often awarded to companies who offer the lowest price. GMB have continued to press the case for outsourced contracts to be brought back in house and many local authorities have recognised the issues with outsourcing and are starting to bring back services in house. The collapse of Carillion in 2018 should be a lesson learnt and demonstrated the dangers of the private sector taking on contracts it could not manage.

Ferrovial are about to relaunch its sale of Amey after occurring large losses. In May 2019 Ferrovial the parent company planned to sell Amey from the rest of its business and struck a £300 million deal to exit a contract with Birmingham city council 14 years early. In February 2021 Urbaser have acquired six waste collection contracts worth £30 million from Amey. It is expected that proceedings to sell the rest of the business will commence soon.

In December Mitie completed its acquisition of Interserve Facilities Management to become the largest provider of FM in the UK across private and public services. Mitie has a total of 77,500 employees the majority of which work within front line services.

Since the Covid-19 pandemic the government have used an exemption in procurement laws to avoid the process of tendering for public contracts and opening up competition. This has caused a lack of transparency around outsourcing during the pandemic and the government are accused of handing huge sums of money to outsourcing companies without competition or accountability. The department of Health and Social Care handed Serco, Deloitte and other private firms multi million-pound contracts to provide management services at sites across the country. The NHS England "world beating" test and trace is an example of this model where the majority of tests failed to meet the required turnaround targets. Serco's contract was nevertheless renewed in October 2020 despite criticism of its failings.

The Section continuously maps outsourced services on an ongoing basis as contracts change. GMB have produced model letters that can be used to send to contractors and contracting authorities during Covid-19. Procurement Policy Notes for supplier relief due to Covid-19 was issued by the Cabinet Office as guidance for contracting authorities to support suppliers through the period of Covid-19 in terms of funding. GMB produced a model letter to send to contractors on a local basis where they may be a temporary disruption or suspension to services within NHS, Schools and local government to ensure that members continue to get paid. The PPN notes expired on 31 October 2020 and GMB wrote to the Chancellor demanding that the PPN guidance is reinstated.

Pensions

Over the past year we have had to legally take on the government on two occasions through judicial reviews. We are pleased to report government have u-turned each time demonstrating the power of GMB ability to represent and protect our members pensions.

The long-standing campaign and challenge on stopping the government in bringing the £95K Exit cap was a huge victory for GMB and demonstrates that the inequality agenda driven by the government can be challenged and we can protect our members pensions.

The pension schemes Local Government, the NHS and the Civil Service all realised a surplus of funds which was to be used to improve benefits and reduce contributions. However, in the interim the Supreme Court (in the McCloud judgement) has determined that the transitional arrangements in all the above schemes were Age Discriminatory and the government has decided to utilise these surpluses to pay for the reforms required to the schemes that will end the discrimination. We are opposed to this and consider that the government should bear the cost of addressing the age discrimination and we will proceed to pursuing a judicial review on the matter as soon as possible.

In order to resolve the issue of age discrimination the government has decided (for benefit calculation purposes only) to return all members who have been transferred back into the schemes that they were in prior to the reforms (the legacy schemes) with effect from 1st April 2015. Then, with effect from 1st April 2022, they will transfer everybody back into the reformed schemes. The period 1st April 2015 to 31st March 2022 will be known as 'the remedy period'.

At the point of retirement all members will be given a choice as to whether to have their remedy period benefits calculated on the basis of their legacy scheme or the reformed scheme. Preparations are currently being made to ensure systems are in place to expedite this and to make good the payments of those who are already affected.

International Affiliates

The section continues to work with its affiliations Uni Global and EPSU who are supporting our work within the section particularly within Care and Contractors.

Uni Global coordinated activities globally for International Justice Day on 15 June 2020 which commemorates the past struggles of cleaners and security workers to campaign for fairness, justice and respect. The focus for this year's activities will be primarily on cleaners in ISS.

Uni Global has recently undertaken research on the request of GMB and the affiliated trade unions into Mitie who are the largest FM provider in the UK.

EPSU along with their trade union affiliates continue to be supportive where we have a breakdown of industrial relations within contractors. Their full support was given in November 2020 when needed to help with a potential breakdown of industrial relations within Veolia.

NATIONAL ORGANISING REPORT

The National Organising Team has undergone further change. The lack of availability of the General Secretary in the second half of 2019, led to the NOT being unable to meet. The resignation of the General Secretary then saw the appointment of Carl Parker as Chair of the NOT in mid-2020, with the outgoing Acting General Secretary leading a review of the NOT at the end of the year, concluding that the basic GMB organising policy was sound, and had the right national and flexible targets in place, including a new and exciting project seeking to organise workers in residential and domiciliary care.

Martin Smith, GMB National Organiser, returned from a secondment at the UCU, in February 2021 to re-assume to his previous role and to Chair the National Organising team. The NOT has now returned to regular meetings focussed on delivering membership growth focussed on the bargaining agenda at every level, from the workplace to the national employer.

National targets

In 2019, GMB membership fell by 6629, however around 4000 of this reduction was caused by former ASDA members being removed from the membership system. By the end of 2020, while membership had declined by a further 1500, GMB officers had effectively been banned by the employer from meeting ASDA workers in stores as part of the employer's response to the virus.

The situation in schools and academies was similar to ASDA. There was a small decline in membership in 2019, with a spike in recruitment in early 2020, followed by a decline in members because of the closure of many schools. Those which remained open prevented GMB visits on health and safety grounds.

Although the NHS has only been adopted as a flexible target, with not all regions participating, membership in the NHS grew in both 2019 and 2020, including growth of nearly 10% the Ambulance Trusts.

Throughout the union, Officers and activists have used different ways to communicate with members and non-members, including the use of Facebook, Whatsapp groups, email and SMS, while these have helped maintain membership, they have yet to lead to substantial growth.

In 2020 fewer members left GMB than the previous year, but the inability of GMB to meet potential members at work has meant the numbers joining GMB have declined quicker.

GMBs strength lies in being able to meet potential members in the workplace, listening and discussing their issues and helping them organise themselves to win victories for members. This will deliver growth in the future.

BIRMINGHAM AND WEST MIDLANDS REGION

I am very pleased to be actually compiling a report for GMB Congress 2021 albeit that we will be holding it virtually as we had to take the very difficult decision last year to cancel GMB Congress 2020. Our members and our employees have gone through what can only be described as a very turbulent and unique set of circumstances and events since our last congress in 2019. None of us were prepared for what was about to hit us in terms of the global pandemic of Corona Virus which has literally rocked the world we knew and functioned in both workwise and personally for all. When dealing with crises I always like to judge the result by how the crisis was dealt with. I can only say what an absolute credit our members in the workplace, our GMB representatives and our employees are and have been to the union and the community throughout this whole nightmare of Covid-19. This major crisis was dealt with and met head on. We have had to move and react to the problems as they unfolded accordingly and I believe we have done so in a professional and sensible way while protecting and safeguarding our employees whilst always remembering that our utmost priority as an organisation is to our members. They in the main have been in the workplace throughout the last fourteen to fifteen months and have ensured that our shift to online representation and organising has been a success. But that being said the fact that we have not been there at the coalface so to speak has had a significant effect upon our membership and we must now get back to our workplaces and offices to ensure we give our representatives and members the first class support that they all deserve. We have seen only too well in our region with the return to face to face organising in JCB and New Look that this type of bread and butter organising delivers results. I am proud of the way our representatives and our officers and staff have dealt with Covid.

Just when we thought things could not get any worse once lockdown happened in March 2020 then another curve ball was thrown our way with the resignation of our then General Secretary at the end of April. This brought with it a multitude of problems and in the aftermath of the resignation what can only be described as a tumultuous period that quite literally shook our organisation to the core resulting in an investigation by Karon Monaghan QC that found our organisation to be institutionally sexist and misogynistic. I will say no more about this whole sorry affair other than that in my twenty years as Regional Secretary I have been through some very turbulent times but none like that we have been through over the last year or so and are still going through to some extent. All that being said I always like to see positives in any negatives and the positive that has come out of the situation is a task force has been set up in the wake of what is now known as 'The Monaghan Report.' This task force is responsible for steering us through the morass resulting hopefully in the adoption of the recommendations from the Monaghan report. This will, I sincerely hope give rise to a more modern and inclusive GMB that reflects how society is in twenty first century Britain. Through this very difficult time we have had two Acting General Secretaries step up to the plate so to speak to try to maintain stability and I personally thank both John Phillips and the current Acting General Secretary Warren Kenny for taking on this thankless task. As I write this report our democratic process for electing a permanent General Secretary is under way and the result should be announced just before the eve of Congress. All I will say about this is that whoever is elected as General Secretary in June by our rank and file membership regardless of who we may as individuals have voted for and supported we should all get behind that person and give them as much support as possible to ensure our organisation goes forward learning from and never repeating our mistakes and reinstall the GMB in its rightful place as the leading and most progressive trade union in the movement. It is a true adage that strength comes through adversity.

"It always seems impossible until it's done."
Nelson Mandela.

Regional Campaigns

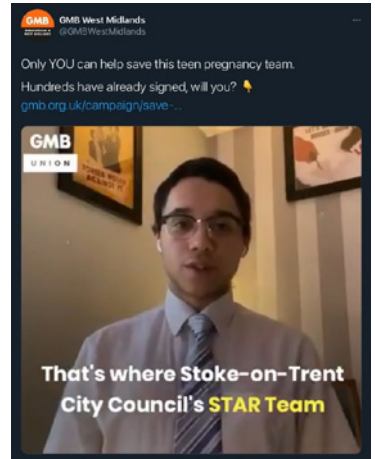
Amazon; During lockdown every effort has been made to continue as a campaigning organisation and we have continued to keep a high profile within Amazon and our ten year plan for organising the workforce and achieving full recognition and negotiating rights on behalf of our members employed there. We will be commencing the next phase in that aspiration over the coming months immediately following congress.



Hospitality; Again, our young members are targeting the hospitality industry and specifically within the area of LGBT+ community in Birmingham. This is a low paid and precarious employment model which is crying out to be organised. The industry has been severely damaged as a result of the lock downs in the pandemic which has highlighted the precarious employment practises hospitality staff suffer. As lockdown is eased and eventually lifted this will be a potential area of growth.

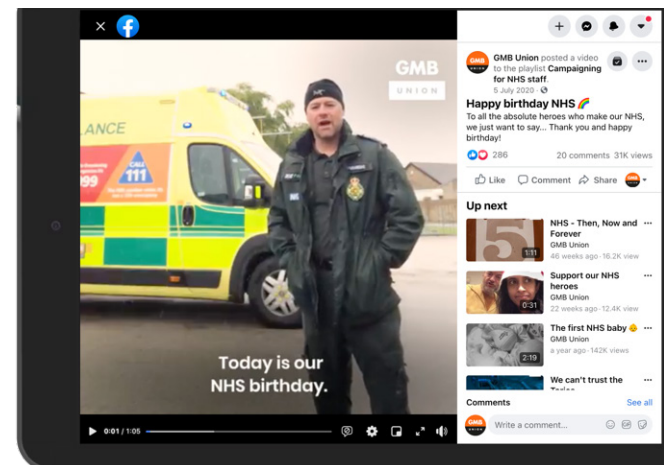
NHS Pay Justice; We have seen through the actions of the conservative government exactly what they think of our key workers primarily in the NHS and Public Services. It's all well and good going on television and encouraging the public to applaud our key worker heroes but their true colours have been shown as the applause dies down with their suggested pay cap in Public Services and the proposed derisory 1% pay offer. The GMB have and will continue to fight against this injustice and quite frankly insulting proposal.

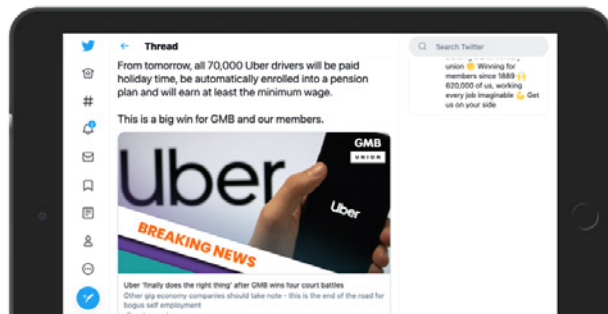
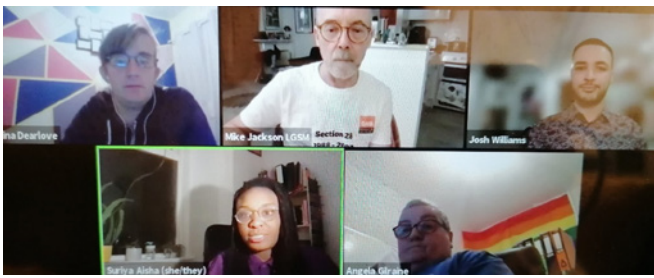
STAR Team; Stoke on Trent City Council were looking to disband the Sex, Teenagers and Relationships team, (STAR) after a vigorous campaign by our regional organiser we were successful in forcing the council to reverse their decision to axe this vital service.



West Midlands Ambulance Service; Another successful campaign winning full Covid sick pay for our WMAS members. Members should not be forced to pick putting themselves and others at risk simply because they could not afford to stay off work on statutory sick pay!

Full Pay for Care Workers; The region have been campaigning vociferously throughout the pandemic for full sick pay for our members in care homes when having to isolate as a result of Covid or when having to stay off when testing positive. A successful socially distanced picnic in the park was held to raise public awareness and garner support.





Regional Equality Campaigns: Our Regional equality Forum have been very active in relation to all things equality including Black lives Matter protests in the aftermath of the killing of George Floyd in the USA. Promoting our LGBT+ membership and standing against conversion therapy techniques which have no place in a modern progressive society. Equal Pay within Public services and Asda and Wilko's stores. Black History Month events took place and we have also pledged to introduce a Full time Officer shadowing system once full lockdown has ended to encourage more of our BAME activists to consider a career as organisers with the union.

British Gas Engineers Strike: The final part of the regional campaigns report must go to our members in British Gas who took part in industrial action with 43 days of strike action over a nine month period to oppose the disgraceful tactic of Fire and Rehire adopted by the company to trash our members terms and conditions of employment. #StopTheBritishGasFire #EndFireAndRehire Our members fought valiantly against this outrageous act by the company where they were dismissed for refusing to bend to the will of the company in imposing worst terms and conditions of employment upon them. Their struggle will not be in vain we must ensure that the practise of Fire and Rehire is made illegal and banished to the dustbin of history of bad laws.



To conclude my report, I would like as usual to commend all officers, staff and especially the representatives and activists within the region. I often say and sincerely mean that we would be nothing without our activists who daily put themselves on the line to ensure we organise and grow within as many workplaces as possible. This has never been so prevalent and obvious as during the last year or so of dealing with the global pandemic. It is something none of us expected or had the script to deal with once here. We were all dealing with something none of us had any experience of and yet our activists really stepped forward and grasped the nettle of Covid-19 shook it by the throat and dealt with all the issues that it threw at us and successfully. On behalf of the region I wish to simply say a massive thank you to you all, our representatives. You have done an amazing job in unique and traumatic circumstances! Thank You.

LONDON REGION

We would like to thank our Regional President, Regional Committee, CEC members and activists for their constant representation and continuing to protect and enhance our lay member democracy. Politically, industrially, and economically across the UK and particularly for our members working across a wide range of sectors in our economy, we are living and working in the most challenging of environments which the Region must adapt to for growth and survival. Thanks also to regional staff who have kept the London Region functioning.

MEMBERSHIP & RECRUITMENT

London Region reflects other Regions (and trade unions) as we have fought to retain our membership and stem the loss as our members were being furloughed or made redundant. In the last half of 2019, our membership fell by 2,500. In addition, we took this opportunity to tidy up our membership system and removed 1200 non-paying members from our database in January 2020.

Throughout this period London Regional membership breakdown by gender has remained stable with 45% of our membership Male and 55% female. Since 1 May 2019, our Regional membership has fallen by just over 5200 members. Broken down by sector, Commercial Services Section lost 1900 members, Manufacturing Section lost 1000 members and Public Services Section lost 2300 members. To address this decline, our Regional Management Team have been initiating retention projects and are focusing on digital organising to try and reach out to members we cannot contact in the usual way, face to face.

From March 2020, we had to adapt very quickly to the outburst of the coronavirus and have used all of our initiative, intuition, energy, passion and collective commitment to ensure we kept our Union active. Despite challenging times, the Region has refocused our "Members First" organising Agenda where our members are at the heart of our strategy, democracy, and operations.

The Union is looking into new ways to recruit under the guiding principles of our GMB@Work policy as traditional recruitment meant we could not visit workplaces. There have been many new initiatives, and, in some areas, retention

has improved. We continue to contact apparent leavers every month and have adopted a focused organising strategy.

EVENTS

The Region was fully represented in the standalone Section Conferences at the end of 2019 however many other events after that, Congress, Regional Equality Conferences, Burston etc have had to be cancelled thus losing much of our recruitment opportunity. Despite this, we are ready to face the challenges ahead and have set up a Digital Organising Team to look at new ways of reaching out to new members and unorganised workplaces using new technology. This has proved particularly successful in Schools, for zero hours workers in the gig economy and our Hermes membership.

BRANCH ACTIVITY

The Region continues to reinvigorate our branch structures wherever this may be required, our aim is to ensure full participation from our lay members and following a branch audit in October 2020, we have concentrated on improving these statistics. There is some stability as 31 out of our 107 branch Secretaries are female. In response to industrial pressures, we have created a new London Logistics Branch and will be merging Boilermakers branches to form a "Lowestoft and London Boilermakers" Branch. Endorsed by our Regional Council, we introduced reformatted Branch Organising Plans from October 2019. These were enhanced to give the Region more information on branch campaigns and activities and enable us to better support branches. Many branches have rolled over their 2020 plans to 2021 as many of their objectives have not been fulfilled. Due to the pandemic and difficulty in holding Branch meetings, branches have had to postpone branch elections for a year. Some branches have embraced new ways of working and technology and are holding online meetings.

STAFF

John Colquhoun joined the Region as an Organiser but sadly we lost our Regional Press Officers, Olivia Pryle and Henry Graham who left in December 2019. However, we would like to thank Steve Pryle, Rose Conroy and John Healy for stepping in to cover this role until the post was filled. We are pleased that Paula Keane joined the Region from National Office

as our Press and Media Officer in March 2020 on the day the Region went into lockdown. In addition, two of our female Organisers attended a National Women in Leadership a National Programme. We have had some changes in Support Admin staff as Jo Tanner left our Hainault Office and Vicky Hearn replaced her in February 2020 and Gillian Staniford retired in December after 32 years' service with GMB and FTAT combined. Victoria Bayes joined our Finance & Membership Department in March 2020 to concentrate on retention initiatives to reduce and tackle membership loss and increase member engagement with a view to reducing the number of leavers by at least 10%. Since these appointments, there has been a freeze on recruitment. Finally, Sue Hackett, Regional Organiser and Equality Officer will be retiring at the end of June after over 41 years of service. We wish her success in her long-deserved retirement.

Following the retirement of Acting General Secretary, John Phillips, we were pleased that the CEC endorsed our Regional Secretary, Warren Kenny to take on the role of Acting General Secretary from 16 November 2020. As a result, London Regional Committee endorsed Tony Warr Senior Organiser, & Legal Officer to be the Acting Regional Secretary while retaining legal officer responsibilities for London Region. During this period, Organiser Gary Pearce has stepped up as temporary Senior Organiser for Commercial Services.

Technology will play a wider part in how we work and thanks to all our staff and officers for quickly adapting and coping with the high levels of calls and enquiries. The Region has worked hard to support each other, share ideas, solve problems and collectively make sure our members are being looked after during these difficult, uncertain and challenging times.

CEC

At the November 2019 CEC Elections, we said goodbye to Colin Kerr, Maggie Hughes and Michael Husbands who left the CEC and hello to new CEC members: Gary Harris, Sarah Hurley, Rachael Hookway, Robbie Scott and Danny Faith. The Region now has 9 CEC members with 6 holding Regional and 3 holding National seats.

Regional Council

There should have been Regional Council Elections in 2020 as the current Regional Council were elected in 2017. However, the in October 2020, the CEC adopted the London Regional

Committee Emergency Motion to allow Regions to postpone Regional Council elections for one year and those elected in 2021/22 would hold office for 3 years. Thanks to all our Regional Council members for their patience and co-operation. Luckily our Region was one of those to hold a Regional Council Meeting in March 2020 just before lockdown was announced. Since then, our meetings have been online.

UNIONLINE

The Region remains committed to give direct access to legal services direct for members. We continue to raise awareness of UnionLine benefits and services and we are working to ensure that Unionline and the services it offers to our members can be fully utilised rather than any of the high street lawyers seeking to make money off the back of our member's misfortune.

PRESS AND MEDIA

Over this period, the London Regional Press, Campaigns and Media department has distributed hundreds of press releases, gathered thousands of press, TV and radio mentions. Our priority is to support and highlight all the important campaigns our members and officers are actively involved with to achieve a positive impact for our members and the union.

Once the pandemic started the department worked to expose national and regional employers who have tried to exploit our members. One of our most important stories was on Bakkavor Foods where we made national news as the company were flouting health and safety regulations and putting our members and the public at risk. GMB London made many national media and press headlines and were featured on TV and radio news channels.

We have had some ground-breaking news coverage on the gig economy successes and also coverage across all our sectors: airports, housing, NHS, Living Wage, Asda, schools, Labour Party, couriers, private hires drivers, and care workers. Memorable stories include requisitioning private hospital beds, NHS free parking, winning full sick pay for many NHS contractors.

Milton Keynes, Thomas Deacon Academy Trust and Ealing Council have each signed up to GMB's Domestic Abuse Charter and all have been featured as regional news stories.

During the start of the pandemic, our officers and branches were supporting communities by delivering PPE to care homes and food to the

many foodbanks requiring additional support during the pandemic to meet with the increased demand.

The outgoing Press Officer, Olivia produced the October 2019 edition of our "Members First" magazine then left GMB at the end of the year. Although, departmental work was covered production of the members' magazine was frozen. Instead, focus turned to reacting to the changing methods of communication such as emails, surveys, petitions, texting and social media.

The Department assisted Public Services Officers in ensuring that regular communications and surveys have gone to all our members in schools, helping officers to produce resources and respond to issues affecting our members in schools.

London Region's "**Save Our Aviation Industry**" campaign grew with support from local MPs and Back Heathrow Campaign. Members and officers held demonstrations at Heathrow, Transport House, Downing Street and Parliament. Campaign videos were produced to promote the campaign on social media and the regional website. An aviation forum of reps from the regional airports has led to a new GMB London Region Aviation branches website, developed and maintained by our reps on the ground. The website will provide up to date information for aviation workers with access to real-time support. This is an initiative supported by the department and officers who cover the airports to help address the ever-changing situations arising at the airports and aviation supply chain.

The **#StopTheBritishGasFire** campaign, centred around the fire and rehire of British Gas field engineers has been heavily publicised on social media but the mainstream press, TV and radio channels have given the campaign little coverage despite a total 14 regional press releases since December 2020.

After a four-year battle which eventually ended at the Supreme Court on 19 February 2021, GMB finally received a triumphant outcome for our private hire vehicle members working for **Uber**. On 22 April 2021, the Supreme Court denied Addison Lee's attempt to appeal the Employment Tribunal's decision that drivers are employees and as such entitled to workers' rights (2017, 2018). Whilst Uber and **Addison Lee** also operate outside of our region, London Region members represented in this sector have much to celebrate and gain.

London Region is also supporting the '**Save Our yard**' campaign in Camden, London. This campaign, formed of residents of a housing estate challenges the landlord, One Housing, to respect the results of the ballot of residents for the proposal of demolition and redevelopment of the estate, a proposal that has been rejected by residents but continues to be challenged by One Housing, a housing association that favours a new housing development where units will be too expensive for most current residents of existing properties on the estate. GMB London is proud to support Save Our Yard campaign, actively demonstrating GMB's Congress Policy on supply of affordable social housing and the ballot process for estate demolition, introduced by the Mayor of London in 2018.

Following Congress 2019 policy, GMB London has also championed the work of **Fight Bladder Cancer** charity and has collaborated with the charity to raise regional awareness of the cancer. Studies have revealed that workers in chemical and dye industries who are exposed to substances linked with the cause of bladder cancer go on to develop the cancer without linking the cause of exposure to substances in the workplace.

The Department produces, manages and supports all regional print and digital artwork, press releases, translations, demonstrations, photography & filming, online surveys, website, member communications and the Region's social media channels.

The Region holds over 50,000 email addresses and over 50,000 mobile numbers. Our email and texting services enable us to instantly contact branches and members on workplace, industrial and political issues and is key to ensuring members' participation in ballots and surveys.

As part of London Region's digital organising the region has recently trialled live social media events. These planned events are available across the region's social media and YouTube channels, Steve Garelick has been instrumental in coordinating these events which to date have targeted members working for Yodel, Hermes and drivers of two and four-wheeled transport and delivery services. These events have been successful in attracting new members and workplace reps.

The Regional website is maintained to provide members with news stories, information and resources and has an average of 5,880 users per month.

EDUCATION & TRAINING

This period has seen Trade Union Learning under attack with the Government removing the funding for Union Learning Fund (ULF) projects. Despite appeals for this decision to be reversed it seems unlikely this will happen. In response nationally GMB will start to train our own ULR's where appropriate.

GMB London Region has also undergone changes in the way training courses are funded and delivered. The Region partnered with Shrewsbury College and directly employed two full-time tutors who are dedicated Trade Unionists with a long history in organised labour to deliver our core training programme. This means that we have full control over course content and delivery and do not incur any financial penalties for underfilled courses. Over this period hundreds of reps have attended core training courses and we have continued to run Initial Support Training (IST) sessions. This worked well until lockdown was announced.

LifeLong Learning Committee (LLLC) The LLLC held their first Learning Event at Euston in November 2019 with the theme of Mental Health awareness and this was a huge success with great guest speakers and activities. Thanks go to Nikki Warr and Colin Dodd who worked tirelessly to make the event (a first for the region) a success, coping with good humour as various challenges arose throughout the day. Thanks also to Helen Mendieta who took time out of her busy schedule to assist on the day.

Facilities: Our GMB Hainault Office opened in July 2019 and has a floor dedicated to education and training with high spec facilities to ensure training in East London and Essex is enhanced.

John Cope Trust: We reviewed the Trust Terms of Reference and implemented changes from January 2020. These are in relation to levels of funding and tightening up the criteria. Guidance was issued to branches who play a crucial role in nominations of members for financial support.

Rep Training: The closure of training venues has disrupted our ability to train representatives however the Learning Support Member Offer has been relaunched and much of our training has been moved online and delivered via Teams or Zoom platforms. When looking at what should be provided in the first place, London Region made the decision that the National Induction for new reps should take priority. Initially take up was low, many reps did not have access to the IT and in many households the strain of

home schooling and partners working from home placed huge demands on their internet bandwidth. Despite this, induction courses are up and running and now oversubscribed. As of March 2021, over 70 new Reps have completed the first part of their induction. We will now move to the 3 day Redundancy course for every rep that has completed their induction training. Once this is underway there will be an initial Health and Safety course brought online followed by the Equality course which is in the process of being revised. The focus remains very much on new reps, a gradual roll-out of additional training will be balanced so that Tutors and Reps are not overloaded and have time to absorb and put into practice their training. Together with our providers Shrewsbury College we are looking to offer some advanced diploma training to more experienced reps. We hope these will be available in Summer 2021.

The employment law course is the subject of a national review by REO's as the accepted TUC materials and resources have not been updated since 2012. Later in the year (funding permitting) there will be an opportunity for selected experienced reps to do an Employment Law Diploma. Regional School staff were invited to a National event and as a result 15 people identified as wanting to receive some basic training as precursor to becoming a rep, these will be run over six late afternoon/ early evening weekly sessions of around 90 minutes in partnership with the Southern Region education department.

Future of Training: The onset of the Covid-19 pandemic has brought with it, huge challenges, but also many opportunities and some real successes as we meet the demand for education and training. With all of our training venues closed, Regional Education Officers (REO) and National Training Department have had to adapt and were faced with re-evaluating the way in which the Union provides training for its reps. At first there was some limited training through Shrewsbury College: Safe@Work, Safe@Home distance learning short courses. We appreciate that online learning will never replace the interaction and bonding that takes place when reps work together in the classroom, it can be isolating and can tend to exclude those on lower incomes and those who struggle with IT or language. Hopefully there will be a return to class-based training later this year, possibly September 2021.

POLITICAL

This report covers GMB London Regions Political Activity between May 2019 – April 2021, which was a period a huge change not only as a result of the pandemic but also the generally negative political climate for both trade unions and the Labour Party. Despite this and without ignoring the problems, GMB London Region did enjoy some positive political success over the past two years.

May 2019 saw London Region buck the trend of mixed results in council elections across the country, by Labour gaining minority control in Basildon and North Hertfordshire District Councils, where it is hoped this will be converted into full control in May 2021 and holding onto control (where they were in power) elsewhere in all other District and Unitary Councils. Vaughan Thomas a long standing GMB activist became Lord Mayor of Norwich.

The June 2019 European elections saw a downturn in fortunes with the loss of 2 Labour MEPs in London as well as the only Labour MEP in Eastern Region. However, two weeks later, at the Peterborough parliamentary by-election, Labour held onto the seat with Lisa Forbes, a long standing GMB member, elected as their MP.

As we now know this success was to be short lived, as the General Election in December saw Labour not only lose Peterborough but Ipswich and Kensington and Chelsea as well. The few bright spots on an otherwise gloomy night saw GMB officers, activists and members becoming MPs for the first time (Sarah Owen in Luton North, Sam Tarry in Ilford South and James Murray in Ealing North) or holding onto their seats, bucking the national trend, across the region but sadly we also saw a number of excellent GMB candidates failing to get elected.

Elections in 2020 were cancelled which has resulted in a bumper set of election across the region in May 2021. This report is being written two weeks before these elections take place, so results are not yet known. In London the Mayoral and GLA election together with a number of local council by-elections are being held. Elsewhere in the region elections for Police and Crime Commissioners, elected Mayors, Unitary, County and District Council are taking place. A number of GMB activists and members are standing and despite the pandemic and difficulties that Covid has presented, the region are mobilising support for GMB members standing at all level of regional and local

government. In the lead up the London Mayoral/ GLA campaign GMB London Region together with GMB Southern Region have had input into the London manifesto and we continue to engage with the Mayor's office in pushing a positive Covid recovery for our members in London including those working in the aviation and private hire industries.

One positive outcomes of the pandemic has been the positive engagement of Labour MPs, GLA members and councillors in the regions industrial strategy and campaigns. This has included support for our members in the aviation industry, the dispute with British Gas, the NHS and wider public sector and Tate & Lyle Sugar.

Our numbers of Branch Political Officers continue to grow and despite the pandemic meetings with them have been held virtually.

London Region Labour Party cancelled its annual conference in 2020 and no date has yet been set for 2021. GMB London Region hold two seats on the Regional Executive, including the BAME Officer. Eastern Region Labour Party cancelled its conference in November 2019 due to the General Election but managed to re-arrange it in February 2020 just before the first lockdown struck. GMB hold four seats on the Regional Executive including the Chair, BAME and Women's Officer. Like London arrangements for the next conference have not yet been made. GMB London Region have been involved in Labour East's BAME future candidates' programme.

The region remains fully involved in Unions Together (TULO) in both London and Eastern Regions. Eastern TULO has continued to meet virtually throughout the pandemic and whilst London Region has not formally met during the pandemic activity continues throughout the region particularly in support of the Mayoral/ GLA elections. In Eastern Region the GMB was instrumental in helping to launch a TULO pilot online training course in September 2020 aimed at encouraging union activist to join and get active in the Labour Party and a number of GMB members participated

EQUALITY

Regional: In 2019, Sue Hackett presented the Regional Equality Strategy to London Region Officers and has been in discussions with them on linking equality issues and campaigns to branches, workplaces and the bargaining agenda. Also the new Regional Branch

Organising Plan highlights Equality issues and audits. Sue had planned Branch visits planned but lockdown happened and many were cancelled. Where possible, Sue has been assisting Branches with Equality campaigns. Some branches such as Ealing and Brent have adopted the Domestic Abuse Charter and the M2M one and Redbridge are signing up to the Reasonable Adjustments passport policy as are Newham. Several local authorities have signed up to the Domestic Abuse Charter.

Conferences: In 2019 GMB London Region continued to send delegates to the National Equality Conferences and Summits ensuring a gender balance and representing each of our equality strands.

We celebrated 10 years of Regional Equality Conferences in London Region, with presentations and workshops from all our self-organised groups (SOGs), highlighting very inspirational past REF & SOG members. It was a huge pleasure to award our 2nd Regional Equality award to Rachael Hookway for all her hard work and unstinting dedication and commitment on our REF/Sisters/Young London Committees and representing us at National level. The conference was followed by the General Secretary Hustings in the afternoon.

2020 saw many changes to the National Equality Conference, changing the dates and introducing a Stand-alone Young Members Organising School. We attended an interim one-day motions only National Conference and a National Women's Conference, which sadly started and abruptly stopped due to terrible storms. Unfortunately, due to the lockdown, plans for the new format of Conferences and Summits were halted and any Regional Conferences/ planned equality events were also cancelled.

Whilst we had already started using Teams to communicate, Lockdown was a shock and we needed to speed up the use of Teams for everyone and get all our members to learn to participate in video conferencing and to have meetings online. This was challenging, overcoming the difficulties of accessibility, particularly for our members with specific accessibility needs, but our activists rose to the challenge and worked hard to get it done. We have to thank Rachael Hookway in particular for all her patience and hard work to help members to navigate the systems.

During lockdown, the REF were working on new training for Branch Equality Officers, using both online and face to face sessions, incorporating mentoring from leading activists on the REF and SOGs. We are looking forward to completing and delivering this rather large piece of work.

2021 We will be holding our first ever online Regional Equality Conference at the end of June 2021. Plans are currently underway for the National online Conferences and Summits for 2021 and our REF and four out of five SOGs will all elect new committees this summer.

GMB Shout! Having made significant gains at London Pride in 2018, we saw once again the Trade Union section moved back in the parade line up in 2019. However, we made the most of it and had a fantastic turnout, we were able to get shout outs for GMB by the MCs on the way around and activists handed out materials to "Join GMB". Brian Shaw has once again been elected as Co-Chair to the National Equality Forum. Having said goodbye to their wonderful Secretary Carl Banks in 2018 due to work commitments and personal issues/ commitments, GMB Shout! had a transitional year in 2019. They have kept the flag flying as well as they can and continue to work hard to raise the profile of GMB for LGBT+ workers. They held their second Regional Summit and have opened up their meetings to all Regional LGBT+ members to increase participation and welcome new members to take up committee positions. This is a work in progress and hopefully the next summit will see an increase in member participation.

A new committee was elected in 2020 and we were delighted to see Carl back on the committee in 2021 who hit the road running. His ideas on producing bite sized training webinars were fully embraced by the new committee. A small working party has written training materials and tested these on the committee and are awaiting feedback on "**Allyship – How to be an LGBT+ Ally, Getting LGBT+ members involved in the branch and Can Equality Help Your Bargaining Agenda?**" Further Rep training materials are being written. GMB Shout! held an open Zoom workshop for members to design and develop GMB Shout's new Communications and Engagement Strategy and Plan.

GMB Sisters: Having elected a new committee in August 2019, Sisters continued to make headway with the M2M roadshow and started planning for their new campaign "Flexible Working – Fact or Fiction" to launch during Women's History Month in March 2020 whilst holding a film night social, along with planning for the Regional Women's Conference, in May 2020. They also ran their women only public speaking course at the start of the year.

The Regional Women's conference received another fantastic response having 107 first time applicants and for the first time we saw a higher percentage of Black, Asian and Minorities Ethnic women than White British/White Other women apply. Sadly, the pandemic took over and we were unable to have any of the events. It was felt that even the campaign would not have been appropriate during a time of such difficulty for everyone. However, materials have been prepared to start the campaign when the time is right.

During lockdown, GMB Sisters did feel it was important to contact women to offer help and support and so developed a regional survey around the difficulties of lockdown, how it affected members both at work and at home and highlighting support for members **dealing with Domestic Abuse**. Followed by a first ever all woman panel to advise on work issues, legal and Health & Safety, although all regional members were eventually surveyed and invited to attend. Sisters will be running a workshop on Maternity, Paternity and shared Parental Leave, produced a poster for workplaces and materials to help reps to support members in May 2021 following a motion from our Regional Equality Conference.

GMB Young London: held their first ever Regional Summit in October 2019 and had a good response. Our Young London Committee wrote and delivered all their own workshops, which were really engaging and interesting encouraging members to get more involved and organise within their workplaces and understand the value of collective bargaining to make change happen and improve their working conditions. Young London planned to run their own organising school as a follow up. However, the election was announced, so sadly they had to cancel, but intend to go ahead at a later date. It has truly been a difficult time to organise for Young Members, the nature of the group is that people "age out" and the committee was already very low in numbers

when lockdown happened. They had many plans in place to rebuild, but again the lockdown really took its toll. They are now looking at running some online training events hoping this may attract more members, so hopefully in the next few months they will have some success with a new committee elected.

GMB Race: During 2019 they continued their anti-racism work, speaking at many national and regional demonstrations, held successful fringe events at the last GMB Congress and Show Racism the Red Card. Highlighting the plight of the Windrush generation during a well-attended AGM in July 19, guest speakers included our very own Evelyn Martin, NUS President Shakira Martin and Dolly Okeowo, winner of the first Mary Turner award from Barking. Taranjit Chana was elected to the Race Seat on the National Equality Forum. They held their first very successful Summit in October 2019, with excellent feedback from attendees, giving high marks for all the varied and engaging workshops written and delivered by the committee. There was a panel of speakers including the charismatic Florence Eshalomi, elected in 2019 as MP for Vauxhall, giving us the opportunity to engage more members who have never attended events or been active previously. Robbie Scott was elected to the CEC in a Race Seat.

In 2020 they produced an excellent newsletter, responding to the **Black Lives Matter** demonstrations and the failure of the government to take action on the report of the disproportionate effect of Covid on BAME Workers. Both Robbie Scott and Taranjit have been involved with the National working party to produce a BAME Workers COVID-19 Toolkit, called for by the BAME CEC members. Taranjit Chana as National Race Rep is heading up the National Network meetings attended by the Chair – Fevzi Hussein and Vice Chair Naome Kyokushaba-Katsigazi. In 2021 Taranjit & Robbie were amongst the panel for the first National Race Zoom meeting, chaired by Taranjit. Fevzi Hussein has launched a podcast called BANDOLFA and supported our Ability group to run their first webinar.

GMB Ability: In 2019 worked on their campaign "**Freedom To Travel Anywhere**". They have put together 5 demands for the London Mayor and attended a TUC forum with Heidi Alexander, Deputy Mayor for Transport to put their demands to her. Not satisfied with the response, they have been pursuing a meeting with the

Mayor himself, which has been impacted by the lockdown. Ability delivered a brilliant interactive stall during the breaks at the Regional Conference 2019 engaging delegates to try out various activities that member face, using wheelchairs, or sight loss. It was the highlight of the conference. We have been made aware that the Met Police Federation have taken forward the **Reasonable Adjustments Passport Policy** for themselves, along with many local authorities and other employers within London Region.

It has been challenging to get the Ability committee on Teams, but we did manage to get most people signed up and attending meetings and we are so pleased with all the perseverance committee members showed. The committee is working on a toolkit for reps for supporting members with disabilities. In the last couple of months, we have managed to move this along significantly.

Ability launched their campaign "**GMB Ability demand freedom to travel anywhere**" at their first ever event which was also online at their webinar in September 2020. Chaired by Ability member Sue Kelly, Panel members Gordon Brunning & Dean Apps from the Ability Committee with guest panellists Vicky Foxcroft MP Shadow Minister for Disabilities and Bhavini Makwana Engagement Manager at London Vision and engaged a signer for the event. Despite the challenges, it was successful, however, we have ruled out the webinar platform as it was not working for our sight impaired members, but with the introduction of Zoom, we believe we will do better in the future.

Dean Apps is representing GMB on the TUC Disability Committee and along with the Chair Gordon Brunning attend the National Network meetings.

We were successful in winning the motion to Congress on accessible buildings and our disability group have recently been working with GMB Finance Director Allan Wyllie to look at improvements to accessibility at the Euston Office. A contingent of Ability members met with our National President Barbara Plant to understand how the Equality Task Force will be considering the issues for members with disabilities and put forward questions and ideas for a more fruitful engagement and visibility with the Union on disability issues, "nothing about us, without us".

HEALTH AND SAFETY

Over the last 2 years many regional workplace visits and inspections have raised a wide variety of health and safety concerns. These have ranged from working in low temperatures to dangerous practices in the workplace. We have provided training for safety reps on workplace inspections, making sure the right systems are in place and ensuring our Health & Safety Reps are supported in tackling these issues.

From the start of the pandemic in March 2020, health & safety concerns dramatically increased as employers were having to put in social distancing measures, provide PPE and carry out Risk Assessments. Of note is our media exposure at Bakkavor Meals where their management failed to provide adequate PPE, failed to enforce social distance and to correctly risk assess the workplace and implement the right safety measures across factories in west London. This led to the GMB naming and shaming the company with press releases and interview for ITV news, the Guardian and LBC radio. During the pandemic our officers and branches continued with the distribution of face masks, sanitisers, gloves and food to food banks.

As the Government designated keyworkers, many of our members in public services, Care Sector, Retail, NHS, Schools and Airports have continued to work. We have actively worked with GMB representatives to agree safe working practices and sickness policies that set the standards required to keep our members and the public safe and well. We have ensured that we engage with employers on a regular basis on all these matters and ensuring that all vulnerable workers were protected and had a voice.

We have continued to press Government and Employers for full sick pay from day 1 for all CV19 related absences and demand regular and vigorous CV19 testing, individual Risk assessments and increased cleaning and hygiene regimes.

We have pressured NHS outsourcing companies – and the Government – to ensure all workers are given full pay from day one if forced to self-isolate and have had successes in West Herts NHS Trust who (after pressure) gave full sick pay to over 400 Mitie employees and ISS workers in Homerton Hospital.

Our Health & Safety Forums have contributed to resolving problems and discussed Fighting Bladder Cancer, Mental Health & Wellbeing, Green New Deal.

COMMERCIAL SERVICES SECTION

Aviation In the companies across the London Airports where GMB are recognised, the majority of our members are now on flexible furlough and we have agreed a process to start a phased return to work to carry out security and workplace training compliance in order for them to be ready to return to work when restrictions are lifted. In order to aid retention, the Regional Committee agreed a promotional rate under Rule 46 (5p a week) for members in aviation who were being made redundant for a period of 26 weeks as a retention exercise (even if they had not been a member for 52 weeks). This took effect from early 2021.

London Region Aviation Campaign Covid-19 has had a devastating affect across the Aviation sector with thousands of jobs lost and many more still at risk. This has not only impacted affected airport workers but also the supply chain. We are yet to realise the full detrimental effect that this will have on the Aviation industry and local communities that rely on it. The Region has set up a London Region Aviation Campaign Group in summer 2020 and this group meet regularly to discuss campaigns and ensure that our members' voices are being heard. The campaign's direction has now focussed on Health & Safety and we will be making sure that employers across the London Airports are putting all measures in place for the safety of our members and the travelling public. In December 2020, the Aviation Support Forum was created. This allows GMB Workplace Organisers from each Aviation branch to come together as a region to help with campaigns, to share best practice and most of all to network. At the end of 2020, we sent in a written response to the Government Group on APPG on Heathrow Expansion and Regional Connectivity on behalf of the Union.

British Airways In 2019 British Airways re-organised staffing structures, threatening compulsory redundancies, and issuing S188 letters and an HRI. We reached agreement on the new roles and consulted on selection criteria and mitigated compulsory redundancies. These new roles included more flexible working arrangements but maintained rates of pay as well as the option of enhanced voluntary

redundancy. Once furlough was announced, in April 2020, our National strategy was to threaten legal action, not get involved in collective consultation and pursue claims for a breach of Section 188 of the Trade Union and Labour Relations Consolidation. We demanded that BA withdrew the S188 Notices and agree to negotiate in accordance with the British Airways, 2012 Redeployment Process Agreement. By July BA commenced individual consultations with our members threatening to dismiss and re-engage them on far less favourable terms and conditions making over 300 compulsory redundancies. (the first of hire and fire) Following discussions with our reps we consulted with the company and where we are recognised, GMB reached agreements that mitigated the need for compulsory redundancies. Following a consultative ballot our members accepted more flexible working arrangements, periods of unpaid leave during the winter and a 10% pay cut from April 2021 with reviews based upon business performance and no compulsory redundancies.

Swissport Stansted In 2019 Swissport lost the Ryanair contract to ABM Blue Handling and Swissport maintained their mainline contracts and retained 250 staff and transferred 350 staff to ABM Blue Handling. We raised our concerns with the company in relation to the lack of staff allocated to flights and this resulted in a steady increase in our membership density. The pandemic resulted in the cancellation of long and mid haul flights operating out of Stansted with Swissport's largest customer Emirates not being able to confirm when their flights into Stansted will restart. Stansted is included in the National recognition agreement and at the start of the pandemic the company issued a S188 letter and an HRI with the redundancy mitigation agreement and redundancy selection criteria being agreed nationally. At Stansted we used the national framework to agree a temporary, relocation of our members into the Swissport Cargo operation at Stansted to reduce the number of compulsory redundancies.

ABM Blue Handling Following the transfer of our members from Swissport we negotiated new contracts that contained a significant pay increase whilst maintaining their length of service, holiday entitlements and sick pay. As a result, our membership increased significantly. Our recognition agreement at Swissport transferred to Blue Handling and we agreed check-off arrangements for our members to continue to pay their subscriptions through

their salary. We commenced redundancy consultations with the company in April 2020 and following a consultative ballot of our members at Stansted the company's proposal of a 10% pay reduction with a 12-month review and a guarantee of no compulsory redundancies was accepted.

Menzies LCY We were in the process of surveying our members on pay aspirations in preparation for the pay anniversary in January 2020 when the pandemic changed our focus from a pay claim to securing our members' jobs. Menzies provide passenger service agents and operations staff for BA and the pandemic caused flight schedules they operate for BA to reduce to 2% of that from the previous year. Redundancy consultations continued until July 2020 and we were able to negotiate a reduction in the proposed 35 compulsory redundancies by a consolidation of existing roles and voluntary redundancies that resulted in 6 compulsory redundancies across a bargaining unit of 130 staff.

Sky Handling Partners LCY In 2019 following a consultative ballot on start and finish of shift times and overtime during times of disruption, we reached agreement on both these processes, which are now included in the company's staff policies. Sky Handling provide check in and baggage handling services for Airlines at London City Airport. In February 2020, the company lost 30% of its work due to the closure of the Flybe this combined with the impact of Covid 19 on the Aviation sector made this an extremely challenging redundancy consultation. By agreement with the company, they used furlough and postponed any compulsory redundancies. We re-started the discussions in July and reached an agreement for the removal of one level of management structure (not included in our bargaining unit), agency staff and those on fixed term contracts with an agreement to accept all voluntary redundancies. This resulted in 12 compulsory redundancies from our bargaining unit of 150 staff.

Southend Airport In 2019 Following a consultative and formal ballot for strike action that was overwhelmingly supported by our members, we issued formal notice to the employers of our intention to take strike action. The following day a notice was distributed to our members in Stobart Aviation Services confirming that they had agreed to a request from Unite to recognise

them at Southend Airport. Our members were outraged by what they felt was an underhand approach by Unite to remove their legitimate right to be represented by a union of their choice and took strike action over Christmas 2019 following the refusal by the employers to recognise the GMB for the purpose of collective bargaining. In April 2020, the company commenced redundancy consultations with Unite, however, this did not stop us advising and/or representing our members at appeals against dismissal for those who had been selected for redundancy.

London Living Wage Campaign at Heathrow Airport.

In 2019 the campaign continued to have positive effects and movements across Heathrow Airport in support of low paid workers at the Airport and the recognition that GMB has been the only Union fighting for the introduction of the London Living Wage. Heathrow Ltd signed up to be a London Living Wage employer and confirmed that, direct and existing contractors within their supply chain would be paid the London Living Wage by the end of 2020. Companies with direct contracts with Heathrow Ltd such as Mitie, ISS and, Omniserv indicated that they are on course to pay the London Living Wage to their employees by the middle of 2020, with Eures catering and Omniserv having already done so. This campaign was funded by Heathrow Airport Ltd (Hal) but unfortunately, HAL suspended the funding at the beginning of April 2020 and, despite, previous assurances from both Mitie and ICTS, they rescinded their decision to pay our members their London Living wage at the end of April.

ISS Terminal Cleaning In 2020 we reached a no compulsory redundancy agreement with ISS terminal cleaning,

Integrated Paramount Services (IPS) The company attempted to impose new inferior contracts and failed in their obligation to consult collectively with GMB. Our members invoked a formal collective grievance and, we pursued a legal challenge that, following ACAS early conciliation, resulted in the company withdrawing their proposal and recognising the GMB for collective bargaining purposes.

Baxter Storey Hospitality and BA Cargo We reached an agreement on the Governments, Job Retention Scheme, furlough, and both Baxter Storey and British Airways agreed to suspend the proposed redundancies and our members remain on flexible furlough.

Wilson James: In 2020 GMB London signed a Recognition agreement covering Terminals at LHR, following the transfer of the PRM contract from Omniserv who previously had a sole recognition agreement with Unite.

Energy

British Gas Centrica At the start of 2019, the company's share price plummeted to an all-time low of 67.50, however, despite the falling share price the CEO Iain Conn, who had overseen a litany of mistakes, received a 44% pay increase in the same year the business lost 740,000 customers. GMB believe the real reasons for Centrica's demise are a series of poor management decisions and a refusal to face up in time to the changing world of competition whilst announcing another £250m of so-called "efficiencies". In 2020 British Gas launched a sustained attack on our members' terms and conditions, working practices, and the trade unions industrial structures within the business. The new terms and conditions will have a detrimental effect on both earnings and our members work life balance caused by having to work an additional 156 unpaid hours a year. Our members in British Gas are key workers and have worked throughout this pandemic, volunteering to work in customers houses who have tested positive for Covid19 putting the health of themselves and their families at risk to maintain hot water and heating for their customers and volunteered to work with the Trussell Trust delivering food parcels to the most vulnerable customers in their communities. British Gas claim these changes are needed for the business to survive yet in the heating division in which the majority of our London region members are employed their profits increased last year by 27%. A consultative ballot of our members resulted in 95% confirming their support in a formal ballot for industrial action that has resulted in our members taking 43 days of strike action since the beginning of this year. Our Trade Dispute with the company relates to their offering our members a new contract that had, be signed by the 31 March 2021 or be dismissed on the 1st April (fire and re-hire) however, this deadline was extended until 14 April at which point the company dismissed every employee who had not signed the new contract.

Cadent Gas Industrial The Company's pay offer of a 2.5% consolidated increase from 1st June 2018 to 1 June 2019 to flow through to all allowances as per the Field Force Handbook (with the exception of Christmas and New Year

payments). Following on from an agreement with the employer to facilitate all affected staff to attend patch meetings we recruited 90 new members increasing our membership density to 98%. The company's offer was subsequently accepted by our members in January 2019. Our members have worked throughout the pandemic, however, at the end of June last year the company commenced discussions at a National level in relation to a re-organisation of the Trade Union's industrial structures.

Cadent Gas Staff In 2019 the company continued with their wholesale changes in an effort to reduce their management cost base and have, as a result, offered enhanced voluntary redundancy to our members in the management groups. Our members were advised to contact Unionline in relation to any subsequent settlement agreements and are being encouraged to transfer their membership to direct debit.

Hotel and Catering Branch membership figures were in the region of 1122, in 2019 and since the pandemic this figure has reduced to 955. The hotel and catering industry in the region has for the most part effectively closed down. The establishments that are opened have skeleton staff and take away establishments have reduced staffing levels. A survey was undertaken among branch members to find out the circumstances of members in regard to their employee status. This snapshot returned, gave a clear indication from the information that those members were on furlough.

To overcome the obstacles to traditional recruitment we have tried alternative approaches that could assist in retention of members and possibility assist in encouraging new members to join by placing, greater emphasis on branch newsletters, and online communications either by email or video links or YouTube. The feed- back received has been positive and the members welcome the communications.

ASDA

Equal Pay Campaign: GMB ceased funding new claimants to the equal pay claim on 15th October 2020. As such there was a huge campaign to enrol GMB Members before this date. There were over 2,000 new claimants from the region, and this was pushed from store level and communications from a regional level. In addition to this the region assisted with chasing members who were claimants of the

claim to confirm to Leigh Day so that they can be correctly registered. Following the deadline, new members are referred on a no win no fee basis to Leigh Day. The equal pay claim requires members to retain their GMB membership and as such there are many members who retain their membership once they realise that their equal pay claim will no longer be funded. This aids the region's retention of our members. The claim itself has succeeded at the supreme court and has now been passed back to the employment tribunal to continue the claim which is likely to continue for some time

Walmart Sale The ISSA brothers and TDR Capital secured the purchase of ASDA in October 2020. This is currently subject to regulatory approval by CMA (Competition and Markets Authority) during quarter 2 of 2021 with expectations that the sale will be granted approval. This is of great concern to all our Asda members as it is the intention to sell off land, buildings, and departments to raise the funds needed to complete the sale. This will result with the business needing to lease these assets back and result in the breakup of ASDA and employees being moved to third party companies. It has been confirmed that the petrol side of the business will be separated out of ASDA and so members will be subject to TUPE. GMB have had talks with ASDA upon the pending completion to the sale and have agreement for a meeting with the ISSA Brothers to discuss a working relationship.

Consultations: We currently have consultations affecting Back of House (Admin, Cash Office, and Personnel), Bakery and the closure of ASDA Heston. The back-office consultation has resumed following it being paused early 2020. The consultation is currently awaiting the Exec board's decision to implement the changes. The bakery consultation has just started and if it progresses will remove skilled bakers from the business. The result will be the selling of pre-made bread. The closure of ASDA Heston is due to the operation not being financially viable. GMB London Region are chairing the consultation meetings with ASDA and are close to the point of closing consultation. Currently we are awaiting details of vacancies available for our members.

Membership Growth: Membership within ASDA has been challenging during the pandemic. Over 25% of ASDA colleagues leave ASDA per annum which results in a large turnover of colleagues. As stores visits have not been

possible during the pandemic, membership has remained static / seen a slight drop. We have recently undertaken a re-election of our National Reps (Convenors) and now have a full complement. This will aid with covering all stores, being more visible to our members, growing our steward base and aiding with recruitment visits. We have several campaigns which have originated from GMB London Region however as ASDA are part of a national target, they have become National campaigns. This has put a slight delay on the launching of these campaigns however we expect movement in the coming months.

MANUFACTURING SECTION

Since Congress 2019, we have seen many traditional manufacturing sites announcing closure or redundancies such as: Benson for Beds (went into liquidation in June 2020), Coca-Cola (Milton Keynes), EAT, Holophane, Honeywell and Elster Metering. We have been heavily focused on ensuring we support our members through these difficult times. The past year has seen business in every industry face unexpected challenges. COVID had a direct effect on companies such as Alpha Sky Chefs who provided food for the Aviation sector as planes were grounded. Our members were furloughed at DHL Alconbury, Anglian Windows, Alpha LSG Sky Chefs, Monier Redland, Hypnos Beds, Ercol Furniture, Alstons Furniture, VIP Polymers, London Linen as order books ran dry. As a consequence of the downturn in business, companies such as Hypnos Beds and Honeywell made major redundancies.

On the flip side, production continued over lockdown in essential businesses such as food manufacturing companies: Mizan (Branston), Nestle Purina, Tate & Lyle, Noon Foods, Spurway Foods, Bakkavor Meals and Bakkavor Pizza. During this time our main negotiations and interventions were on health and safety measures, risk assessments, PPE, social distancing and sick pay.

By the end of 2020 and into 2021, some plants were back in operation and we hope to see order books filling up again and we are gradually getting back into companies to discuss a safe return to work, conducting pay surveys and recruiting new shop stewards. In Anglian Windows, a whole department were told to self-isolate recently with several cases of Covid 19. Staff are now working a 4 day week and being furloughed for one day.

Over this period, we have supported our members and have conducted pay negotiations in Alstons Furniture, Ercol Furniture, Hypnos Beds, Steinhoff Beds, Anglian Windows, Ol Glass, Monier Redland (Leighton Buzzard), Briar Chemicals, Crown Artists Brush, Crane Engineering, GPS Plastic, VIP Polymers, Bakkavor Meals, Tate & Lyle, Bombay Halwa, Noon Foods, Alpha LSG Sky Chefs, Nestle Purina and London Linen. We managed to secure recognition at Spurway, which is part of the Kerry Group and are in final negotiations for an agreement at Monier Redland.

In general, pay discussions have taken place across the board with 2% appears to be the industry norm. The recruitment levels within manufacturing are still frustratingly lower than in other sections. During the lockdown process Manufacturing officers have been discussing ways to improve the recruitment figures within this sector.

Construction is a different story as companies have suffered drastic drops in demand invariably having an impact on workers. In early 2020 the Government put a stop to construction work. Although some members were allowed to carry out work from May 2020, the industry hasn't recovered with many of the members furloughed on the flexible furlough scheme. Good news comes as we were in negotiations with North London Waste Authority over the construction of an incinerator in Enfield as part of the North London Heat & Power Project with this being completed in 2025 with workers coming under the NAECI National Agreement. Finally, Regional delegates attended the Manufacturing Section Conference in Belfast in November 2019, unfortunately this event was cancelled in 2020.

PUBLIC SERVICES SECTION

Since 1 May 2019, 9543 members have been recruited in London Region, Public Services section. The Region benefits from engaged and enthusiastic activists and on 19th/20th November 2019, 27 delegates represented the London Region at the National Public Services Section Conference in Glasgow

SECTION: Discussions with lay members on revitalising Public Services and how best to support and encourage activism within the section led in 2019 to the bringing together of the London Regional School Board and Key Activist Forum to form the **Local Government and Schools Forum**. This single body utilises

the invaluable experience of activists and progresses and develops the Regional organising and campaigning objectives. The Region launched this through a series of regional roadshows, in the Autumn of 2019 with all Activists provided with the Terms of Reference for the new forum, which had been endorsed by the London Regional Committee. These set out the objectives for in relation to the development of effective strategies to assist in Regional membership growth, organisation and retention within Local Government, Schools and Academies. Activists welcomed the new Terms of Reference for giving clear focus to the Forums' purpose.

SCHOOLS: As part of the Regional strategy to reinvigorate the Public Services Section, it was recognised that there should be a renewed focus on members in schools and the everyday issues being faced. To support this, the Region created an information pack designed specifically to assist and support school-based Activists, Branches and Officers in recruitment and organising within Schools. The introduction of this pack facilitated discussions when visiting schools on important issues such as abuse and violence in the workplace and job evaluation. The contents were overwhelmingly supported and appreciated by all activists and Branch Secretaries as it provided a needed change in direction from what had previously been the norm of using photocopied information on, pay pension and union benefits when visiting Schools. This schools pack was sent out by the Region to new members in schools who had joined online at the start of the pandemic who may not have been fully aware of the work of the GMB. This new style and approach is not limited to Schools though, and can be adapted for Activists and Branches to use within Local Government.

In early 2020 the Region had an extensive programme of visits to Schools in place to meet with school support staff and these visits were proving to be most successful. Targeting was in place to make sure our visits were focusing on schools where we had minimal membership but potential for growth. We were also targeting schools where we had good membership but no reps in place. This all changed when in March 2020, unable to carry out workplace visits, we had to relay the most up to date advice and guidance to our members via email and social media. Never before had empowering and supporting our members to understand and be

able to deal with important Health and Safety issues been so important. As the country entered lockdown, we sent regular bulletins to all Schools members, who had consented to receive emails, and posted updates on the Regional website. The Region shared NJC Guidance, along with explanation, and updates on DfE guidance and offered advice on the main issues affecting school support staff. We also conducted online surveys, to provide members an opportunity to share their experiences and concerns. The results of these surveys highlighted some key problem areas, such as working in multiple bubbles and additional cleaning duties for classroom-based staff, and we subsequently provided advice to our members on how to tackle such matters. In addition to providing advice and sending open letters to Head Teachers detailing the expectations and concerns of GMB, we shared template letters for our members to use should they wish, to assist them in requesting risk assessments. London Region members have been positive about the new regular email bulletins, with 80% of members rating our communication between 8 and 10 out of 10.

With schools being one of the National organising targets, the Region also continued to organise and build strength within schools and recruited many new members and workplace organisers. Over one thousand (1,000) new schools members joined during the initial lockdown period and conscious that these new members were joining online without necessarily knowing much about GMB, all new members were sent a schools specific welcome letter and schools information pack. This was also part of a retention exercise as we felt it important members had a full understanding of why their membership is important in providing protection and advice on many issues, not just Coronavirus.

Throughout the pandemic, Public Service Officers (PSO) were provided template letters to send Head Teachers and LEAs to set out GMBs' position and expectation for members. This was especially important in relation to the completion of risk assessments and setting out what could be considered fair and reasonable additional duties for classroom-based staff. Further, in January 2021 when it became evident Teachers were predominantly working from home and that it was support staff who were attending schools, PSOs across the Region wrote to all LEAs raising this issue of inequality and

unfairness. It has been paramount to the Region to ensure a consistent, robust and thorough approach was adopted with all LEAs to equally service members interests. Unity across the Region was important when addressing the importance of the BAME Risk Assessment Toolkit and writing to all LEAs requesting staff in Special Schools were included as part of the priority vaccination scheme as frontline Health and Social Care workers.

Engagement and interaction with our members is one of the most important things we do. Branches, Activists and Staff have good relationships with members and workplaces and therefore the Region felt it was important to conduct its own Regional Local Government and Schools Consultation Pay ballot. Over 80% of our Local Government and Schools members received an electronic ballot paper and as the first ballot of this kind proved successful. Whilst there can be no substitute for face-to-face engagement, in addition to the regular email and SMS communication with our school-based membership, the Region has engaged with members through the use of well timed, appropriate surveys and the one conducted in the Autumn Term resulted in great coverage in the Independent. The Region has continually received hundreds of responses to surveys and to maintain and encourage this participation actions have been shared to demonstrate "you told us, and we listened". Examples of this include but are not limited to, letters to Head Teachers re Bubbles and one page information bursts on subjects such as ventilation and risk assessments.

The beginning of 2021 saw the very short-term position of other Unions to issue Section 44 letters which did initially cause some concern amongst members. The Region provided explanation of GMBs decision to not take a position, which could have placed members in a situation that potentially would have serious implications regarding their employment, and this was generally understood and accepted. As the country entered further lockdown in January 2021, PSO's were once again provided with a template letter to send to all head teachers advising that given the increased transmission rate of the Covid variant B1117 that all previous risk assessments needed to be reviewed and revised. The Region also requested that Schools reverted back to the practices and control measures put in place originally when schools closed at the start of the pandemic

including: Bubbles kept to a minimum and limited in size to a maximum of 15 pupils; No crossover working between bubbles; Rotas put in place for support staff to allow for at home and in-school working.

Our message has needed to be especially clear in two important areas namely 1. GMB is a recognised Union for support staff and only represents their interests and 2. For support staff to be heard they had to have a strong collective voice for their issues and concerns and our organising and planning in schools has very much been focused on this.

The unequal treatment of support staff compared to teachers, became more evident than ever in the Pandemic with support staff expected to teach whole classes and be the physical presence in schools. The Local Government and Schools Forum agreed that a template collective grievance letter would be produced, for support staff to adapt and submit to headteachers, as the issue of support staff being treated differently to teaching staff was a collective one and this template letter was well received and used by members and this matter of unfairness and inequality was also addressed in letters to all Directors of Education.

By listening to members, it was clear that what they were experiencing in 2021 was very different to March 2020 and so we conducted a survey of School based members to get their thoughts and experiences of what was happening in schools. The focus of the survey was to understand the extra responsibilities and duties being placed upon our members and to get a broader picture of how Head Teachers had dealt with the move to majority remote learning. We had a great response to our survey with over 650 members taking part. The results of the survey were stark- members felt unsafe and unfairly put upon. Our survey results showed the importance of risk assessments in making schools as safe as possible was still being overlooked. Less than half of our members who responded had seen the risk assessment for their school or role and only 20% of members had contributed to or been consulted about risk assessments. When the Region reviewed the additional duties being carried out, it was clear many of these related to tasks working from home such as phone calls and online work. In response to this we sent all schools members a template letter to send to their Head Teachers requesting they are paid the £6 per week tax free working from home

allowance. Members were also directed to HMRC for further advice on how to claim this back.

In 2021, the Region has held two successful Webinars for Support Staff members with just under 500 members taking part across the two events. The purpose of the first webinar meeting was two-fold- 1.to explain the importance of organising in schools and the role of GMB and 2. to answer members questions. Questions which could not be answered in the meeting because of time constraints were answered in a Q&A document that was produced afterwards and circulated to all attendees and PSO's. The meeting was also used as an opportunity to poll members about becoming a workplace rep and following the meeting we wrote to 62 members who expressed an interest and provided details of what the role of a Workplace Representative involved, explained the support GMB provides to give confidence and the skills to carry out the role and put them in touch with their PSO.

The Region has also been sending single issue updates via SMS to schools' members and regularly posts school member updates on Twitter. The Region's website also contains all the advice and bulletins sent to schools' members so even members who have opted out of receiving emails and SMS can access schools' members information.

The Region's campaign for Local Authorities, Schools and Academies to adopt the GMB Domestic Abuse Charter was well received and has since been adopted by numerous Local Authorities and Academies who signed the Charter and introduced a policy. This demonstrates to our members that GMB can have a wider, positive impact on issues that can affect anyone and that the crossover between personal life and work life exists and needs to be recognised.

The focus within Local Government and Schools has not solely been on those directly employed by Local Authorities though. Aware of the disparity between those employed by third party contractors to work within Local Government and Schools and those directly employed, the Region wrote to every catering and cleaning provider when it became apparent many providers were attempting to put members on unpaid leave or make contractual changes and within Local Government contractors there has been many Regional successes with getting full pay when sick or self-isolating for our members.

Most notably Amey PLC following a high-profile Regional media campaign exposing their view that COVID was no different to normal influenza.

NHS Report : Ambulance

GMB London Region has two major ambulance Trusts from which we have significant membership.

London Ambulance Service (LAS)

GMB has got a footprint for ambulance consultation and has been heavily involved in campaigning on health and safety for noise in the cabs and vehicles, professional standard representations with the licensing bodies as well as local negotiations for stand down time. GMB London has a strong Branch structure in LAS and our current campaign is for more facilities for our Representatives to be able to support members.

East of England Ambulance Service (EEAS)

GMB London Region continues to have an active campaign for full recognition in the Trust and have a growing army of Representatives and will continue to fight for recognition. This has to be done industrially as the Trust already recognise another Union but there are severe preventative measures in the agreement that would not be palatable for GMB.

NHS

Over a two-year period, we have seen an increase in Trade Union membership for NHS employed staff. GMB London Region has been embarking on major campaigns to be "ballot ready". We have seen an influx of Nurse Representatives and have an exciting structure that is starting to develop.

NHS Contractors GMB London Region has large membership in several of the contracted services. We have had major success in campaigns that have had great media coverage, in ISS and Mitie, where our local Officers and Representatives have done a fantastic job in winning for GMB and some of which has resulted in ground-breaking successes regarding around sick pay entitlement .

Recruitment GMB London Region has had successful recruitment in contracted out services on the back of the campaigns listed above with several public facing demonstrations. In the ambulance service we have had a large influx of members from the 118 service.

Future Campaigns

GMB London Region is working on being ballot ready in the NHS and has several exciting campaigns to look forward to, none more so than the 'April Fools Campaign' and 'NHS Pay Campaign'.

GMB London Region would like to express their sincere thanks to all key workers and those in the Health Service, including all contracted out services, all front line and back of house contracts and everyone that works in the NHS family. We are currently in the worst pandemic this country has seen in most people's lifetime. Our NHS Heroes have been putting their lives on the line to look after us all during this pandemic. GMB London Region would like to take this opportunity to offer our heartfelt thanks for everything you have done and continue to do for us. We make this pledge at Congress that GMB London Region will campaign as strongly as ever for our members in the NHS and supporting contracts.

MIDLAND AND EAST COAST REGION

The last two years have been difficult for our members with the uncertainty of Brexit and then latterly with the Coronavirus pandemic. This has forced us into adopting new ways of communicating with our members via different online platforms and has enabled us to continue to organise within our workplaces, regularly networking with our reps and branches and electing new workplace organisers where their support and training has been provided remotely. When the Covid lockdown was announced, there were two immediate problems to be addressed. How can essential work such as food production or refuse collection continue safely and what would happen to those companies, where their work had literally dried up overnight? There were numerous examples where employers worked well with GMB to ensure that essential services were maintained and workers safety was also paramount. As with any report covering the time frame 2019 – 2021, it will inevitably relate to pre and post COVID-19. The world is into its second year of what is now a global pandemic that has quite frankly changed everyone's lives forever. In the face of such monumental events, how have GMB members and activists fared? Despite some huge challenges, it will come as no surprise that GMB reps and members rose to meet these challenges but unfortunately the same cannot be said for all employers. This became apparent when the region commenced the challenge of ensuring our members safety was paramount by demanding risk assessments and Covid planning from all recognised employers. Unions have met employer representatives every week online to put our members concerns to them, but it has never taken away our members fears of taking home the virus to their loved ones.

COMMERCIAL SERVICES

It has been one of the most difficult and anxious years for our members who work in ASDA stores. Contract 6 was shameful action by the employer and members took part in many demos outside Asda House in Leeds and at local ones outside stores during 2019, supported by branch members. Our reps have, without doubt, risen above and beyond the challenge of working safely during the pandemic and have absolutely done the GMB Proud. We'd like to place on record our thanks to the reps for their hard work and dedication in keeping our members safe, especially to Carole Clarkson, Ben Cook and Julie Shaw who have all carried on visiting stores on a daily and weekly basis throughout this last year to carry out Covid checks, engage with their fellow reps and our members to keep stores safe. The claim for equal pay has taken another step forward, but still a long way to go. We are now moving into new and uncharted territory with the ISSA Brothers buying Asda, challenging them to keep our members safe and to protect their Terms & Conditions for the future. GMB have requested to sit down with Asda at the earliest opportunity. We currently have a case waiting to go to Employment Tribunal in June for Wilko membership about the refusal to work Sundays and the company deducting those hours from their contract. The membership, who have worked tirelessly throughout Covid, sent a strong rebuttal to the company about them trying to introduce a new sickness policy. It has been a difficult year in British Gas on top of the pandemic we have all endured. The company announced that they were going to terminate and re-engage our members contracts of employment on reduced terms and conditions, as well as a direct attack on the union, by ripping up the recognition and facilities agreement and replacing it with a diminished and less favourable agreement. Our members have opposed the above by taking industrial action, striking for 43 non-consecutive days throughout January, February, March and April at all the British Gas sites across the whole of the United Kingdom including our in the region. There has been fantastic support and solidarity by the GMB membership with regular, huge turn outs on all the Leicestershire and Hull site picket lines, whilst talks have continued in the background with the





company, involving ACAS. The industrial action days in Leicestershire have been coordinated and policed by Paul Carvell, Nick Reed and Martyn Smith and we would like to say a huge thank you for their continuous support and efforts. A sad day for these seven GMB members (pictured left) who will become jobless from 15th April 2021, after the scandalous actions of the company's CEO Chis O'Shea who implemented the fire and rehire tactics to their current terms and conditions of employment on 14th April 2021. We hope that you can't sleep at night Mr O'Shea! EDF (West Burton) signed a recognition agreement with the GMB and have negotiated a pay and grading structure and a 3 year pay deal. Ian Burkett and his branch continue to lead the digital organising initiative for our energy members at well attended virtual meetings. We secured a two year pay deal at Severn Trent Water for GMB members within this key essential business, amounting to 4.8%. Jason Evans and the team continue to work tirelessly on behalf of the members throughout the pandemic. We have a great group of GMB members at Eddie Stobart who are currently organising to get union recognition at their site in Leicester and we currently have an application lodged with the CAC. Covid has caused many challenges for G4S Cash Services as cash is no longer being

the preferred currency. This has unfortunately resulted in redundancies however on a more positive note, we have gained a new rep at our site in Leicester. The 2020 annual Pay Review negotiations at Loreal had already taken place early that year with a significant deal of 3.5% across all grades. Swissport managers forced members to clean the planes with no PPE. GMB fought this and ensured our members safety, spearheaded by rep Nathan Keighley. He also did a web documentary series for The Guardian newspaper, showing the world what was happening to his industry as it slowly ground down to a halt. The Stately Home Chatsworth House is a target for GMB recognition and we have now had the CAC hearing but await the outcome, this employer (the Devonshire Group) is owned by the Dukedom of Devonshire, one of the richest landowners in the country and no lover of Trade Unions, the gloves are off.

MANUFACTURING SECTION

Aero supply chain Chromalloy tried to enforce unpaid holidays for our members which resulted in a good recruitment opportunity. Another aero supply company Howmet is about to form its own GMB Branch following good recruitment and organising project. Membership is at its highest density for years (98%) at Briggs Marine. We have an industrial ballot and notice will likely be served on the company imminently after members meetings being held on 15/4/21. Pay talks are ongoing at British Gypsum and members have kept on working through the pandemic, helping to provide essential products to the food and medical manufacturing industries. Membership has increased by about 20% over the last few years at DS Smith Northfields. After a long battle at Fogarty and a full Tribunal Hearing in Boston in December 2019, a new application was submitted to the RPO for the award to be paid. Reps at Forterra brickyard at Whittlesey played a big part in asking the company to hold back on redundancies for 6 weeks to see if the losses due to Covid could be turned around. GMB saved all jobs at the site. Ian Clarke and his team within our Rolls Royce Branch have been amazing throughout the last few months. The workplace organisers and branch officials have worked tirelessly supporting our members through a barrage of changes and challenges within this difficult time in Aero and still found time to lead and shared their expertise with other GMB branches nationally. As we know, the food processing industry was hit hard with Covid outbreaks and most of the companies the GMB challenged to put in place H&S arrangements. A good



example is at Moy Park, who implemented new safe systems of work which was a huge success. In workplaces where the work stopped due to Covid, the immediate concern was how furlough would be managed. At Metsa Wood in Boston and Jeld Wen in Melton Mowbray, both of which are wood processing sites, the GMB ensured that furlough would be paid at 100%. Successful pay awards were achieved for our members at PAM Saint Gobain Holwell and Ilkeston, Cargill, Marstons, Shultz and Radius Systems. Harsco/ Acetech Metals transferring across to British Steel under TUPE.

PUBLIC SERVICES SECTION

In 2020, the GMB team led by Vicky Was secured a 6% increase at Autism East Midlands which was fantastic considering the employer had reduced funding streams due to Covid. This year we have secured a 2% increase (8% in 2 years). GMB negotiated at Serco Mountsorrel for a bonus to staff for working through the pandemic. The public had nothing but praise for the sterling work GMB key workers did during the pandemic. Our local government and frontline worker members have been keeping the country running throughout the pandemic by risking their lives, carrying out their key essential roles which have been acknowledged by members of the public who have shown their support in many ways. With workplace representatives fighting for our members in the workplace and keeping their members motivated remotely in the face of adversity, risks to lives and livelihoods and the total overhaul of working life, our workplace leaders have made sacrifices for their families to protect GMB members and we are so incredibly proud of their strength and resilience. At EMAS (East

Midlands Ambulance Service), the Branch is very active; particularly the Branch Secretary, Mark Dawn, and membership continues to grow. ERS Medical NEPTS on Notts contract de-recognised GMB and Unison last year. We have started the process for a CAC application. Idverde took strike action against the company trying to enforce annualise hours. GMB members won the dispute. Dawn Lovett and the reps at Lincolnshire NHS Partnership Trust have supported the membership throughout the pandemic. The Sherwood Forest Hospitals NHS Foundation Trust are trying to change the contracts of our members and GMB are fighting. The region has actively engaged all our NHS members on the #NHSPAY15 pay claim, including extensive work to be ballot ready for 2021-22. As of 1st April 2021, Northamptonshire County Council no longer exists and is now split into North & West Unitary Councils and The Children's Trust. GMB have maintained all Employee's T&C's through TUPE, negotiated comparable day 1 T&C's for all new employees. We have recognition agreements for both North & West Unitary and The Children's Trust. At Nottingham City Council, GMB has continued to increase its visibility within the authority by hosting Zoom meetings with members, which has proved successful in increasing the contact with the membership base across the authority. Alan Woodward being succeeded by Yvonne Davidson have been expanding GMB membership communication & support within Nottinghamshire Police with an extra focus on equality. This was emphasised in the recent signing of the GMB Domestic Abuse Charter by Nottinghamshire Police Constabulary and Derbyshire Constabulary, respectively. GMB reps at Thames Ambulance Service Ltd (TASL) will be closely monitoring the TUPE situation.



Since Covid, the reps have held a number of Zoom meetings for members and communicate directly via email regarding consultations for pay 2021. Schools and Academies have had a difficult time since the government reopened them in September 2020 and introduced bubbles for staff to work in. Members seriously concerned at been asked to work during this crisis and the potential of getting the virus in the workplace. Within local government schools, we have ensured that our members have been protected as much as reasonably practicably by ensuring that up to date risk assessments are in place to facilitate a safer working environment. Returning to work after the numerous lockdowns also needed to be closely managed. Helen Yates, Academy school's representative in North Lincolnshire organised her members to file for unlawful deduction after a year of payroll services incorrectly managing their pay, winning our members a higher rate of pay for a period of time when payroll overpaid the staff. Schools' representative for Hull, Liz Marshall used her facility time this year to ensure that the schools were being held to account, demanding policy changes and the highest levels of scrutiny when schools were failing to protect our members. She is now to become one of the northern team's full-time organisers.

CAMPAIGNS

The pandemic has highlighted the unethical working conditions that workers must endure in the Leicestershire textile industry. Over the last 12 months, we have been actively campaigning on behalf of our region and sitting on numerous Ethical Trading Initiative meetings along with the TUC and major high street brands such as Boohoo, Misguided, Next, ASOS and many more. Lord Willy Bach, Police and Crime Commissioner for Leicestershire, supported and signed up to the GMB Work to Stop Domestic Abuse Charter on behalf of Leicester and Leicestershire Police Force this year. In May 2019, the GMB were the only trade union to be engaged and invited to sign in partnership to Serco's Respect and Protect Campaign (Mansfield District Council Leisure Trust). The GMB have been campaigning for 12 months to bring the soft facilities management contract back in house at Sherwood Forest Hospitals. GMB members at NET successfully defended the integrity of the Dying to Work Charter when the company tried to dismiss a member who was terminally ill. Notts County Council has agreed to sign our GMB Domestic Abuse Charter, and we are planning a well-publicised signing ceremony sometime



later in the year once current restrictions have eased sufficiently. Derbyshire County Council decided to close all its non-essential care homes. GMB waged a hard-hitting, successful campaign with both residents and community groups. Our Nottingham team went out into the community, supporting local schools.

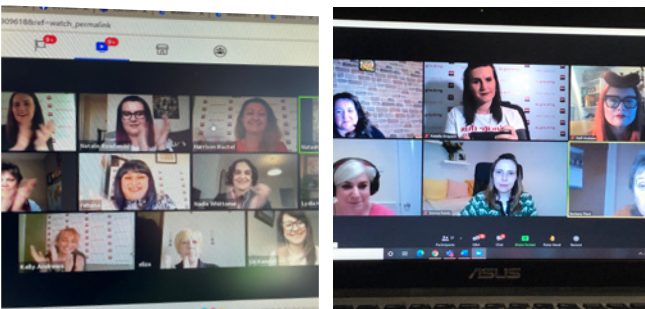
POLITICAL

We're always fighting to ensure our members voices are heard politically. Our new Political Officer, Finbar Bowie, is in post and is committed to ensuring our political strategy is rooted in our members industrial and workplace priorities. Highlights of the past year have included our Save Derbyshire Care Homes campaign which saw 300+ care jobs saved in the county, support from GMB backed politicians was key in this win. We facilitated over 1000 letters from care members to regional politicians, asking for their support to stop the closures at the height of the pandemic. Within Police Employers, our Police & Crime Commissioners have supported us in winning recognition with Derbyshire Police and Derbyshire, Nottinghamshire & Leicestershire Police authorities have now added their names to the GMB 'Stop Domestic Abuse Charter'. We have mobilised political support for fair pay claims at Biffa, supporting members at British Gas and to protect jobs in local authorities. Our online 'CLP Delegates 101' training has seen over 40 GMB delegates to CLPs in the region attend training on how to deliver for members within CLPs. On May's elections, we're backing Labour candidates in key areas and have seen an increase in the number of GMB members selected to stand.



COMMUNICATIONS

To meet the challenges of the pandemic, we have reviewed and overhauled our regional communications strategy, including new ways of engaging members with technology. We've established more regular communications with members through mass email and texts and have launched new initiatives to collect contact information from members. On social media, we've seen over 150 pieces of original video and graphic content with our best performing video (a mock Alexa suggesting Amazon workers join the GMB) being viewed by over 16,000 people. We've been testing Facebook advertising and have seen positive results in reaching un-unionised workers with key messages this way. We have held over 30 online events and rallies for members, including a new 'drop in' sessions for members. Our 'Online Organiser' sessions have seen thousands of members view sectoral Q&As which have been run for care members, schools staff, Asda members, Swissport, energy & utilities, police staff and others.



EDUCATION / HEALTH & SAFETY

The past 12 months have been a challenging time to all. The principles of maintaining quality training for GMB Representatives embedded within Union policy have been at the forefront of the Department and we have adapted accordingly to continue offering a first-rate service. Making the transition from face to face (F2F) to online learning has had its challenges for both Tutors and representatives; IT equipment, relevant skills etc, but the biggest challenge for the Region has been the adaptation of classroom materials to ones that can be utilised online. The training courses have been delivered

in way, as far as practicably possible, replicated the usual F2F classroom experience. Rather than have webinars and long Zoom sessions, the training days have been segmented and mixed with online and offline activities. This has ensured we maintain group participation and interest. As previously mentioned, all relevant course materials were looked at modified and adapted to deliver the main core elements in an online format over Zoom or Teams. Materials were eventually specifically designed for distance-learning and this was a massive help. They maintained - and in some ways improved - the 'user-friendly tone' and followed a coherent and consistent pattern based on an organising, rather than legalistic approach, to building GMB@Work. There have been many difficulties to overcome however. The pacing of the course needed to be addressed particularly at the present time, with the lockdown restrictions and a substantial number of reps being on furlough, shielding or not at work for some other reason. This meant that the reps found it harder than usual to carry out vital workplace activities between training days. To their credit, they all managed, but it has obviously had an impact on their ability to put into practice what they have been learning for the time being. The feedback from participants who have completed their training has been consistently positive. The informal feedback too at the end of each day has been incredibly satisfying. Reps have said it was enjoyable, challenging and, most importantly for GMB useful in their role as a GMB Representative. Most said it had increased their self-confidence and also had motivated them to build better networks at work and to identify and mobilise activists and other reps. They also mentioned feeling valued, and appreciated being kept informed and included during the current crisis. Tutor contact has been available at all times. Between Zoom sessions (a couple of times emergencies cropped up during the training day) but most importantly, between training days. The reps have been able to have regular email, phone, text and WhatsApp contact with Tutors during this difficult time. We have ensured that problems relevant to the individual representative have been dealt with immediately, without the need to wait between training dates. As well as taking up real, concrete issues (PPE, social distancing problems at work, BAME risk assessment, etc) reps have talked about feeling motivated about using communication tools such as survey-monkey, Zoom and WhatsApp to build better networks and to reach out to members and



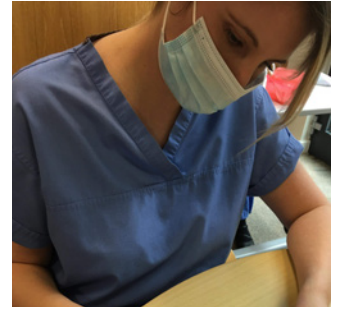
potential members. They have all successfully completed or re-visited workplace mapping exercises. Several have reported using the opportunities given to them by their training, to get better contact details of members and then using these contacts to keep members better informed. One rep at Asda DC had set himself a workplace goal of “beginning with a refresher on GMB values of being there for members, encouraging unity, standing up for ourselves and reinforcing equality, fairness and justice”.

EQUALITIES

The Covid Pandemic has had a massive impact on all of us in the past 18 months but what has also emerged is the huge problem with the inequality in our society. From the huge rise in the violent deaths of women and reported cases of violence and abuse, to the staggering disproportionate deaths from Covid of Black Asian and Ethnic Minority workers on the frontline of the NHS and other key services, the suffering has been constant. We have seen in the last year the rise of the MeToo campaign, Black Lives Matter, a heightened focus on mental health and also child poverty. All of these serious issues and more have impacted on our members, their workplaces, their families and their livelihoods. In addition, we have had the development of the GMB Taskforce for Positive Change that was established following the QC Karen Monaghan report to implement extensive recommendations, as well as those of the Elizabeth Henry Report on Race. In response, the region determined more time was needed to develop equality in the region with particular regard being given to potential changes that the Taskforce might

direct. With this additional time, our regional equalities lead, Tyehimba Nosakhere, has been able to plan and develop strand activity/ events for Women, Race, LGBT+, Young Members including surveying members belonging to each equality strand and developing a training day specifically for the Regional Equality Forum (REF); this was the first training put on specifically for REF members and appears to have gone successfully. Excellent presentations were given by Nell Andrews National Equality Officer, Louise Foster-Wilson REO (YO) and Michelle Gordon REO(SO) The Regional Secretary opened the day and set a tone of positivity that was followed by all throughout. Part 2 of the training will be delivered in September 2021. Individual Strand Action Plans have been submitted in line with the deadline 31st March 2021 and these will be forwarded to the Regional Secretary and Regional Committee for their information. An Equality report update is provided to the monthly Regional Committee meetings. In terms of education, the Initial Support Meeting video is being developed for completion at the end of April and we are currently working with Regional Education Officer to develop a plan for equality training to be delivered to all staff across the region. A draft Regional Equality Logo has been developed with Pellacraft and sent to the strand leaders as a base for them to work on strand logos that will make up the regional logo with our equality motto “Making a Difference Together”. The aim is to have this completed by end of April. In our self-organised groups, the Women’s Committee held an International Women’s Day event on the 8th March 2021. This was the Women’s Strand’s first event which was planned, organised and delivered brilliantly by the Women’s Committee and Strand leaders. Moving tributes to Elizabeth Blackman, Helen Laws Fenlon and Maureen Colquhoun were the beginning of an engaging and enlightening event and all the feedback we received has been extremely positive. The region’s RMA constitution has been discussed, which reflects the national RMA constitution. We have agreed to prioritise re-establishing the RMA committee in line with the constitution and gaining clarity on the RMA funds as these will be needed to help fulfil the RMA objectives going forwards. Tye attended TUC Black Worker’s Conference (21-23 March) and will be collating information on how the Conference went from those delegates. The Taskforce met on 30th March and 19 April 2021; these were positive and progressive meetings with the Terms of Reference being agreed and

a comprehensive plan that will take us forward. Forthcoming regional equality events include Workers Memorial Day on 28 April; the Women's Committee have been working on marking the day by producing their own newsletter for "remembering the dead and fighting for the living". The Young Workers strand event will take place online on 29 April. 17th May – 21st May is Mental Health Awareness Week. 17th May is the Women's Strand and 18th May is the Race Strand and Regional Race Network launch (online event). 19th May is the Disability Strand and 20th May is the LGBT+ Strand and 2:00pm – 4:00pm LGBT+ members only (online event). 21st May is the Young Members' Strand. May 2021 (date tbc) is the Women/ Race/ Young Members' Strands joint meeting to discuss strategy and organising activity on Human Trafficking, Modern Day Slavery and Migrant Workers' rights. June 2021 (date tbc) is the LGBT+ marking and celebrating Pride - All members welcome - Online Event. 21 July is the Regional Equality Conference at Regional Office; due to any existing lockdown restrictions it may be conducted as a virtual conference or a combination of both. September 2021 (date tbc) is REF training Day (Part 2) and 18 October is the proposed date for Regional Women's Conference at Regional Office.



NORTHERN REGION

1. GMB@Work

Workplace consolidation is focused on GMB@Work. Organisers develop membership with support from the Regional Organising Team (ROT) on National and local Targets in the Team Areas within region. Greenfield recruitment focusing on new recognition applications both voluntary and CAC routes, are key parts of our workplace organising. Education and training support the Region's GMB@Work strategy in the essential area of developing new Shop Stewards as Workplace Organisers. The GMB@Work National Training Programme and specific workplace and targeted training facilitate training and support to lay activists. The Region's Finance Department incorporating Membership, IT monitoring and support systems, track recruitment by Team Area. Training records of Shop Stewards are part of Regional ROT Reporting Systems. Management of these processes and functions support regional performance. The Regional Legal Department is part of our approach to recruitment, organising and retention, in respect of the whole range of support legal services offered to members. Retention work is essential to regional growth operations and has been relatively successful. Recruitment and recognition opportunities from Greenfield sites continue as we try to extend our range of operations across the region in terms of recruitment, workplace organising and retention.

2. Recruitment Targets and Campaigns.

The Region organises around the National Targets Strategy along with local initiatives. Recruitment activity has been focused in consolidation areas where the GMB's organising has come under threat from Covid-19, Trade Union legislation, issues around check off and migration to direct debit. Organising priorities are in ASDA; School Support Staff; Academies, Security; NHS, Ambulance Services, Social Care, Gig economy including Amazon and Hermes, Manufacturing, Energy Companies, Greenfield opportunities. We have also continued to focus recruitment activity on Construction; Energy and Utilities; Private Contractors; Ethical Care Commissioning, Local Authorities and Associated Contractors. The Region has a vibrant Young Members' Section in developing

our network of Young Members within Branches, to build into our GMB@Work and Regional Equality Agenda, where we have an active Regional Equality Forum. Our Retired Members' Association (RMA) continues to provide vital on-going work that helps the Northern Region's focus on industrial and political matters that support our regional and national objectives.

3. Overview of Regional Developments.

Central and Local Government cuts continue to affect Northern Region communities and workplaces disproportionately. Infrastructure development from public resources has been hampered by the pandemic and the quicker announcements become reality, will help an otherwise very difficult regional situation. Areas of deprivation are not helped by cuts in education funding and social welfare. The effects of the pandemic on work together with the impending end of furlough arrangements, will have an extensive impact across the region's economy and employment. Some local authorities are struggling to survive in an era of cuts that date back to 2010. This Region desperately needs support in public and private investment, to offset precarious work, zero hours' contracts, low wages and lack of investment. The Northern Region could be a key hub for the development of Commercial Services and Manufacturing Sectors, providing jobs, income and regeneration. Government malaise and inactivity is hampering a strategy to get businesses interested in making the move.

In civil engineering, key areas of the region are crying out for housing and regeneration infrastructure, new road building and maintenance. Government investment is essential, and any delay will put back vital regeneration work. The GMB Northern Region has good working relationships with some excellent MPs and Councillors. The so-called Red Wall continues to be a real pressure point for Labour in the region. It is imperative that political support where necessary underpins industrial workplace matters, to improve our aims and objectives.

NORTH WEST AND IRISH REGION

The NW&I Region continues to support and deliver for our members in what has been the most challenging of times for our membership and the UK as a whole and one which has seen many of our members mourning the loss of loved ones whilst fighting to save their jobs due to the impact of Covid-19. In light of the Monaghan report which we have now responded to in what I believe to be a positive manner, taking on board training and evaluation of all members, Committees and staff and we will continue to progress and go forward in light of the findings via our Equality strands and Education Department.

Prior to the pandemic, our Region had a recruitment strategy that included a small 'Regional Organising Team' (two Officers with admin support) who carried out recruitment activity at National Targets such as Asda, Care Homes and Schools, with occasional support from Officer teams in relevant geographical areas when required. In addition, Officers were tasked with managing and supporting branches/workplaces on their respective worksheets to organise recruitment activity, which was monitored, and good performance was highlighted and branches with low levels of recruitment were given additional support. Asda and Care Homes were most successful targets for the Region. Over the past year, since the pandemic, most recruitment has been virtual with additional attention given to maximising our social media output and responding to recruitment requests and following intelligence driven recruitment initiatives. We have also increased our efforts in respect of retention (re-recruitment) and are currently averaging 20% of those leavers we contact re-joining. Where we have not been able to gain access to workplaces, we have continued to support existing and prospective members virtually.

Since Congress 2019, we have continued to work hard on our social media output, trying new ideas and continuously trying to improve our material and optimising the timing of certain output and even in some cases holding back on material to ensure maximum reach of earlier content. The Region has three Twitter accounts (Region, Regional Secretary and Political

Officer), the two latter do most tweeting with the Regional account used mostly for formal announcements etc. Most of our activity with detailed content is issued via our Regional Facebook account as are items relating to events and anniversaries. Since the pandemic began this type of activity has become even more important. We are currently exploring the possibility of re-starting our regional online magazine, with a smaller and more frequent and up to date (newsletter type) output. We are talking to branches about this and trying to encourage their input.

Over the years the Region has grown a reputation for being a campaigning union and these last two have been no different. Highlighted below are just some of the events that have taken place over the period, some in person, some on-line.

The Region has been out and about with donations of food and toiletries to food banks and community hubs in Southport, Blackpool, Tameside, Liverpool, Widnes, Oldham and Manchester as well as others. As a thought, and let this sink in, there are more food banks in this country than McDonalds, yes, that's right, you couldn't make it up. It is something that the Tories and the Lib Dems in coalition were happy to endorse and have continued to have photo opportunities to push their own agenda. With that in mind, we are embedded with welfare rights in both the Vauxhall Law Centre and ReachOut across the Region protecting our members from redundancy, welfare cuts, housing and individual attacks on member's benefits. Many of our members welcome the fact that we provide this service and indeed it is correct you are only one pay cheque away from having to face the dilemma of the above social injustices. We will continue to provide this service for as long as it takes, and we see it as a key cornerstone in equipping our members with training in relation to welfare benefits and member's right to challenge the government and its departments regarding welfare. We bring all this together under provision when need be, of our legal services at UnionLine and Simpsons Solicitors.

The Region held a very successful Justice Conference which saw more delegates than ever attending. All the speakers were well received, in particular Ken Loach and Mike Taraga.

Establishing Self-Organised Groups in the Region has been a key priority, we now have well established LGBT+ and Women's groups and the disabled workers plus Race network have met a few times.

The LGBT+ group hosted their second event to celebrate LGBT History month in February, we had some good speakers and debate with author Gail Newsham joining us to tell us all about Lily Parr and Dick Kerr Ladies football team. The group continue their work with Just A Ball Game who will be holding an event in June hosted by National Office. We were honoured to receive the Just A Ball Game award for challenging HBT bullying. The Region has recently sponsored a local LGBT+ football team in Bootle- the Mersey Marauders, now that restrictions are being lifted the group are looking forward to working with them. One of the group activists, Linda Wall, has been doing a lot of work around Transphobia awareness and has made a training package available. At the time of writing one session has been held with a further session due to take place. We have had staff, regional council and activists attending.

The Women's network hosted their Women's Conference on Teams for the first time, it was successful, but the networking side of the conference was greatly missed by those attending. We were joined by Kim Johnson MP who is the first black MP in Liverpool. During March they hosted an International Women's Day event, made a video of the poem 'I Bend' which was posted online and held a debate on the relevance of events aimed at women. Social media activity from both LGBT and women's groups has increased.

The Disabled Workers and Race networks are slowly getting established with both groups planning their own online events and campaigns for the coming year.

The Region and Committee, along with the Equality Forum and its strands, acknowledges and accepts the findings of the Monaghan Report and although this made very uncomfortable reading, agree that the issues identified need addressing and the Union needs

to ensure that all people who work within, or are members of, need to feel safe. The Regional response since last year is to implement training and changes where needed and the following has taken place already including interview refresher training and sexual harassment which the National President attended.

We looked at the various ways that we at Regional level could tackle any form of unacceptable behaviour and also considered areas where we as activists could make the most difference.

The LGBT+ SOG have so far put on two sessions addressing transphobic behaviour, both intentional and also through lack of awareness. The two initial sessions were attended by RS, Senior Organisers, CEC members, some members of the Regional Council, key staff and a few activists. The training was very informative and well received. We will be looking to incorporate this training into the regional education programme.

The Women's SOG have a small working group looking at a campaign/ raising awareness around victim blaming culture. The Women's group felt it was really important to change the narrative, from what could the woman have done differently to protect herself to putting the blame firmly where it belongs. This is a recent project which we hope will give us something to roll out to branches, starting conversations at ground level which is hoped will result in more understanding from activists and ensuring any victims feel able to speak out without fear. All training will be available to all activists and staff will be embedded in the education agenda and any further specialist training needed would needlessly say would also be part of a full educational practice going forward for the above.

As going to press we are about to start ANTI-SEMITIC training prior to Congress since and the Seniors and staff representatives along with the Education Department will be key in identifying future needs and delivery for all. All the training has taken place by outside specialists. I am glad to say that on behalf of the Region even during the pandemic staff and members have embraced the delivery from the outside bodies we have used. There is a long way to go but the key is continuation of training and development at every level of the GMB in the Region going forward.

Along with every Region, our Education Team has had to adapt to meet the many challenges of the Coronavirus pandemic. Many members were furloughed and some continued to work on in dangerous conditions. Recognising this, we turned our training into a fully functioning Health & Safety campaign. It was an approach introduced back in 2019 with some success and so we moved onwards and upwards with this.

A range of videos was produced for our website delivering briefings on a variety of issues relevant to our reps. On-line delivery then followed with a newly designed Induction course for the 100+ new reps waiting for training and support. The course was on a day release basis, delivered to three different groups per week with the content shaped to meet the needs of reps, weaving in Risk Assessment and Covid-safety into the lessons. Short, medium and long-term targets and projects were set for every rep to improve terms and conditions in their workplaces.

A new one-day Gender Sensitive course was launched in Liverpool with around 50 women reps, branch secretaries and members in attendance. This encompasses the issue of raising awareness of the menopause from a TU perspective, as well as highlighting the hazards and risks facing women in all workplaces. It was gratifying to see almost as many male reps applying for the course as women. A number of branches have set targets and have since negotiated Menopause Policies.

A Tackling Stress and Mental Health at Work course took off on launch with applications swamping the office from across the Region. One-day and half day sessions have been offered and a few companies and Councils have agreed to joint rep/manager training. It is aimed at preventing workplace stress, anxiety and depression by using HSE Management Standards and teaching reps how to negotiate around Absence Management issues. Reps have been set a target of introducing, or improving, Mental Health Policies in their workplaces.

The Region hosted the National Manufacturing Conference in Belfast in 2019. The Region was well represented from across the Section. We were extremely proud of the diverse make up of our delegation which consisted of a good mix of experienced and new enthusiastic reps.

The Region was jointly awarded the Outstanding Activist Award for the work undertaken by the reps at Harland & Wolff Shipyard. They received their award for the brilliant campaign and occupation of the H&W Shipyard in Belfast.

Another plus for the Region was that Bob Gunn was officially elected, unopposed, to the position of National Manufacturing President for another 12 months. Bob is a magnificent servant to the Region and the GMB as a whole and fully deserves to hold this prominent position.

The reliance and appreciation by the public has never been greater and yet we are faced with a Government that is determined to drive down pay, cut income into local authorities and continue to cut the NHS.

A lack of investment into the NHS by the Tory Government has left hospitals understaffed. This trend must be reversed. The Region has always campaigned on Public Services and always will; the pandemic has not stopped us with many on-line meetings taking place across the Region.

The British Gas fire and rehire was front and centre for most of the year but ultimately saw the implementation of a process that has already been outlawed in Spain and other countries and should be outlawed here.

An outstanding success was of course the Supreme Court win in the Asda Equal Value claim that originated in this Region and will impact the whole of retail. Distribution and transport have kept going throughout the pandemic and even furloughed companies are once again picking up. However, Aviation will remain a concern.

On 29th June 2019, in the face of impending administration, 137 workers at Harland & Wolff shipyard in Belfast walked off the job and took occupation of this iconic shipyard. Over the next nine weeks, the GMB and Unite union members staged a powerful and successful campaign to secure the future of the yard. The workers and their unions managed to keep the yard front and central in the news and in the hearts and minds of the public. Solidarity grew across these islands and indeed internationally. This prevented a fire sale of assets and the mass redundancy of the workforce.

In a remarkable and ground-breaking move, the unions secured the continuation of employment for the workers after the company fell into administration by underwriting the employment liability. This ensured that when the buyer was finally secured the contracts of employment transferred to the new owner under normal TUPE arrangements.

The new owners have gone on to purchase the Appledore Shipyard and two of the Burnt Island sites in Scotland.

An industrial action ballot carried out in December 2020, resulted in strike action at Newry Mourn and Down District Council by members of four separate unions. At the heart of the dispute was the real failure of the management to implement fairly the realignment of terms and conditions following the amalgamation of three distinct councils. This had resulted in significant losses for some GMB Members.

Successful action coupled with effective political lobbying led to a conciliated agreement early in 2021. GMB members will see their terms protected and following the appropriate realignment of grades and benefits, a significant economic benefit.

The future is really unknown as we write this report, but every effort is being given in supporting our reps and members in the workplace. Operating remotely has had its challenges but keeping in communication with the reps has been the priority and encouraging them to keep organising and building the membership in the workplace.



GMB SCOTLAND

GMB Scotland continues to be the highest profile union in Scotland. Over the last year, Scotland has faced the same threat from COVID-19 as the rest of the UK. Our Shop Stewards and Health & Safety activists did a tremendous job in the most harrowing of circumstances and but for their work many more would have lost their lives and been made sick. The campaigns we led over the lack of PPE in Scotland made UK national news and resulted in a Ministerial apology to our members in the Ambulance Service. Our activists and employees have done incredible work in the face of this adversity and deserve huge credit for all they have done, demonstrating the very best of the union movement.

COMMERCIAL SERVICES

ASDA

There was considerable progress made with ASDA on the landmark Equal Pay Case which has seen thousands of GMB Members sign up to the claim. The Supreme Court ruling in March was massive for the case with the ruling passed that for the purposes of Equal Pay, distribution and shop work could be compared. This is a massive platform for the case and our members heading into next year.

The union has had success pushing for public holidays over the Christmas period, which ASDA members have not enjoyed for decades. At Christmas, ASDA gave retail staff Boxing Day off and the Union is now pushing for this to be considered the norm going forward. This has been raised at a Parliamentary level and we will continue to pursue it. We have also:

- Campaigned for members who didn't receive the Thank You Payment for working through COVID and lodged a grievance in Scotland.

- Provided key contributions from ASDA members and our reps and organisers toward the Protection of Workers Bill which passed through the Scottish Parliament.

- Negotiated the deal with Asda to employ members who had been paid off at Swissport, after members at one distribution site had a Health and Safety stoppage at the outset of the pandemic.

Aviation

It has been an incredibly difficult year in Aviation. Prior to the COVID crisis, Swissport announced a wave of job losses following the collapse of domestic airline FlyBe, GMB Scotland had to work to mitigate the fallout from this.

The Union successfully negotiated with Swissport to keep workers on furlough and to extend the redundancy process. Without our intervention an incredibly difficult time for workers would have been made a lot worse. As stated above, we worked with ASDA to try and keep members employed through the process and many took up those opportunities.

We are pushing for recognition with Dalcross who have picked up some members in Aberdeen and Inverness. We have encouraged existing members to switch to Direct Debit.

We contacted politicians in the UK and Scottish Governments to ask for assistance and gained media attention in fighting for our members jobs and a future for Scottish aviation.

XPO Logistics

We have worked tirelessly to try and ensure workers have been safe through the pandemic at XPO and the Union has been successful in flagging up clear Health and Safety breaches throughout the pandemic and holding the business to account.

There have been disputes with regards to pay and the Union has organised its members to reject derisory pay offers from the business. The fight over this is set to last well into the coming year.

We have campaigned against changes to breaks. We have managed to give our members leverage against the business through the use of press releases which have received national attention.

Scottish Gas

Members of GMB Scotland working for Scottish (British Gas) took 43 days of strike action against the company, in response to the company serving a section 188, Fire & Rehire notice. In summer 2020, British Gas approached GMB to enter talks with the company about revising terms & conditions. The GMB entered negotiations for a couple of weeks when the

section 188 was served. On the back of this we ran a consultative ballot in GMB Scotland, along with every region. Following the breakdown of talks GMB Scotland members voted to take action against the company. GMB Scotland members held hundreds of individual picket lines that stretched from the Scottish Borders up to the Highlands. Some of the biggest pickets in the country were held outside the British Gas call centre sites in Uddingston, & Edinburgh. Special mention has to go to the call centre staff in Uddingston, who turned out in brilliant shows of solidarity with the engineers on picket lines. GMB Scotland membership in the call centres grew, due to the unions position in fighting Fire & Rehire, and being the only union in Scottish Gas willing to take the company on.

SGN

After discussions with GMB, SGN have advised that they will give every permanent member of staff a £350 one off payment in recognition of the work they have done over the past year, this is a no strings attached cash offer.

The restructure of the depots has now been rolled out at management level and engineers have now been advised of their new depots, however due to financial and IT problems the roll out for workers will be delayed until May.

Workers will now be offered home testing kits for covid on a voluntary basis, after much negotiating.

GMB submitted a response to SGN D pay offer, following a members' survey which informed the pay claim. This is regarding legacy contracts. The company have responded with an offer that meets every point in the pay claim, and secures wages in line with inflation for the next 5 years with no impact on terms & conditions. This should see the vast majority of members through to retirement.

WILKO

Company proposed to reduce members' sick pay, this only affected lower paid workers and not higher management. A ballot was conducted by the GMB where an overwhelming majority voted to move to an industrial action ballot. As a result, the company has taken back their proposals and talks have started with the union and management. Talks have now started.

Hermes

GMB Scotland recruited over 100 new members on the back of the agreement with HERMES, within the company following wage offer

and moving workers to a different category in wages structure. Monthly meetings have been established with senior management in Scotland.

Scottish Water

Pay cuts to team leaders, have been reinstated following a public campaign. Those members who had pay increases have had those maintained. A review of pay and grading is underway.

Yodel

We are able to get access and visit Yodel sites regularly now. The sites are extremely tense, very high volumes of deliveries are putting strain on the workforce and is leading to increasing use of outsourced drivers.

We are focusing on national campaign around Yellow, and Cherry Contracts whereby Yodel members have not been paid correctly re sick pay and holiday pay.

Yodel have agreed to make up any full-time agency staff on to permanent contracts.

There is an ongoing dispute over shift changes.

Manufacturing

Like many parts of the country manufacturing in Scotland has been affected by the COVID-19 pandemic, and in different ways. We have had 34 companies who furloughed members, however our membership in Scotland remains steady.

Whisky and Spirits

Scottish whisky producers were particularly hard hit with the 25% tariff as the US is a key export market. Distilleries have reported £500m of losses since 2019 due to the tariffs. The 25% tariff was part of a historical row over government subsidies given to European aerospace firm Airbus and to US plane-maker Boeing. GMB welcomed the news the tariffs will be suspended for four months while the two sides seek a long-term settlement.

Whisky and Spirits industry is key to the Scottish Economy, with Whisky representing 75% of all Scotland's food and Drink exports. There are over 10,000 workers employed within the Whisky and Spirits industry in Scotland.

GMB has been at the forefront of campaigning on behalf of the industry as it has faced threats from US retaliatory tariffs and Brexit. We do not want to see Whisky and Spirits which is the jewel in the Scottish economic crown to be hampered

by political complacency. We have now written to all major political parties in Scotland to ask them whether they will sign up to following three pledges before the election.

1. Use all means at Scottish Government's disposal to remove the damaging US tariffs permanently.
2. Engage with the GMB in building a proactive industrial strategy for Whisky and Spirits in Scotland.
3. Ensure that the wealth created in Whisky and Spirits by Scottish workers is kept here through maintaining and growing jobs as well as actively encouraging collective bargaining across the sector.

The Whisky and Spirits employers have tried to impose pay freezes but our collective strength is breaking down the attempts by the employers to impose this freeze. A pay rise was secured in The Edrington Group and we are currently balloting for industrial action in Chivas.

Shipbuilding & Energy

Shipbuilding in Scotland has seen positive developments over the last year with work on light frigates being won by Babcock Marine at Rosyth. Preparations are being made in the yard for work to commence in earnest later this year. It will also mean apprenticeships and recruitment intake.

Ferguson Marine on the lower Clyde are doing well in overcoming the massive problems with the much-publicised Ferry order for CalMac and should see the yard meeting the revised delivery dates. Repair and Maintenance need to be part of the future workload if we are to avoid "feast and famine" which has blighted shipbuilding for far too long.

Upper Clyde at BAE the Patrol Vessels for the Royal Navy have all been delivered and work on the Type 26 Frigates is progressing well. We have a major challenge with hundreds of non directly employed workers being taken on that are not organised and not collectively represented and many have already faced 3rd Party dismissals with no rights to challenge.

After a relentless campaign to save BiFab, InfraStrata the owners of Harland & Wolff have acquired 2 of the BiFab sites in Scotland, unfortunately Burntisland site will not form part of the transaction.

The Methil fabrication yard in Fife have secured 8 fabrication platform for wind turbines which hopefully will secure around 290 jobs, GMB Scotland will be working with our colleagues in Belfast and Appledore to ensure recognition agreement is maintained along with rates of pay.

Burton's Biscuits

We prosecuted a difficult dispute over pay. It entailed 12 days of strike action. We have secured a successful outcome.

McVities

Our shop stewards have fought hard to keep the site as safe as possible during the pandemic. We have secured a 3 year deal of 8.5% pay rise from 2019.

PUBLIC SERVICES

2020 is a year our members across Public Services in Scotland had to fight. We had to fight for PPE, fight for testing, fight for safe working and fight for recognition. We won these battles through grassroot campaigns that the reps across Local Government, NHS and Private Care ran in workplaces and Zoom meetings across Scotland.

Local Government

Social Care

Our members had to continue to look after their service users with no PPE while everyone was told to stay at home. We had the appalling situation that staff were told they should only wear masks in 100% covid confirmed cases. We organised around the issue, held rallies and our reps and members forced the Scottish Government to concede that masks can be worn when required. This was going to be one of many Covid safe at work campaigns we ran over the following 12 months.

Between national campaigns on PPE and testing we also had many local campaigns on "safety at night" in Glasgow City Council and staffing levels in Dundee City Council. Consultative ballots were held in a number of councils over a lack of testing. A successful resolution was secured after the threat of collective action and after moving to a strike ballot in Glasgow City Council.

Refuse

We ran many successful campaigns in councils across the country. Many councils would not adhere to social distancing in vehicles and despite many attempts at a national level to reach an agreement it was the work of our local reps and members that ensured councils brought in safe system of work. The impact of years of austerity have now been fully exposed by COVID.

Education

Our membership in schools continues to grow and we have established a Scottish Education network. This is to ensure our school based reps work more closely and run campaigns that are relevant to members.

Throughout 2020 we have campaigned for more cleaners in response to COVID and we secured £8 million pound to help employ more cleaners or increase the existing staffs' hours. Again, this was down to the pressure our members put on the Scottish Government.

Key Workers

Since March last year we launched a campaign to value the low paid key workers in Scotland. This involved Facebook rallies, zoom meetings, emails, workplace photos and a letter to First Minister, Nicola Sturgeon MSP with over 8000 signatures. This resulted in the Scottish Government announcing a £500 "Thank You" for NHS and Social Care staff. However, this fight is not over. This payment should be tax free, should not be pro rata and should be paid to all key workers. The fight goes on.

COSLA Pay

At the time of writing this report we have just had almost 10,000 members vote in a pay ballot for 2021/22. 93% of our members rejected the offer on the table. If COSLA do not offer more then we will be forced to look at industrial action along with Unite and Unison. Our demands were simple:

£2000 for every worker.

SSSC fees paid for all social care staff.

A reduction in the working week with no detriment.

NHS/SAS

Our membership in NHS and Ambulance Service continues to grow as we run more and more successful local and national campaigns. Ourselves and RCN are currently recommending our members reject the Scottish Governments offer of 4%.

Throughout 2020 we had to run safe at work campaigns in the Scottish Ambulance Service and NHS. Our reps ran several successful campaigns to get the correct PPE, get testing in place and to make sure everyone within SAS was vaccinated.

We have a huge amount of email and mobile numbers for members therefore we can communicate with them on a regular basis and that has helped develop our reps and increased our membership.

Private Care

After a year of us hammering the Scottish Government for their lack of respect and value to care staff they commissioned a review to look at a National Care Service. GMB were heavily involved in the talks over a National Care Service. Our demands to politicians have been simple, care workers are undervalued and under paid. We need a standard set of T&C's across the sector, collective bargaining for the sector and investment into the work force.

In March 2020 we wrote to the Scottish Government to make it clear there would be issues in care homes as the pandemic unfolded. Our concerns were ignored, and a tragedy unfolded. We are supporting calls for a full and independent Public Inquiry into Scotland's care home deaths.

ORGANISING TEAM

The Organising Team could no longer visit workplaces in the pandemic. Members of the Organising Team picked up industrial remits and were heavily involved in supporting members in the early weeks of the crisis. The Organising Team has been particularly involved in supporting work across Social Care. The Organising Team is taking on new focus as the economy opens up, supporting workplaces and branches in being more self-sustaining. Through the Organising Team more support is going to be provided to local reps in recruitment and organising techniques.

WOMEN'S CAMPAIGN UNIT

Since we last met GMB Scotland has launched a ground-breaking Women's Campaign Unit. The Women's Campaign Unit has drawn on our experiences around the Glasgow Women's Strike and other issues around Sex Discrimination and Equal Pay. The Women's Campaign Unit is leading on work that includes seeking out discriminatory practices by employers. A high profile campaign on Equal Pay has been launched in Dundee City Council; further Equal Pay campaigns are planned. The Women's Campaign Unit is working with Organisers and Activists to link the campaigns over Equal Pay to organising and developing more women activists. The Women's Campaign Unit has also played a lead role in the policy work around the development of a National Care Service, and on issues around Health and Safety affecting women. The Women's Campaign Unit is also overseeing the high profile "Fight for 15". GMB Scotland is demanding £15 an hour minimum for all care workers with a step change in pay for all support roles in care too. But for the interventions of the Scottish Greens, who opposed increases in pay for workers in private care during the Scottish budget negotiations, there would have been a very significant increase in pay for our private care members already. Given the level of support we are confident that we will be successful in our campaign.

SOUTHERN REGION

With the wise words in mind that “you never know what’s round the corner,” Southern Region’s performance since the last Congress can be divided into before and after Covid. In the 12 months up to April 2020, the Region continued its steady path of net membership growth, before seeing the gains from the early part of the year almost wiped out by rising job losses and restricted access for Branches, Activists and Officers from the nationwide lockdowns.

Despite all the challenges the pandemic has thrown at us, the Region has adapted whilst displaying characteristic resilience and continued to operate the simple model which puts campaigning at the core of how we seek to build and strengthen the Union. With no blueprint for how to deal with Covid, necessity has been the mother of invention and Southern Region has been prepared to be innovative and bold, trying out new ideas to defend members and recruit wherever possible.

As the lockdown restrictions lift, the Region has begun workplace visits where these were previously not possible as we steadily, and safely, gear up towards 21st June.

The Southern Region is divided into three geographic areas with a good spread of members in each from Commercial Services, Manufacturing and Public Services. Since Congress 2019, there have been numerous battles, campaigns and wins and a selection of these are highlighted below.



Every Area of the Region pulled out the stops in support of our striking members at British Gas in their national fight against ‘fire and rehire’ and cuts to their pay and conditions.

AREA 1 REPORT – WILTSHIRE, DORSET, HAMPSHIRE AND BERKSHIRE



Frimley NHS Trust – Wholly Owned Subsidiary (WOS)

After over two years of campaigning against the backdoor privatisation of Frimley NHS Trust – including numerous workplace meetings, petitions, FOI requests and strikes – the Region won its campaign to stop the Trust implementing a WOS transfer of its non-clinical staff. GMB was the smallest Union at the start of this battle with approximately 60 members and just one Rep. As a result of the campaign, we recruited 6 new active Reps to become the largest Union in the Trust with over 400 members. A testament to the amazing teamwork orchestrated by our Officers with responsibility for NHS members in the Region and our excellent Reps.



Marley Tiles (Beenham) – Pay Dispute and Strike Action

A workplace where we grew the membership from one to over 60 on the back of a holiday pay grievance and secured recognition via the CAC. Following our members' dispute over pay, and two days of industrial action in December 2020, regrettably our Rep and two members were dismissed for their involvement in lawful industrial action and two other members given final written warnings. Members took a further day of solidarity action in March and legal challenges are underway. The substantive pay dispute remains ongoing.

**South West
Ambulance Service
(SWAST) - Recognition
Agreement &
Menopause
Campaign**

We are currently in discussion with the CEO regarding formal recognition for GMB and in the last 6 months have doubled the number of our Reps to 14. The Trust still has to deal with a significant detrimental financial situation, so no doubt we will be facing further fights and campaigns on behalf of our membership. The GMB Menopause Campaign has raised our profile further in the Trust and extensive activity has helped recruit new female Reps and a Woman's Committee is being established.



Serco - Royal Borough of Windsor and Maidenhead Refuse

Having built membership considerably, the members came together as a coherent group for the first time in many years over pay, voting to strike. As the dates for action in November and December last year were being decided, the company backed down and offered a 3% pay rise plus the reinstatement of between 5-8 days of holiday that had been taken by Veolia and Serco. GMB now has around 85% of the workforce.

Viridor Waste Recycling – Didcot

A recognition agreement signed in September 2019 with Viridor avoided the need to go through the CAC procedure. With access now to the workforce, and in conjunction with the Regional Organising Team, membership in the bargaining unit is over 50% and growing.

Locks Group Holdings Wiltshire

The company were having financial difficulties and job losses amongst the 138 staff were on the cards in October 2019. A campaign to avoid compulsory redundancies supported by the Regional Organising Team recruited 34 new members and 3 new Reps.

AREA 2 REPORT – EAST & WEST SUSSEX AND KENT



Anti-Academisation

The proposed academisation of Peacehaven Heights Primary and Nursery School was defeated following an industrial campaign heavily supported by the public - especially the parents. This included a number of protests and an online petition.

Another anti-academisation dispute is ongoing at the time of print, at Moulsecoomb Primary School. This has an enormous amount of support from parents and the general public, and is being run in conjunction with sister unions. The picket lines have been busy, noisy and vibrant and we are confident of a positive outcome.

Term-Time Only (TTO) Contract Claims

There have been TTO claims submitted in Brighton and Hove City Council and East Sussex County Council. Both councils have settled for the local authority schools and we are now reaching agreements with academy schools. In both cases the local Branches, the Organisers and the ROT worked together to cover settlement signing events and staff meetings which saw a good recruitment return.

Within Kent County Council, the local authority has refused to settle and we have almost 1,000 claims ready to be registered against the council and the individual school groups. Again, the activity has resulted in a growth of members.

KCC has made an offer to settle, which is now being consulted on with members in schools, with the timely recommencement of visits.

Brighton & Hove Mears TUPE Dispute

A group of Housing Repairs staff entered into dispute when transferring from Mears Group back into Brighton and Hove Council over inferior terms and conditions compared to colleagues who have been in the council for some time. Despite the hard-line tactics employed by the council, a campaign of industrial action and press releases has delivered a positive outcome for the members.

Recognition Agreements and Organising

An attempt by South East Environmental Services to derecognise GMB was successfully stopped after a number of meetings with management and members dealt with the supposed issues. Political support from the leader of Lewes District Council played a role.

Following a lengthy period of discussion with Medway Norse, a consolidated recognition agreement was signed which gives GMB access to a bargaining unit of more than 800 employees across all areas of the business. A recognition agreement has also been signed with Gatwick Ground Services.

NHS

Reps in Area 2 have been leading the way on the NHS Pay 15 Campaign and were among the first to organise socially-distanced demonstrations. This saw us pick up numerous members, particularly in the Brighton area on the back of our visibility and these enthusiastic new Reps.



Bakkavor Salads

Our members who work at Bakkavor, a factory that produces boxed salads sold in such places as M&S, ran a high-visibility campaign about health and safety and, specifically, the

company ignoring Covid safety rules. Two workers tragically died of COVID whilst we were campaigning and the case appeared across the media, including BBC's Newsnight. Bakkavor were sanctioned by the HSE for their breaches.

AREA 3 REPORT – SURREY AND SOUTH LONDON

In line with the rest of the country, the last 12 months has been challenging for Area 3 and the impact of Covid acutely felt. Many workplaces were disrupted and a number of Reps and members lost their lives to the virus. Of particular note in this regard was one of our Reps at Young Epilepsy, David Paterson, who tragically passed away at the age of 28. Despite Covid, we have continued to support our members and have still managed to achieve a number of successes across the Area. These include:

Lambeth Council

This year GMB led a TTO campaign over shortfalls in pay due to the method of calculating holiday payments. The campaign directly led to negotiated settlements for almost 2,000 members of up to £4,000 each, with the total cost to the council around £6 million. The settlements included pay rises to the members going forward, along with over five years of back pay and an extra payment for anyone in the pension scheme prior to 2014. This resulted in an increase of membership in the Branch despite the inability of Officers and Reps to access workplaces throughout the period. Virtual meetings with members helped bridge the gap.

Lewisham Council

Another successful campaign secured an offer for members on TTO contracts employed by the council and in schools across the Borough. The offer includes a pay rise, six years and three months' worth of back pay and extra money for those in the pension scheme prior to 2014. A total cost to the council of around £6 million.

ISS in South London Hospitals

A two-year long campaign won a significant pay rise of over 25% for the lowest earners and put everyone on at least the real London Living wage. One demonstration by members outside Lewisham Hospital in the pouring rain - joined by national GMB Officials, local MP's and Councillors and journalists - persuaded the politicians to write to the Trust Board and force through this significant pay rise.



Net A Porter

Following our successful recognition campaign in 2019, we have continued to grow the membership at the site and established a successful Reps Committee which covers all shifts and organises weekly meetings. With the support of their Officer, the members have achieved a number of victories over the past years including winning either permanent or fixed term contracts, securing pay rises and dealing with bullying managers and racist graffiti. At the height of the pandemic, members managed to shut the site and have since ensured that health and safety measures are enforced and vulnerable staff and those with caring responsibilities furloughed.

Non-NJC Councils

Despite the government's pay freeze, the respective Branches and Officers successfully negotiated a 2% pay increase for all staff within both the London Borough of Bromley and Surrey County Council.

TOLPUDDLE FESTIVAL

GMB Southern leads the way with this important festival in the Trade Union calendar. Our field offers members and their families from all over the country a place to camp for free in the Dorset countryside, along with all the activities and events that we put on. Unfortunately, the 2020 festival was reduced to an online version and whilst 2021 will be the same, GMB participation will ensure we share our photos and memories from past festivals, including the biggest and best GMB attendance yet in 2019.



LEGAL DEPARTMENT REPORT

With thanks to Unionline and our panel solicitors, the Region secured almost £15m of compensation for GMB Southern Region members in Employment and Personal Injury claims, and under settlement agreements in the 23 month period 1st May 2019 – 31st March 2021:

Litigated claims

	Employment	Personal Injury	Total
Court claims settled / won	120	428	548
Compensation	£640,925.09	£9,008,333.11	£9,649,258.20

Settlement Agreements

Dates	Compensation recovered under Settlement Agreements
1st May 2019 – 31st March 2021	£ 4,845,303.14

Total Compensation: £14,494,561.34

(NB the above does not include compensation recovered for members by Workplace and Regional Organisers outside of the Unionline process).

The Region also achieved excellent outcomes for members in Criminal and Regulatory hearings.

POLITICAL DEPARTMENT

The Region continued using our political contacts to support our industrial objectives on many of our major campaigns since 2019. These have included our British Gas campaign, when we engaged our MP's all over the Region to speak to Reps and members and meet them on the picket lines.

We were actively involved in many selection processes ahead of the 2019 General Election and managed to ensure the election of GMB member Florence Eshalomi, in Vauxhall as well as providing considerable resources to Putney, where Fleur Anderson was the only Labour MP to gain a new seat nationwide. Other support from the Region included seconding our Regional Political Officer, Michelle Gordon, to Angela Rayner's successful campaign to become Deputy Leader of the Labour Party.

EQUALITIES DEPARTMENT

Despite many activities being hamstrung by the pandemic, including our regular attendance at Pride events around the country, the Equalities Department has reacted well with a series of virtual events. These included several legal briefings for our Southern Race Network, an



event to commemorate Trans Awareness Week with GMB Southern SHOUT! and an event with Rosena Allin-Khan MP, Shadow Minister for Mental Health, about how we can avoid a mental health crisis among key workers.

We have also been instrumental in a number of initiatives which have been subsequently rolled out on a national level, including the Domestic Abuse Charter, the Menopause Toolkit and Questionnaire, and the Neurodiversity Charter – with our Branch at South-East Coast Ambulance Service (SECamb) becoming the first in the country to sign up their employer to the latter.

PRESS AND MEDIA DEPARTMENT

With other avenues to pressure employers often closed, once again our methods for operating have changed dramatically over the last two years with our press and media department helping lead the way on many of our campaigns since March last year. We used press releases, increased levels of electronic communication and social media to lobby employers and increase public awareness and political pressure.

One example was our drive to force management's hand on parking charges for staff at Epsom & St Helier NHS Trust. Following a great, high-profile campaign led by the Reps and Officer, the reimposition of parking charges for staff was reversed after a departmental press release featured on the front page of two national newspapers. The following day, the Transport Minister, Grant Schapps, was quizzed live on ITV's Good Morning Britain, forcing the Trust into a u-turn.

Other high-profile Regional campaigns included leading on the spread of covid in care homes, protecting our members who work in Bournemouth from drunk and abusive holiday makers last summer and battling for an assisted living home manager sacked for "breaching protocol" for arranging a Christmas dinner for her residents.

EDUCATION DEPARTMENT

The department has had to adapt very quickly to deliver training to our Reps remotely after the office closures. Within a very short space of time, an online training programme was up and

running using Zoom and Teams platforms. Since September 2020, our department has overseen a full education programme, giving members and Reps the same learning opportunities as they had before lockdown.

The pandemic has obviously caused many new challenges and the department has worked hard to help produce the national health and safety training courses which help Reps deal with Covid-19 in the workplace. We deliver weekly Safety Briefings for Schools Reps to help guide them back to the workplace safely, and this has been accessed by 1,000 members so far – a great success.

We continue to provide specialist courses for our members revolving around the pandemic and its knock-on effects, such as Mental Health and Stress@Work, and Safe@Work: Safe@Home.



STAFF CHANGES

Amongst the changes in Regional personnel since the last Congress, 2021 has seen Senior Organisers Avril Chambers and Andy Prendergast move to National Office with our thanks and very best wishes in their new roles.

In March this year, Bill Modlock stepped down as Regional President after an astonishing 48 years of dedicated service to the Region as a Rep, the Lambeth Branch Secretary, a member of Regional Council, and for 15 years from 2005 as Southern Regional President. At the end of January, Paul Maloney retired as Regional Secretary following more than 40 years of service to the Union characterised by stability and growth over many years including 2020. Very special thanks to Bill and Paul for their four decades battling for GMB members, during which time they never forgot where they came from and made a material difference to the lives and livelihoods of thousands and thousands of working people. They leave a tremendous legacy, some very big shoes to fill and a Region resting on solid foundations. We wish them both a very well-earned, long, happy and healthy retirement.

GMB WALES AND SOUTH WEST REGION

Covid 19 Pandemic

Acknowledgement: 2020/21 have been years when all of us have experienced issues and problems that have been almost unprecedented in our lifetime. The impact of Covid 19 on our families and communities particularly has been such that everyone has had to adjust to different forms of both lifestyles and working arrangements. I would like to recognise the fact that, despite such numerous challenges confronting all of our post-holders, they have continued to work on behalf of the Union and its members in the usual committed and effective way. I would like, therefore, to pay tribute to everyone's efforts during 2020 and 2021 in maintaining a normal service as is possible in a situation that none of us could have envisaged at the start of 2020.

No more so than our health and social care members – they deserve our thanks and praise for what they have done for us all. They deserve our loyalty and admiration for the way they have cared for loved ones who sadly are no longer with us, and they deserve our support in being able to deal with the horrors they have seen, and our protection as they seek to heal both their physical and mental health. We have also lost loyal hardworking members within the region, across all sectors from retail to the NHS and our thoughts again to all their families and friends.

We must not forget the tragedy at Avonmouth Wessex Water plant, where an explosion took place in December 2020, and our hearts go out to the families and loved ones of those who had been killed or injured. GMB provided all necessary support to those members and their families affected by this incident. Special thanks



to the Branch Secretary, Chris Marsh, and Officer, Tim Northover, for their dedication, support and compassion shown to all colleagues and their families. This is another stark reminder of the absolute need to ensure that workers are able to work in environments where risks to their health and safety are properly controlled.

Equally, in our schools, as in so many other areas of public services, our members have delivered for us all in demonstrating outstanding displays of dedication and care. It's one thing to clap for public service workers but it seems it's a whole different thing to reward them with more than words.

The staff and postholders across the whole union have been impacted by external and internal events but have continued to battle on for our members and our values.

Political

Welsh Government have a great story to tell, despite not being given the resources needed by the Tories initially, they encouraged Welsh manufacturing to step up and produce PPE in such quantities that they were able to supply other parts of the UK. More recently, vaccinations are way ahead of any other part of the UK, and the financial support was given to social care & NHS staff in Wales. In recent weeks, the Government have announced they will pay a further £500 to each social care staff member, NHS front line workers and community pharmacists as a thank you for what they have undertaken in 2020/21. The second announcement made will benefit thousands of low paid, part time women carers, and in future they will be paid the real living wage.

Finally, the Welsh Government, after discussion and involvement of Trade Unions, provided the highest support to businesses than any other country in the UK.

Community Assistance Fund:

Prior to Brexit Wales received £8billion of support from the EU to assist with infrastructure, training and dealing with the impact of deindustrialisation by Thatcher. The monies have been used to build schools, homes and to invest in apprenticeships and training via WULF. In addition, the monies available to the ReAct Scheme which assists people who are facing redundancy is also from what was the EU infrastructure fund.

Despite, the Tories promise to not reduce the money available to Wales, they have now set up the Communities Assistance Fund, all of the money that previously came to Wales has been put into this Fund. Local Authorities including Welsh Local Authorities have been told to apply for grants. Welsh Government have been excluded from the process and, to add to the cynicism, they have a deadline to apply of 31st April, which is in the middle of a Welsh Government Election. If this goes ahead, not only will communities lose funds that they need, but the WULF fund could be scrapped by Tories in Westminster, and not the elected Government in Wales. This is clearly a cynical power grab by the Tories and needs to be resisted.

Manufacturing

It has been a tough twelve months for manufacturing companies across the region, and I truly believe if it were not for the financial support provided by Welsh Government, we would be seeing a far worse picture than we are. However, we are not out of the woods yet. The next twelve months, as Brexit begins to bite and as the furlough protections cease, I am afraid we need to ready ourselves for more redundancies and factory closures.

Hinkley Point C

GMB recruitment of new members has continued apace with 40 members in total joining in March 2021. This makes approximately 300 new members across the HPC workplaces over the past year. Our thanks to all our activists involved in the current recruitment strategy.

Recruitment

Our regional recruitment has been stable and has been a good achievement for the region despite the many challenges. This did not happen by chance – it is the combination of everyone working together in the most difficult of circumstances and ensuring our members have the best possible service we can offer. Despite the lockdown situation, we have taken initiative and opportunities as they have become available and acted upon these by doing what we do best – organising, servicing, recruiting, retention.



Equality will be the priority in everything that we do moving forward. In addition to the work of the National Taskforce, the region is currently working on a robust equality strategy which should give us the confidence that everything we do is fair, transparent, and equal. My thanks to Marie McDonald, Regional Equality Officer, who will, I'm sure, make us proud of what we can and will achieve both collectively as a union and as a region.

Our thanks to the National President, Barbara Plant, for her steadfast leadership and to the CEC for their dedication in moving the union forward, being transparent in all that they do, and making the foundations to re-establish the union that we all love and can be proud of.

The region would like to give thanks to Warren Kenny and John Phillips for their support leading the union through times which have never been seen before within the history of our union.

The year ahead will present fresh challenges and hopefully positive outcomes to those challenges. The one constant that will remain is the presence of the GMB and the dedication and commitment of its staff upon which so many rely on.



Ruth Brady
Regional Secretary
April 2021

YORKSHIRE & NORTH DERBYSHIRE REGION

The past 12 months have been extremely challenging for all activists, staff and members. We have focused on engaging with our membership and overcoming any barriers that the Covid restrictions have created with innovative alternatives to face to face meetings wherever we could.

As a result, our membership engagement has been higher than ever. Our recruitment levels have dropped; however, we have managed to keep on top of our leavers rates for significant periods of the year to mitigate the effect on our membership levels as best we can.

I am proud of the way our whole region has come together in these unprecedented times and we set out below some of the key activities from across our three Teams, departments, sections and campaigning groups and committees.

CENTRAL TEAM

As a team we have had to adapt to new ways of working, the worry of: will GMB IT stand up to this? Will the 'phone system work? How can we communicate and organise? The answer to this has been clear, where there is a will there is a way. We have managed to re-skill and pull together as a team like never before, utilising everyone's skills and new IT equipment which has been brilliant in enabling us to do this; we have at last entered the 21st Century.

Communication has been the key, organising virtual meetings and engaging with members and reps more than we ever have. We moved to a weekly Activist publication, updating representatives on what is going on regionally and nationally, highlighting campaigns that they can get involved in.



Local Government/Schools

Conducting the first electronic ballot in the GMB and gaining the best return, we now have the technology and the know how to do this and build on our organising.

Across the region we have organised webinars, zoom meetings, training sessions engaging and empowering our members and reps on the challenges of working in these unprecedented times. This has resulted in changing unsafe practices and securing better PPE, the list goes on.

Leeds is an example where the austerity has hit hard with over ten years of cuts but by negotiation, we have stemmed the need for any compulsory redundancies using an agreed 'Early Leaver' initiative, allowing those who wish to volunteer to be the ones who go.

We succeeded in getting the release of hundreds of members before the implementation of the 95k cap securing no reduction for the members.

During the pandemic we have worked tirelessly to support our members and keep them safe challenging PPE and safe working arrangements. Additionally, for those in Active Leeds whose places of work were closed due to the lockdown, through agreement they have been deployed in areas of need such as refuse, household waste and children's and adults' services which has resulted not only in our members having meaningful work but has opened new career paths for them.

Another win was in Wakefield MDC representing members working in supported living, sleep-in shifts had never been included in the average holiday pay. After several hearings and negotiations (and considering delays due to Covid-19), WMDC have agreed to backpay

from six years before the grievance was first lodged and include the shifts for all average pay calculations going forwards, which has resulted in nine years' back pay due to the initial grievance being lodged in 2019, and the inclusion of these moving forward.

York Schools Academy Board (YSAB)

The pandemic has meant that a new relationship has been forged between unions including GMB with York Academy leaders. The purpose of the meetings which have been held weekly, were to talk about support measures for our schools' members, changing Government guidance and to be able to quickly react to emergency situations. It has meant that we have had the opportunity for those leaders who otherwise held us at arm's length, to see the positives of working with us. We have had a new recognition agreement emerge from some MATs, who have admitted that they would not have worked with us so eagerly if they had not attended the YSAB meetings.

NHS

Activity and organising has been non-stop this year, with many challenges due to the pandemic in supporting and protecting our members at work. Barnsley Hospital was an area where we blew the whistle into the use of out-of-date PPE.

Harrogate Hospital we successfully challenged the employer over car parking charges for staff which we continue to monitor and challenge on a regular basis. We have our first workplace rep at the hospital albeit in the wholly owned subsidiary, but this has given us a foundation to grow our membership.

Yorkshire Ambulance Service continues to go from strength to strength with membership standing at 934 and an additional rep in place to the tune of 29 with a great structure in place to continue to grow and support our members. GMB is the leading union in YAS trailblazing disputes against the Job Evaluation process, for example the ongoing Clinical Supervisor case which has resulted in a total block of the process until a resolution on this matter.

In Sheffield Hospitals we recruited the lead organiser Holly Johnston for the 'Nurses United' movement. She is leading in her new branch role with a lot of the NHS Pay 15 campaign and 'NHS Workers Say No' for the Sheffield Health Care branch. Much of the successes with recruitment has been that of nurses joining the GMB.



Regionally we continue to hold the NHS forum with all our NHS reps, using this as a platform for sharing ideas and best practice, and importantly organising activity around the dismal pay offer of 1% and getting all reps involved in the 15% Pay Justice campaign.

Private Sector

The day-to-day work of negotiating for better terms and conditions on behalf of our members has continued, below is just an example of some of the wins for our members.

KP Butterkist (popcorn manufacturer) 3% increase across all grades, GMB membership grown, stewards in place on all three shifts.

DS Smith (cardboard manufacturer for packaging/boxes) 1.5% increase, with two days' extra holiday given for working through the 2020 pandemic.

Stoelzle Flaconnage (glass bottle manufacturer) out to ballot 2.7% recommended by GMB stewards. The company suffered during the pandemic with the workforce partly furloughed and they had to adapt to the market and produce glass jars for food packaging, to keep furnaces going.



KP Penterplast (food cartons i.e., McDonalds/ KFC etc) 2.2% increase and productivity bonus negotiated and accepted by GMB stewards and members.

Chep (wooden pallet manufacturer) 1% increase. One of first companies to have an outbreak of covid-19, GMB stewards consulted on improvements to PPE and risk assessments.

Allied Glass (bottle manufacturer) suffered during the pandemic due to loss of sales in airports and hospitality, slowly winning business back, one off payment of £400 and agreement to meet again in June to re explore pay rates.

Moran logistics challenged total disregard for our members safety to step up their covid infection control measures.

Arla negotiated 2.7% pay rise, resulting in more organisation and new representatives.

Panaceon Care challenged calculation of holiday pay resulting in the inclusion of all overtime hours to count in average holiday pay.

Cargill Cocoa & Chocolate (York) - following years of sitting in lengthy meetings with Cargill management for pay talks, and first refusals from members, going back and forth several times to eventually agree. We decided to take a different approach for 2021 and the GMB shop steward went into his first meeting with the new plant manager who had a full and frank discussion which resulted in a pay offer of 2.65% in the middle of the pandemic where the average award was 2.0%. Members were balloted differently as it was difficult to do a workplace ballot, so emails were sent out to all members who came back with a resounding acceptance.

Severfield (UK) Ltd - after a bad start at the beginning of covid where Severfield management were not protecting our members as we thought they should in relation to health & safety measures and shielding of our vulnerable members. We had several meetings between the company's representative and the officer and were successful in getting the installation of extra toilet and washing facilities, changes to clocking in methods and appropriate PPE was distributed to help our members to stay safe. Our vulnerable members were sent home, and this has continued throughout each lockdown.



Branches

Most branches with the assistance of the region have moved to virtual branch meetings resulting in a better attendance than pre-covid and much more member engagement. Additionally, the link with the community and its needs during this period has been amazing with branches reaching out to support fellow members and the communities such as purchasing PPE (face masks/hand sanitiser) and arranging delivery of this in areas of shortage protecting our members working on the frontline.

Toys for kids to help those less fortunate to have presents at Christmas. Delivering goodies such as cakes to those working in care as a pick me up for all the hard work during the pandemic. Donating to local food banks, sponsoring Christmas lights on trees, and donating to rough sleeper charities.

SOUTHERN TEAM

The officer and staff workforce have worked tirelessly from home during lockdown, providing the best possible service to our members during this difficult time. A huge emphasis has been on making one to one contact with our members through phone calls and text messages to check in to see if there is anything that GMB could do to help them, but also to map the workplaces and ensure our membership records are as up to date as possible, including GDPR preferences. We have used every platform available to us to hold not only member meetings, but also to hold virtual recruitment meetings – some have been more successful than others, but we have taken every opportunity to engage with members and non-members.

Officers have put together and ran various training courses for our activists over the last twelve months – from consolidation training, to settlement agreements, how to use Office 360 to its full potential as well as zoom and GMB@Work. The reps have enjoyed the training and we have had some very positive feedback.

Key accompanying reps have been invited to team meetings with officers on a monthly basis in order to keep in touch, ensure reps feel supported and to make sure everyone was kept in the loop with ongoing cases.

Officers have dealt with redundancies across the patch at many of our engineering and manufacturing companies. We have strived to retain members wherever possible.

All our local authority reps and convenors have supported our members through a difficult year, in particular our school reps and branches have worked closely with officers and members to ensure that as schools re-opened our members were kept as safe as possible.

Many health and safety issues around Covid have arisen in workplaces across the patch, many in unorganised fulfilment centres, such as ASOS in Barnsley.

We have recently redeployed our project worker and project secretary to work with our organising officer and admin support, this will give us extra resources to be able to fully hit the road running when our face to face organising resumes. In the meantime the team are doing what they can in supporting reps in workplaces and doing virtual meetings to grow and retain members across the patch.

Prior to the lockdown we signed a new recognition agreement with Cerealto, a biscuit and cereal manufacturer in Worksop. As soon as the company deem it safe for us to visit we will have opportunity to speak to all staff on an individual basis about joining GMB.

Commercial Services

Hermes

We are working closely with the regional and national reps to build and organise the membership on the back of the national recognition agreement and the first ever negotiated pay offer. We are producing



newsletters, holding virtual meeting and communicating with all members using instant messaging and text surveys. This is proving to be successful with 70 new members recruited for the month of March 2021. We are currently engaging with our contacts to make them into local workplace reps and are in the process of setting up a regional Hermes branch.

Taxi's

Our taxi and private hire drivers have struggled financially throughout the last year, with the vast majority of their work disappearing overnight as the first lockdown hit. We have worked with the local councils and managed to get hardship payments for the vast majority of the members, who are all self-employed.

We are also working towards and agreed GMB Taxi and Private Hire Charter that we want our local authorities to sign up to.

Asda

We continue to work with our reps to organise within ASDA stores. The take-over by the Issa Brothers is a worry for our members, they still don't really know what the change of ownership will mean to them. Our reps are using this and other proposed changes, for example the closure of the ASDA instore Bakeries, to try to build the membership. Growth in ASDA stores is still a challenge.

Wilko

Wilko members, particularly those at DCI in Worksop have been hit by numerous ongoing detrimental changes to their terms and conditions of employment. Our membership is strong within the DC and the convenors and officer have managed to gain some concessions through protracted negotiations.



British Gas

The long running national strike continues. Our members have remained resolute and been fully supported by our reps, officer and Peter Davies. We have received good press coverage and social media exposure throughout. Unfortunately, despite all the work and support the action has not resulted in an increase in membership.

WESTERN TEAM

We have completed a full refurbishment of the Brighthouse facilities during the lockdown and continued to grow our activist base campaigns within our local communities. We opened a new GMB office in Huddersfield supported by Kirklees Council which now gives us two sub community activists' centres (the other being Cleckheaton). We have seen huge growth in membership within Kirklees, the Huddersfield centre and Kirklees Council branch, supported by their neighbouring local authority branch partnerships in Bradford and Batley/Calderdale have, with the huge efforts made by our reps, been pivotal to that growth.

Rugby League

2020 was a difficult year where we concentrated negotiating and mitigating huge wage cuts to save the game and have led in the legal battle to compensate the entire Toronto Wolf-Pack team and support staff after the Canadian club were forced to fold under the Covid shut down. We lost the full-time role that Garreth Carvell undertook due to the withdrawal of Union Learn funding but have retained Garreth as a rep and increased our rep base and strengthened our consultation framework with clubs and the RFL. It is now widely recognised in the world of Rugby League by players, fans and the media that the GMB is now the established trade union for players and we are a key partner involved in the 'Tackle it' equality campaign that will be front and centre during the world cup of 2021.



Social Home Care

We have taken a leading role in supporting the GMB's National Ethical Home Care Commissioning Charter campaign and have been supportive through the NOT to include this and all of Care as a national target for 2021. We have made progress with Councils and MPs throughout the region to endorse the charter and Leeds, Wakefield and Sheffield look like being the first local authorities to do so.

Manufacturing

Manufacturing continues to feel the pressures of the Covid crisis on top of Brexit and we have seen Federal Mogul and Royal Saunders going to the wall with the loss of hundreds of GMB jobs, we also face huge losses at the Arcadia distribution centre in Leeds. The region is bracing itself for further impacts post Covid when furlough ends and we try to agree a strategy to save what's left of our steel industry once we have completed talks within Liberty. We are working with our national teams to take the 'We're Making It' campaign into its next stage post Brexit and are hoping to launch something around that at the next Regional Manufacturing Forum that will be organised post lockdown.





EDUCATION/TRAINING, LEARNING AND HEALTH & SAFETY

Education, training, learning and health & safety has adjusted during a very difficult period to meet the demands of the region, its members, reps, and staff. Training has been delivered virtually online. Health & safety and the regional forum has once again proved very popular with regional safety reps, obviously the main health & safety topic has been Covid-19 risk assessment compliance. Sadly the region's input to the first ever GMB National Learning Project has come to an end and this is because the Government has withdrawn the project's third year of contractual funding, but our Regional Lifelong Learning Committee is still very much operating and functioning so working with the National Lifelong Learning Committee under the umbrella of the national GMB all members learning offer, learning still remains a very big part of GMB members membership entitlement and is now more than ever consistently available to all members.

EQUALITIES

The Regional Equalities Forum had to quickly adapt the way they worked through 2020.

The campaign plan we had agreed and were working to had to be either adapted to being Zoom based or amended due to Covid restrictions.

The focus of the first lockdown period went into the REF organising a week of activity for Mental Health Awareness week. Members made personal videos talking about their mental health and how it affects them daily and sharing any tips they have learnt along the way. A video went out on social media every day, we also had a session on meditation and mindfulness and feedback was incredibly positive.

During the first few months of the initial lockdown, we also hosted a weekly drop in for people to come along and chat about anything other than Covid, some attendees said we had been the only people they were seeing during this period.

We celebrated the dates of what would have been York, Leeds, and Rotherham pride with social media posts and unfortunately it looks like this will be again celebrated in a similar way as events are being cancelled day by day.

Branches that wanted to work on the equality agenda worked with the regional equality officer to run campaigns in their workplaces and one of these was K20 (Kirklees) who organised with a local school a poster campaign for hate crime awareness week. The school found it extremely difficult to narrow the finalists down to less than 6 and choosing an overall winner was very hard. The winning images will be on T-shirts for Hate Crime Awareness week later this year.

Following on from our work in previous years on the Hate Crime Toolkit, in 2020 we wrote a model policy for use in the workplace, and this was sent to all regional officers who were asked to send this to all recognised workplaces in the hope they would converse with us about adopting this. At the same time, a letter explaining what hate crime is and stating GMB have a zero tolerance to it and would provide support if anyone raised any issues in their workplace.

We have had a few companies respond positively and we hope to discuss the hate crime policy and other equality issues with them moving forward. The policy is being looked at by the National Equality team and will hopefully be shared with all regions.



Hope Not Hate training in Unconscious Bias and Difficult Conversations was offered to all staff, officers and members of the REC and REF and is now being looked at by branches.

The REF AGM in November saw a change in secretary, chair and vice chair positions and a survey is underway so that we can work out what the campaigning priorities are for the REF this year and for suggestions into how we can move forward again this year in a world where we still may not be able to meet people face to face for a while.

We hope 2021 is as successful for our regional equalities team as 2020 was.



YOUNG MEMBERS

May 2019 to April 2021

Summer/Winter 2019 – Our new Microsoft Outlook system came into line allowing us to email 500 members at a time. With new IT systems like ThruText we have taken our communication strategy into the 21st century and plan on continuing that direction. In summary, communication has and probably will remain an on-going problem, but we're pleased with the steps that we are taking and these assisted our 2019 activities:

Activities, Campaigns and Updates

General Election 2019

We organised teams of activists to support candidates and canvassing sessions throughout the region.

GMB Organising School 2019

TUC Winter Patrol – Regional TUC Patrol took place: <https://www.tuc.org.uk/events/young-workers-winter-patrol-Leeds>. A number of our members participated in this campaign to engage young high street workers regarding their workplace terms and conditions, found out about issues in their workplace and talk to them about what a trade union is.



Regional YMN Meetings – Examples of the type of learning segments we discussed were a presentation from ACORN around their housing campaigns and rent strike actions, a session on “How the GMB works” and “Know your Rights” in the workplace.

2020 and Covid hits!

We had lots of activity planned but since the lockdown measures instituted in March 2020 as a result of Covid-19, a number of our campaign plans and usual activities have inevitably been cancelled or postponed. For example; we were hoping to work with the Regional TUC to re-run the Summer Patrols in Yorkshire and encourage members to get active through that campaign. Despite this however, we have still been able to hold regular ZOOM meetings to engage members, kept members up-to-date on relevant activities and workplace advice and are in the process of working with other YMN region's to kick-start a new campaign which will hopefully reunite enthusiasm and engagement.

Despite the Covid crisis we have been actively involved in the following campaigns throughout 2020:

2020 GMB Young Members' School – A number of our young members attended the GMB Young Members' Organising School in Leeds. The aim of the school is to equip young activists with the knowledge and confidence needed to influence change and take up positions in their workplace and the wider union.

We informed members that all face-to-face meetings would be cancelled for the foreseeable future and that we would look to arrange online meetings in the coming months. We also provided members with useful links to GMB: Coronavirus & Your Rights; TUC: Covid-19 Guidance for Unions; ACAS: Covid-19 Advice and set out key bullet points regarding the

Government Retention Scheme. Subsequent to that email, we have received follow-up emails from members and have been providing further guidance and support regarding their rights at work.

Summer 2020 – Queen Mary University London Students' Union furlough campaign – We were contacted by GMB London region who were supporting the campaign for QMUL Students' Union Staff to be furloughed.

GMB Young Members Meeting speakers 2020 (ZOOM) – we have engaged a number of speakers to address our young members throughout the year including, Callum Friend, Co-Secretary – ACORN Leeds, Neil Derrick, Regional Secretary for GMB Yorkshire & North Derbyshire, Lou Foster-Wilson (GMB Equalities officer) and Jake O'Malley (GMBYM regional lead organiser).

AGM – Collaborative Partnership merger with the Regional Equality Forum – At our AGM we agreed to dissolve our previous structure and agreed the following:

The Regional YMN will now operate as a working group merged in partnership with the Regional Equality Forum (REF). Members will be actively encouraged to attend and participate at REF meetings and YMN meetings (YMN meetings will be arranged as agreed by members – At least four meetings per year will be held in Feb, June, Sep and Nov).

Wages Not Based on Ages – Joe Wheatley has been in discussions with young members in the GMB Wales & South West region about building a new designed collaborative campaign about ending age wage disparities in the workplace. At present the campaign is still in the early development stages, but four core campaign strategies were agreed:

Winter 2020 – April 2021– Communication with members remains regular and informative. We have, throughout the pandemic, been contacted sporadically by young members needing workplace advice, and have supported them. We continue to signpost members to useful websites on Covid in the workplace and advertise upcoming activities, events and training opportunities members can get involved in. We have made Donations to the Racial Justice Network (£500) and British Gas Strikers (£2000) and have been active in the election campaign for Tracy Brabin for West

Yorkshire Mayor. We have supported the GMB for a Green New Deal campaign and have submitted YM articles to the Region's Activist magazine.

Yorkshire & North Derbyshire YM British Gas Press statement 2021: "The British Gas strike represents a fundamental attack on our movement and our rights in the workplaces. If we fail, and Centrica succeeds, then the floodgates for all employers to use "Fire and Rehire" to erode terms and conditions will be opened. We are proud to support and stand in solidarity with GMB members at British Gas.

OBITUARY LIST

PENSIONERS

S. Bradbury
 J. Burke
 H. Davies
 A.V. Knowles
 M. McDowell
 B. Melham
 G.W. Taylor
 D. Thomas
 Joan Turner
 M. Walton
 M. While
 Bernard Thomas Fletcher
 Doris Margaret Evans
 Janet Marie Lunnon
 Helena Stone
 Gerald Stephenson
 Alan Colin Cave
 K. Denham-Jones
 J. Goss
 J. W. Porter
 N. Brough
 Rita Stephen
 M. W. Adams,
 R. C. Melling
 Frank W. Cottam
 Humphrey G. Welte
 Thomas P. Blackhall
 Jean McMillan
 George H. Little
 Colin Wilfred Thistleton
 Alex McLuckie
 John Willman
 Albert Edward Maguire
 Margaret A. Robertson
 J. Rybka
 B. Yegliss
 Edward Toogood Cairns
 G. R. Wheatley
 Maureen Iley
 Alexander Stevens
 A. Maclean
 Eileen R. Preston
 S. M. White
 C. Cobham
 Terry Malone
 K. MacColl
 David Warburton

BIRMINGHAM & WEST MIDLANDS REGION

Neville Boden – R35
 Rocester/JCB General Branch
 Dave Corbett – B88
 Brownhills and Walsall Castings Branch
 Richard Berry – L20
 Leamington Foundry Branch

David Edwards – W50
 Wellington Branch
 Maroof Hussain – C15
 General Branch
 Kevin Archer – W70
 Willenhall Branch
 Simon Thorpe – W50
 Wellington Branch
 Geoffrey Lomas – W50
 Wellington Branch
 Steve Jones – B43
 Birmingham City General Branch
 Peter Taylor – C15
 General Branch
 Trevor Fellows – T37
 Electricity Branch
 Carole Flynn – X99
 Coventry City Council Branch
 Helen Harrison – S75
 Stoke Unity Branch
 Alan Thomas – C15
 General Branch
 Jess Owen – S20 Security Branch
 Alan Jennings – ex GMB Officer
 Margaret Berry – C15 Branch
 Chris Humphreys – ex GMB Officer
 Graham Pedley – B76
 Brierley Hill Branch
 Dorothy Clarke (Heath) – W18 Walsall Local Authority Branch

LONDON REGION

John Antonian
 Simon Virgo
 Clive Peck
 Ray Chapman
 Derek Benham
 Anne Robertson
 Jo Isaacs

MIDLAND & EAST COAST REGION

Mick Wilcock
 Reg Atkins
 Sian McClarence (Organiser)
 Stuart Lumbert
 Elizabeth Blackman (CEC)
 Helen Fenlon
 Brian Darrington
 Albert Rollinson

NORTHERN REGION

Lynne Averill
 Eric Bradley
 Graham Flood
 Scott Hudson
 Donna Matthews
 Shaun McCarthy
 George Thompkins

NORTH WEST & IRISH REGION

Stephen Carr (Officer employee)
 Mr P Ash
 John Barton
 Joseph Brennan
 Mr S Buckley
 George Byrne
 Edward Cairns
 Catherine Crewe
 Andrew Culshaw
 Terence Dale
 William Sean Day
 Mosa Derna
 Robert Dewhurst
 John Doran
 Michael Doyle
 Edward Eden
 Mr W Geoghegan
 Harry Hanna
 John Kenyon
 Eileen Killeen
 Mr J Lawson
 Ian Lowes
 Maureen Mangan
 Rosemae McDowell
 Ronald McNe
 Mr A McNeill
 John Moore
 Arran Newton
 David Noden
 Terence Paul
 Lois Pitt
 Mr R Quiery
 Sally Rebeiro
 Mr E Roberts
 Fred Roberts
 Richard Robinson
 Steven Smith
 Gary Stewart
 Gerald Todd
 Mr Sean Turner
 Gordon Wood

GMB SCOTLAND

Alexander Mann
 John Manzie
 Stuart Ross
 Franny McNeil
 Helen Carson
 George McGauchie
 Robert McLernan
 Robert Watt

SOUTHERN REGION

Mark Adams
 Stephen Aselford
 Derek Constable
 Dave Flexman
 David Jones
 Jonathon Mason
 Shane Mould
 Said Noreyn
 Eileen Preston
 Jan Rybka
 Sandy White

GMB WALES & SOUTH WEST REGION

Antony Bees
 Leeson Emery
 Alan Heigh
 Sharon Slade
 Paul Tait
 Brian Vickery

YORKSHIRE & NORTH DERBYSHIRE REGION

Ray Brown
 Patrick Harvey
 Colin Thistleton

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