

Grow

Build

Change



General Secretary's Report GMB Congress 2019

9th to 13th June 2019
Brighton



GENERAL SECRETARY'S INTRODUCTION

GMB CONGRESS 2019

It's been another challenging but hugely successful year for our great union and, as you flick through my report, you will see just some of the incredible things that, together, we have achieved.

I've travelled over 20,000 miles, visited every region and nation and spoken to thousands of activists and members.

From meeting Regional Committees and Councils, to visiting workplaces and speaking at branch activist and equality events. It's an absolute honour for me to be able to see and support the incredible work our members, activists and staff do every day.

And, I've seen first-hand just how GMB makes a difference.

On pay, working conditions, supporting people when they are being exploited, bullied or harassed. Helping each other, standing together, helping communities, helping people to learn and helping people to get on in life.

That's what I want to talk about this Congress.

Energy workers who since the founding of this great union have kept our lights on, homes heated and the economy moving.

Public sector workers who care for our kids, our elderly, our community and who walk towards danger when most walk the other way.

Manufacturing members who make everything from hoovers to Haribo and plates to poppies.

Our regions who lead on the ground, every sector.

Our reps, who volunteer their time to make their workplaces better for their colleagues.

We are GMB. We are proud to be GMB. And we make a difference every day.

Like in ASDA where we continue to fight for equal pay for tens of thousands of our women members in stores.

In British Gas when they attack our members' hard earned pension scheme at the same time as awarding the CEO a 44% pay rise.

Our 3 national campaigns – Go Public, Making It and Switched On – making headlines and telling people who we are and what we do.

And the two best headline makers of all – our internationally ground breaking agreement with Hermes, tackling the scourge of bogus self-employment and giving workers the right to guaranteed hours and holiday and sick pay.

And the Glasgow Women's Strike for equal pay. I've never been more moved nor proud than to march with literally thousands of women stood together to fight for what was always rightfully theirs. And they won! We won! Because we know that when we stand together and fight, there is nothing we can't achieve.

Brilliant examples though all of these are, we need more of them. They need to become the norm. Who we are.

So we've launched "One Union" just last month, making clear that we will put a flag in the sand and rally our members to fight bad employers.

We will campaign for better pay, better conditions and more rights and through our brilliant political teams will lobby for legislation that improves the lives of our members.

No longer will we wait to put fires out but instead, as a front foot, fighting union, we will light fires and show our members they get real value for their membership which I value so highly.

GROW will be our focus as we continue to recruit superbly as we have always done but putting real and proper resources into retaining members once they have joined.

BUILD is so important to how we represent, how we bargain and how we campaign as we continue to invest in the training and support of our brilliant activists and reps, the very lifeblood of our union.

CHANGE is not just something our members face in the workplace. We need our union to change and adapt to meet those challenges and be a truly 21st Century union.

And that will be our Congress theme this year

GROW BUILD CHANGE

This is my fourth year as our General Secretary and I'm so proud of the progress so far.

But there's still much to do as we meet head on the challenges of casualisation, the Gig economy, automation, underfunding of public services and, of course, the impact of Brexit.

But we are in better shape than ever to meet those challenges. We were borne out of struggle; it's all our movement has ever known.

I'm proud to be your General Secretary and look forward to meeting these challenges together.



TIM ROACHE

General Secretary



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BRANCH REVIEW WORKING PARTY UPDATE

The Branch Review Working Party has met once since Congress 2018, in November 2018.

The Working Party received updated reports on the number of open branches which had reduced to 820 in October 2018, and the number of branches under non lay member control which had risen to 106 in October 2018, although they noted that a large number of these branches fell into this category as their bank account was administered by the Regional Office, even though many had lay members holding Branch office. Since January 2018 twelve Branches had closed and fifteen had returned to lay member control.

The Working Party received analysis on whether branches under non-lay member control had submitted a motion or sent a delegate to Congress 2018. The analysis showed that 5 branches had submitted a motion(s) – 10 motions from London Region branches, 4 motions from North West & Irish Region branches. Additionally 8 branches had a delegate(s) at Congress 2018 – 2 delegates from London Region, 7 delegates from North West & Irish Region and 1 delegate from Southern Region.

The Working Party requested information from Regions on the reasons why some branches remain under non-lay member control, whether these branches actually meet and/or whether they submit a Branch Development Plan in line with rule 35, and clarification of what it means where the branches bank account is administered by the Region. At the time of writing feedback was received from six Regions which has been circulated to members of the Branch Review Working Party and will be discussed at their next meeting in the late summer of 2019. Analysis of the feedback shows that since this report was run, many of the 106 branches have since returned to lay member control with the election of a new Branch Secretary. In the overwhelming majority of cases these branches do submit branch development plans which are measured and progressed on a quarterly basis. In most cases the reason a

branch was listed as having their bank account administered by the Region is because at the request of the Branch Secretary the accounts are submitted by the Regional Finance Officer but signed-off by the respective Branch officers, or in some cases the Regional Finance Officers will carry out the branch accounting whilst a new Branch Secretary is being trained in the principles of branch accounting. It should be stressed that all decisions on branch expenditure are agreed by a branch, and no member of staff has any role in these decisions.

The Working Party also received analysis of the number of Branches submitting their accounts using the online Branch Accounting system which showed that as of October 2018 61% of Branches were using the online accounting system.

DECISIONS OF CONGRESS 2018 AND PROGRESS ON 2018 MOTIONS

Decisions of Congress 2018 can be found on the GMB website (www.gmb.org.uk/congress) Furthermore, in accordance with Motion 7 agreed by Congress 2015 a progress report on all carried motions from Congress 2018 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 Anna Barnes directly on policy@gmb.org.uk

UNIONLINE/ 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 105 staff directly. They work with the nominated Regional Officers to ensure that we do everything we can to support 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 we have the best, most effective legal service for our members across the entire country. During the last year UNIONLINE advised on over 2,900 cases and referred over 1,000 cases to panel firms.

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. The new restrictions on industrial action under the Trade Union Act 2016 have continued in place and we continue to brief Regions on these developments providing advice and training. Further developments are awaited regarding other restrictions under the Act coming into force including restrictions on public-sector check-off and enlarged powers for the Certification Officer to investigate and take enforcement action against unions.

This year we have also actively assisted in scoping out inducement claims, the most high profile of these being the Bidfood case which was supported through the Early Conciliation process by national.

Individual Rights

The onslaught on individual rights by the present Government has continued, as the impact of changes to the law on unfair dismissal are felt alongside other adverse developments.

Litigation

We continue to manage large multi-party cases in all areas of the employment rights field in order to assist Regions. GMB is involved in some of the most complex and large scale employment litigation in the UK including equal pay in ASDA. GMB is at the forefront of litigation in the "gig economy" and is recognised as the union for workers in this area. Cases have involved:

- **Uber**, already won in the Tribunal and won in the Court of Appeal in October 2018 but Uber have sought leave to appeal to the Supreme Court rather than face the reality of the decisions and sit down and talk with us about the rights of its workers.
- **Hermes** - a stunning outcome to this litigation is the historic collective agreement signed between the GMB and Hermes providing collective protection to workers and the self-employed.
- **Addison Lee** - the decision of the ET was upheld at the EAT but leave has been given to appeal to the Court of Appeal.
- **DX** where discussions are on-going
- **DPD** - where the cases are stayed following a decision in the Watford Employment Tribunal pursued unsuccessfully by another group of workers.

Nationally we have also advised on the implications of the Flowers case and are scoping out cases to be pursued in respect of the failure of NHS Trusts across the country to pay holiday pay on the correct basis.

Policy

We continue to contribute to union policy in areas such as industrial action, trade union rights, minimum wage, and zero hours contracts. The Department contributed to the union's response to the Taylor Review in 2018. Whilst the abolition of the Swedish Derogation in respect

of Agency Workers in 2020 is to be welcomed, the Government response to the Taylor Review generally, particularly on employment status, has been disappointing.

We have also responded to the Governments' call for evidence on extending redundancy protection to women returning from maternity leave and on the use of Non-Disclosure Agreements to silence those subjected to harassment or discrimination in their workplaces.

Brexit and Employment Law

The vote to leave the European Union continues to raise profound questions for the future of collective labour law and employment rights in the UK and remains an area of great uncertainty. We will aim to contribute to the campaign to protect workers' rights post-Brexit and keep the union informed of developments.

Personnel

The Department comprises Sue Harris and Barry Smith.

EXTERNAL RELATIONS & TRAINING

2019 has been a landmark year in External Relations and Training with a number of projects we have been working on for 12 months or more coming to fruition.

COMMUNICATIONS, MEDIA AND CAMPAIGNS

The role of our national Communications, Media and Campaigns team is to support the industrial work of GMB. We bring together press, digital, design, video, social media and events and stunts to win for our members and show bad employers that GMB is a force to be reckoned with.

Making a noise in the media

2018/2019 has marked another high in terms of press coverage for GMB. Over the last 12 months:

Print

GMB achieved coverage in 4,327 print articles last year, with a potential audience of 2.6 billion. If we had to pay for that coverage as advertising it would have cost the union over £14 million.

Online

GMB was covered in 42,272 online articles in 2018. Amazingly, that's a potential reach of 40 billion – if we bought that coverage as advertising it would cost an eye watering £233,740,000.

Broadcast

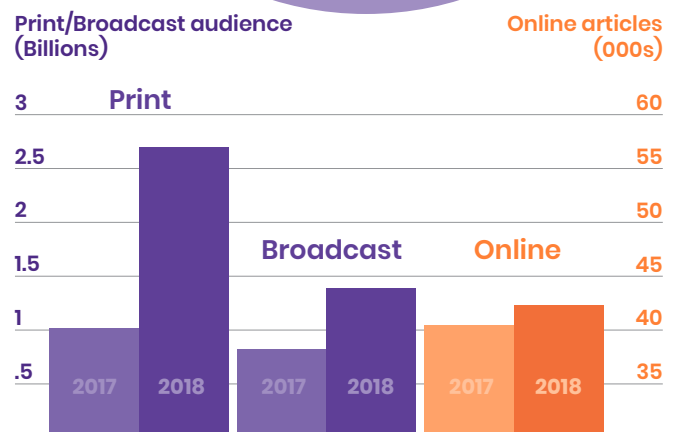
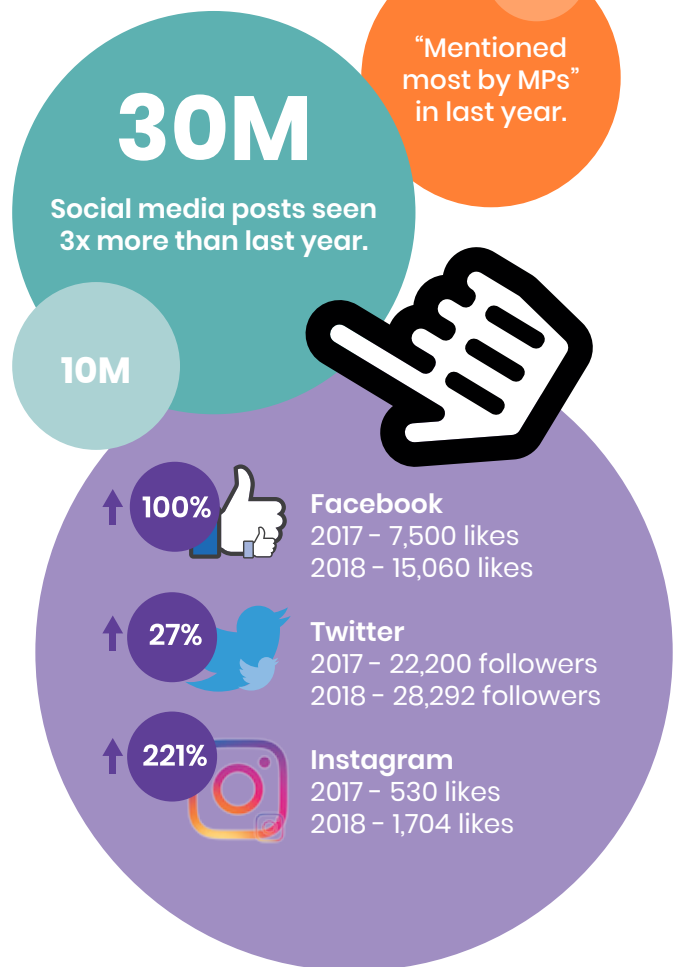
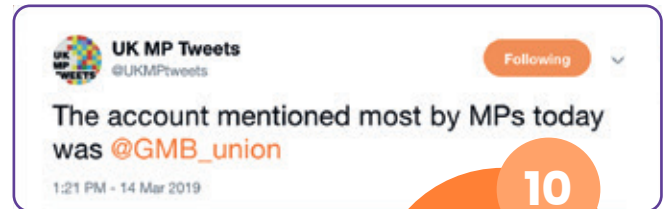
GMB appeared on 6,392 TV and radio broadcasts in 2018. The combined audience reach for GMB's 2018 broadcast coverage was 1.4 billion. That would have set us back a cool £8,700,000 if purchased as advertising.

A few examples....

Hermes: Weeks of forward planning for our ground breaking agreement with Hermes resulted in wall to wall coverage including ITV news, BBC TV news, BBC radio bulletins across the country and all major print outlets, online outlets and trade press.

Violence in Schools: A section survey of schools support staff and powerful case studies helped us to put the issue of violence in schools on the front page!

IN NUMBERS



ASDA: GMB has provided a strong voice in the media on Sainsbury's proposed takeover of ASDA and its failure, securing national print and broadcast coverage, and achieving media attention over opposition to plans to enforce a new contract on the workforce.

Shipbuilding: On the back of excellent GMB research, we were able to get wall-to-wall coverage (Guardian, Observer, Independent, Mail, Telegraph, Express, Mirror, Financial, Times, ITV, Sky, BBC) on our call for UK ships to be built in the UK, changed labour policy and come out ahead of the joint union group as the authoritative voice on UK shipbuilding as part of our Making It Campaign.

Social Media

Since Congress 2018, our Facebook following has doubled. As most of our members and potential members are on Facebook it's really important for us to be seen and heard there. We've increased our presence on Twitter too, and trebled our Instagram audience.

On average, we reach nearly 100,000 users every week on Facebook with our posts appearing nearly half a million times a week in people's newsfeed. Over the past year our posts on Twitter have been displayed to users more than 23 million times, and in the last five months alone our videos have received almost 3 million views across Facebook and Twitter.

MP engagement

Twitter is an echo chamber, but one that can be important politically because lots of MPs, councillors and journalists use the platform to get their news and interact with each other. Over the last year we've been mentioned more than all the other trade unions put together! In fact, in the last six months we've been mentioned more than the Conservatives and any British charity.

Website

The GMB website went live this year – by popular demand! It gives us an easy way to showcase our work, get information to members and get people involved in our campaigns.

Since launching in January this year, the new GMB website has had three quarters of a million page views. We rarely have fewer than 1,000 people using the site each day, and at its peak we've had 8,500 people access gmb.org.uk in just 24 hours. Interestingly, about 70% of all of our traffic is now on a mobile phone or tablet.

Growing the union online

As well as providing a nice looking way to share our news and campaigns with a huge, global audience, the new website is helping to build the union.

In the first 3 months from the launch of the new GMB website in mid-January, more than 12,000 new join forms were submitted via the website. Over the next year we'll be looking at why members join online and how we can better engage with them.

Digital mobilisation and organisation

The new GMB website is also helping us deliver for our members.

Instead of using third party tools to start petitions or open letters, we have our own set of digital tools – tens of thousands of people have already sign petitions and letters to their MPs on issues such as the ASDA merger and the NHS.

POLITICAL

Much of the political debate this year has been focussed on two things: internal Party disagreements and Brexit. You will see from the Brexit report the volume of work GMB has done to try and influence the agenda on Brexit – and we have done so in a number of sectors, this means it's been quite a difficult year in terms of addressing big industrial issues through the political process, but as always we've worked with some fantastic MPs to get our issues on the agenda.

In Parliament

In Parliament, we've worked with MPs and Peers on incredibly diverse issues, from lobbying politicians for our NW Ambulance members, to launching a new Domestic Abuse Charter and workplace toolkit in the House of Commons through to working on a cross-party basis to set up an All Party Parliamentary Group on Social Care.

As always, we work to make sure our parliamentary supports out industrial priorities. It has been another busy year for the political department – separate to Brexit we've led the way on major policy shifts, campaigns and changes to legislation that will directly benefit our members in and outside the workplace.

Notable highlights include:

- with the Assaults on Emergency Workers (Offences) Act, other wise known as the Protect the Protectors Act (which came



from a Yorkshire and NorthDerbyshire Region campaign), we have ensured that our emergency service workers are better protected as it is now written in law that it is a specific criminal offence in England to assault an emergency service worker, and attacking an emergency worker will be an aggravating factor for sentencing purposes - including for sexual assaults.

- We've been the Union voice in Parliament on the gig economy. The work of the political team and GMB MPs in exposing exploitative employers through questions, debates and select committee hearings has seen real change. It has lifted the lid on the despicable abuses currently experienced by workers at Amazon and ASOS and it has led to employers like Hermes to think again and rather than work against us, recognise that there is a need to change and that workers in the gig economy deserve the rights we have long fought for.
- Our foster carer members continue to make a powerful case to politicians – since congress last year we have worked together to ensure foster carers have the right to free childcare, as well as the legal right to bereavement leave if a child they are looking after has passed away.
- The failure of the government to invest in or take action to support our ship yards is nothing sort of an abrogation of duty. We've been campaigning on this throughout the year, following GMB securing a commitment from Labour to build UK naval ships including the Fleet Solid Support ships in Britain. We've made the case at defence select committees, rallies, lobbying and parliamentary debates that our shipyards are crying out for work and for an end to this Government putting lucrative but also sensitive shipbuilding projects out to international tender, inviting shipyards from overseas to bid for work that our shipyards could carry out - on time and to a higher quality while maintaining skills, jobs and a future for manufacturing.

Organisation

2018/2019 has been a big year in terms of political organisation, with the Labour Party concluding the selection of all marginal seat candidates in anticipation of a potential snap election. Over the last 12 months GMB has supported a number of members to be selected as parliamentary candidates. These include former Young Member CEC Observer Olivia Blake, selected to fight Sheffield Hallam and GMB member Lisa Forbes selected as the Labour candidate for the Peterborough by-election.

This work builds on the successes of 2017/18 in which several GMB members were selected with our support. In July 2018 GMB candidates were brought together for an intensive media training course delivered by the national communications team. Candidates also took part in a meeting of the GMB Parliamentary Group in the hope that when they are elected, our new MPs will be able to get involved in our parliamentary work right away.

We have started the work of putting support in place for candidates to make sure that they have the best possible chance of winning and putting GMB values into action in the House of Commons. That will continue over the next year as we develop our General Election strategy, along with regions, and continue to build TeamGMB.

Political development

On the back of the CEC Special Report to Congress last year, a working group of the CEC was formed to look at the long term political development of GMB members. GMB has done a great job of supporting members to stand to be MPs, but political leadership takes many forms – from being a CLP chair, Councillor, being elected to the devolved administrations, being a press spokesperson or – importantly – being able to have sometimes tricky political conversations with colleagues in the workplace.

The first weekend of a new GMB Political Leaders Programme will take place at the end of June 2019, putting in place a 12-month development schedule for a group of GMB members nominated by regions who are interested in increasing their political knowledge and skill level. Alongside this, we have developed new training courses which can be delivered to groups of members in each region. HOPE not hate have been commissioned to provide training to GMB members on organising in BAME or migrant communities, and how to talk about issues traditionally focussed on by the far right in an accessible and progressive way.

EQUALITY

On the back of the CEC Special Report on Equality Organising, this has been a big year for the Equality Team.

Over the last 12 months we have worked to put sustainable national strand structures in place and to focus our equality work on delivering real change in our workplaces.

On top of the Young Members' Summit and Women's conference this year, we also held a LGBT+ Network event, held a policy consultation day on disabled worker policies and have started to coordinate BAME workers for the first time nationally.

Some of that work has culminated in:

- A neurodiversity toolkit, including the first trade union full guide on dyspraxia in the workplace. Currently GMB is in discussions with 9 local and national employers over 5 regions, which if successful will cover over 160,000 workers in the first year alone.
- Launched a Reasonable Adjustment Disability Passport with the TUC February, in consultation with GMB activists, which we believe has the potential to help support almost a million disabled workers get the proper reasonable adjustments they need to thrive in their job.
- A Domestic Abuse Charter and employer Policy, of which Sandwell Council in Birmingham and West Midlands have been the first to sign up to with over 4,000 staff being covered by the policy. GMB is currently in discussions with 12 national and local employers across 5 different regions, which if successful will cover over 175,000 in the first year of negotiations alone.
- The launch of a national rate for apprentices, along with special access to a student card (Totem, the new version of the NUS card) – with GMB leading the way as first in the union movement to offer this.

With the decision to try and streamline GMB equality events, the coming year will see us develop and offer more training on areas such as equality organising and bargaining.

Another first this year, has been the launch of GMB's Women in Leadership Programme which launched in April. This Programme is to develop our senior women leaders within GMB as one of the measures to ensure better gender balance at the top of the organisation. This is a year long Programme that we'll review at the end of the year.

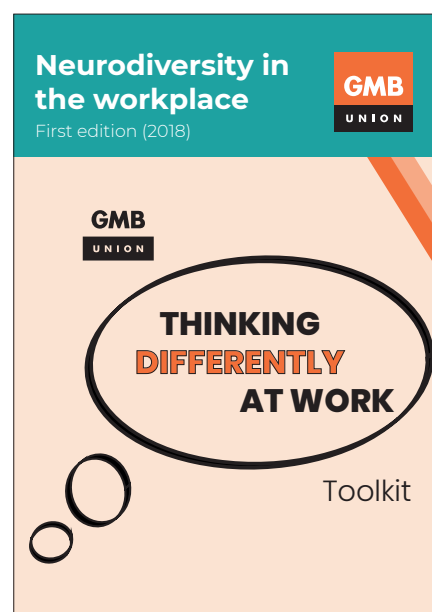
Alongside the industrial work that is ongoing, we've been delighted to sponsor and take part in Pride events across the country, a number of marches and protests against the far right and to focus our social media efforts on debunking the myths and racism peddled by Tommy Robinson.

TRAINING

After the full roll out of the new materials post training–review much of our work this year on training has revolved around looking at the development and training pathways of GMB employees. Nationally we are reviewing the training available to all employees to make sure that everyone is properly trained to meet the objectives of the union, to campaign for and with our reps and members and to deliver real change on the ground.

Alongside that work, we have also been making use of new technologies to deliver training, running a series of webinars throughout the year and offering our first national online training course for GMB reps (on GDPR and Data Protection).

Our National Training Officer has also supported and run training across the UK for reps working for a variety of employers including Asda, Bidvest, and British Gas. Other work has centred around the ongoing provision of rep induction training through our various college providers ensuring that we meet the challenges of changes to the funding of courses and the implementation of new course materials. In addition support has been provided to develop new rep development opportunities in Scotland and elsewhere.





In the coming year, we are looking at how to expand the training offer and pathways for GMB reps and activists to ensure that we have the best trained, best equipped activists in the trade union movement.

BREXIT

Our National Research and Policy Officer, Neil Foster, has led a huge amount of work on Brexit for GMB since Congress last year. Neil convenes the CEC Workers' Brexit Group and is our in house expert on what a good deal would look like and how Brexit could potentially impact on our sectors.

Over the course of the year, it became apparent that the Prime Minister's deal would not work for working people. Belated engagement with the trade union movement has not led us to think anything different. At the time of writing no deal has been done and the Prime Minister does not look like she can get her deal through Parliament – by the time we get to Congress anything could have happened, or the House could still be in deadlock.

GMB gave Brexit a chance. Congress accepted the result of the referendum and as a union we set about trying to find the opportunities Brexit could provide. As the last two years have progressed, the shambles presented to us by government has meant our position has had to evolve to meet the realities of what we are faced with.

No Deal would be an absolute disaster for GMB. The lack of a Customs Union would put jobs at risk.

Over the year our position has evolved as the negotiations have progressed. After Congress last year we called for the final deal to be put to the public. That wasn't about trying to undo the result of the referendum, but ensuring the people not politicians were in the driving seat. If the Prime Minister is so confident her deal works for working people she should have nothing to worry about.

Our work throughout the year has focused on assessing the potential impact to GMB and our members of different scenarios, including no deal and trying working with employers to try and influence negotiations. We've campaigned and spoken to MPs and Ministers on everything from ceramics to food manufacturing, from Euratom to chemicals and what will happen at our ports.

A statement is planned for Congress at the time of writing.

ELECTION AND APPOINTMENT OF OFFICIALS

1 MAY 2018 – 30 APRIL 2019

APPOINTMENT OF REGIONAL SECRETARY

Midland & East Coast Region Martin Allen

APPOINTMENTS OF NATIONAL OFFICERS

Commercial Services Section Nadine Houghton

Public Services Section Rachel Harrison

APPOINTMENTS OF SENIOR ORGANISERS

London Region Gavin Davies

Midland & East Coast Region Lesley Waudby

GMB Wales & South West Region Rowena Hayward
Mike Payne

APPOINTMENT OF MEMBERSHIP DEVELOPMENT OFFICERS

London Region Ken Breach
Michael Dooley

ELECTION OF ORGANISERS

Southern Region Mick Butler
Elizabeth Whitfield

GMB Scotland Robert Deavy
Helen Meldrum
Hazel Nolan

Yorkshire & North Derbyshire Region Stacey Booth

APPOINTMENTS OF ORGANISERS

Birmingham & West Midlands Region Michelle Harris

London Region Lisa Bangs
Andre Marques
Lola McEvoy
Krissi O'Hagan

Midland & East Coast Region Charlotte Childs
Jim Clarke
Adana Godden
Samantha Morrell

Northern Region Joyce Guthrie

GMB Scotland Claire Greer

Southern Region Karen Cooke
Declan MacIntyre
Peter Roberts
Mary Stump

GMB Wales & South West Region Peter Hill
Marie MacDonald

Yorkshire & North Derbyshire Region Jake O'Malley

TUC CONGRESS AWARDS 2018

Sarah Kelly (Yorkshire & North Derbyshire Region) was nominated for the **TUC Women's Gold Badge award**. Unfortunately the nomination was unsuccessful.

Teresa Farmer (Birmingham & West Midlands Region) was nominated for the **TUC Health & Safety Rep Award 2018**. Her nomination was successful and Teresa received her award at TUC Congress 2018.

Ruth Pitchford (North West & Irish Region) was nominated for the **TUC Youth Award 2018**. Unfortunately the nomination was unsuccessful.

COMMERCIAL SERVICES SECTION, INCLUDING HEALTH & SAFETY AND PENSIONS REPORTS

COMMERCIAL SERVICES SECTION REPORT 2019

The Commercial Services Section membership stood at 197,406 in April 2019, representing 31.9% of the Union's membership; a net growth of 2,710 over a 12 month period. Commercial Services continues to show a high level of recruitment, bringing in 43% of the Union's new recruits over the year to April 2019. This success was achieved through 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 (Retail including Asda, Wilkos); Nadine Houghton (Aviation including BA, Swissport and Dnata; Thompsons and for Public Services Section – Schools & Academies); Roger Jenkins (Security Industry including G4S, Securitas, Geoamey, Loomis; Yodel; Gentings Casinos); Mick Rix (Transport, Logistics & Gig Economy, including DHL, Wincanton, Hermes, Bidvest/Bidfood, Amazon; Taxis & Professional Drivers); Stuart Fegan (Gas Transmission and Water, including Thames Water, Cadent, SGN; Electricity including SSE, E.On; National Grid); Justin Bowden (National Secretary; Energy and Nuclear including EDF, Magnox, British Gas).

Amazon and Other Gig Economy Activities

Covering Amazon warehouses and extending into logistics and the "last mile drop" deliveries, high profile activities have included gate jobs, demonstrations and media activity, along with publication of a report which "body-mapped" damage to our members' health from poor working practices and conditions. A planned second survey will look at providing coordinated legal advice with a view to bringing personal injury cases for members. The strategic plan in place is to push for recognition and collective bargaining across Amazon within a ten year period and we have actively pursued and organised in other employers like Hermes, DPD local, DHL/UKMail, DX and UKXD. Special social media targeting has been developed creating

further outreach, helping build contacts and membership, and culminating in the signing of a groundbreaking recognition agreement with Hermes. The Hermes agreement provides access to a further 15k potential members and facilitated discussions with a number of other companies around possible recognition. Politically and socially the Gig economy is viewed as an area of exploitation and tax avoidance. As a result, a number of academics are studying the effects this is having on the world of work and how trade unions adapt to those changes. GMB has taken part in a number of studies and research programmes including workers' rights and public safety issues. These matters inform our work in linking organising to the industrial and political campaigns and recently we established a network of academics to assist with the supply of research to aid our Amazon campaigns.

ASDA Distribution

A two-year pay deal worth 3.2% in 2018 and 3.12% in 2019 was overwhelmingly accepted by GMB members and recruit was strong off the back of the pay campaign. Membership in ASDA distribution has increased in the last year as we move towards the sort of density levels we would expect in this employer.

ASDA Retail

The proposed merger with Sainsbury's was announced at the end of April 2018. The Competitions & Markets Authority (CMA) launched an investigation into the merger publishing its final decision in the April this year to block the merger, as GMB had called for it to do. At the time of writing, speculation around "what now for Asda?" must be considered alongside it remaining a highly profitable business vying for position as the second biggest UK food retailer. Our membership is growing month on month and at a good pace. Over 8,000 new members were recruited in 2018 and recruitment in 2019 has been strong. In February, Asda lost its latest equal pay appeal; the Court of Appeal agreed with the decisions of the Employment Tribunal and Employment Appeal Tribunal that Asda retail workers can

compare their work with that done by Asda distribution employees. The employment tribunal has moved on to the job evaluation phase.

Aviation

Our campaign for the expansion of Heathrow has continued. Further consultation is underway, however the dithering on decisions is having a negative impact and could lead to security of employment issues in the future. Pay for 2018 and 2019 was eventually settled after protracted negotiations with a two year "no-strings" deal heavily backed by members.

British Airways

A GMB initiative led to BA negotiating a new holiday pay agreement in 2018. Pay talks for 2019 were ongoing at the time of writing.

British Gas (Centrica)

The last twelve months have been torrid for our members working at this once mighty institution with the situation shambolic at times. In April, the CEO - Iain Conn - appeared to be the only person in the 20,000+ UK workforce unable to foresee the controversy and crisis his 44% pay increase would create and the resulting loss of confidence. Centrica profits have collapsed under his leadership and the share price hovers just above a quid having fallen 60%. The naivety of the announced rise was staggering coming days after members in Leeds and Glasgow were told their sites would close as the latest part of a reduction of 4,000 jobs in the company's customer business by 2020, on top of 5,000 job losses since 2015; and just after the ballot closed of 7,000 defined benefit pension scheme members voting to accept cuts to their retirement pensions in order to support the company return to competitiveness. Ahead of Centrica's AGM on May 13, GMB wrote publicly to all institutional shareholders calling on them to block the rise and asked all members to sign an open letter to Mr Conn inviting him to show leadership and take no more of the 44% than was being offered to his workforce in the current round of pay negotiations. In 2018, British Gas lost 742,000 customers - meaning Mr Conn would get the equivalent of £1 extra in pay for every customer lost last year.

BFS Group – BestFood Logistics and Bidfood

KFC announced that the whole of the contract taken from BestFood in early 2018 - at a cost of 400 jobs and leading to chaos in KFC deliveries - would go back to BestFood from May 2019, creating a 200 jobs initially. Some

colleagues made redundant in the past were given their old jobs back and a new pay deal was belatedly negotiated. Major challenges in BidFood nearly ended in a major dispute. Over 350 new members were recruited from a national organising exercise in November 2018 using potential legal claims for inducement for breach of collective bargaining. These actions brought the employer back to the table via ACAS, ultimately winning major pay and conditions improvements now and going forward, alongside guarantees about future behaviour.

Biffa (Industrial & Commercial)

Our national Reps were involved in tough negotiations around changes to the company's defined contribution pension scheme alongside Unite and URTU. Negotiations concluded successfully with an agreement implemented from 1st April 2019.

Cadent Gas

Our staff members accepted a two-year pay offer of 2.5% on base pay and allowances for both years, but with new terms and conditions for new starters as part of a commitment to a directly employed workforce going forward. New Reps have been elected to support our increasing membership which stands at 400. Pay negotiations for the Field Force Industrials (anniversary date 1st July 2018) had concluded at time of writing and were referred to the National Reps' Forum for consideration prior to a workplace ballot of our membership.

Cash In transit

Society's continued reduction in the use of cash in favour of electronic payments and transfers has seriously affected the operators in this sector. In both G4S Cash and Loomis we have suffered closures and redundancies. Without a social and government change around cash, further significant job losses across the sector would seem inevitable. High levels of bank branch closures, a reduction in the number of ATMs (the first time in history) and both the financial and retail sectors cutting the value of contracts has steadily undermined the viability of the cash sector. The social implications of a cashless society for many people are devastating and GMB welcomed the Link funded "Access to Cash Review" in March 2019.

Distribution & Logistics

The work has been done to create a Logistics Combine network of Reps, bringing together stewards in companies such as DHL, Wincanton and XPO.

DHL

Positive improvements to pensions were secured in 2018. DHL suffered losses to contracts last year and their venture into the frozen food distribution sector went badly, resulting in huge losses and reputational damage over the KFC contract. We have continued to highlight the disgraceful treatment of DHL/UKMail drivers and to challenge the company.

EDF

We are in dispute with the company over pay in both the Office and Field parts of the Customer business at the time of writing. Negotiations are ongoing in Nuclear Generation where problems with reactors at Hunterston B and Dungeness B have hammered profits. Through a new starters agreement, 100 new employees were taken on in the EDF call centres. These were the first new hires in 8 years and the agreement included a guarantee going forward for the UK workforce of a minimum 2/3 in-house to 1/3 outsourced.

E. ON

A negotiated package of measures designed to address the company's financial difficulties was agreed by members including changes to pensions, future employment commitments and a two-year pay deal worth 3.5% in 2018 and the greater of 3% or CPI in 2019.

Hydrogen (Future of Gas)

GMB (with Unison) founded and jointly sponsored the All Parliamentary Group (APPG) on hydrogen in 2018. The chair is Anna Turley MP. The Group's role is to raise the profile of hydrogen as the main 'green gas' for the future - used to heat the 26 million homes connected to the gas grid. This is crucial if the UK is to meet its climate change commitments and this work took on new importance after the Chancellor's Spring Statement promoting the decarbonisation of the gas grid and hydrogen as an ultra-low carbon gas. A Hydrogen Summit is planned for 2019 in the Teesside area, to supplement the work of the APPG.

National Grid

After almost a year of painstaking negotiations, a three-year pay deal was agreed by members worth 3.3% in 2018, 2.9% in 2019 and 2.8% in 2020, plus extra leave for newer employees and some other t's and c's improvements.

Npower

Npower announced 900 jobs reductions at the start of February 2019 in their retail business in response to the government's energy price cap

and heavy customer losses. It is anticipated that most of this reduction will be met by turnover within the business. Our current membership is mostly based at the Houghton-le-Spring site. Innogy (which owns Npower as its retail arm) is currently in talks with E. ON for the sale of the business.

New Nuclear

To lose one new nuclear power station may be regarded as misfortune, to lose both looks like carelessness. Plans for a new nuclear power station at Moorside in West Cumbria - (providing 7% of the UK's electricity needs for 60+ years from 2025) - collapsed after Toshiba pulled out in November. Worse news followed in January when Hitachi pulled the plug on the planned new plant at Wylfa in Anglesey - (due to have provided 6% of the UK's energy) - writing down £2.1 billion. These represent a massive blow to the country's nuclear and wider energy strategy. In both cases, funding was the decider with neither Japanese company prepared to make such a huge capital outlay upfront, with no return on the investment for a decade or so. It is usually only governments able to fund infrastructure projects on this scale. That's what used to happen in the UK, but this foolish reliance of foreign countries and companies for our future energy supply needs means our ability to meet our emissions reduction targets is in serious doubt as we will have to burn gas or coal to ensure the base load energy capacity we need to balance the electricity grid.

Nuclear Pensions

The government led changes to the pensions of thousands of our members in legacy defined benefit pension schemes at Sellafield and Magnox have still not been through the necessary legislative hoops to enable their introduction due to Brexit. The very earliest they will now be introduced is October 2019.

PECS

The PECS contracts across England and Wales are out to tender. The Ministry of Justice have determined no single company can run both the contracts which will result in the TUPE transfer of a large number of members from GEO AMEY.

Securitas remain the only security employer whose minimum pay rate is above the national minimum wage. The negotiated release of two full-time Reps will invigorate our organising. GMB is trialling cross-sector cooperation with the larger employers in areas of recruitment and retention, training, licensing and professionalising

the industry. The last twelve months has seen further growth of smaller security firms who do not provide decent employment and have picked up contracts solely on price with the resultant suppression in wages and conditions. VSG have now been taken over by MITIE making then the 3rd largest security provider in the country.

SGN

Our 'C' Business Membership overwhelming rejected an extension to their current pay agreement in November 2017 and were successful in negotiating a 4-year agreement from 1st April 2018 which sees their base pay increase by more than 20% over the period of the agreement - ensuring our members are rightfully benchmarked against other workers in the Gas Distribution Sector. Our 'D' Business membership are currently following a six-year pay agreement which runs from 2015. Membership growth has been strong.

SSE

In a surprise announcement, no doubt linked to the energy price cap, SSE announced their intention to merge their retail business with Npower's to create a new company before reversing the decision some months later. After a 3.6% pay increase last year, at the time of writing pay negotiations are ongoing for 2019, against a difficult backdrop of profit warnings and customer losses.

'Switched On'

Big decisions are being made on the UK's energy and industrial policy, decisions which will directly impact the jobs and livelihoods of GMB members, their families and their communities.

In November, we launched 'Switched On', the Section's high profile campaign to put our 50,000 members working across the Energy Sector at the heart of the debate at this crucial time.

Thames Water

GMB has continued to fight an assertive campaign with our sister Unions following Thames Water's announcement in September 2017 to close both of their defined benefit pension schemes. An agreement exists to maintain the two schemes until at least April 2020, pending the actuarial review in 2019 in which GMB will be fully engaged. The company can afford to keep these schemes and we will continue to campaign hard for them to remain open.

Water Sector

Our membership in the Water Sector grew by 12% over last year, with membership increasing above 7,000 members for the first time. GMB's campaign to return the Water Sector to Public Ownership - 'Take Back the Tap' - launched at Congress 2018 is buoyant with this year being the 30th anniversary of when the sector was privatised in England.

Wincanton

Consultation took place on new pension arrangements for new employees which GMB did not accept. Regrettably, our sister unions did not have the appetite to challenge the company on this matter.

Yodel

A dispute over agency payments at Hatfield resulted in a win for GMB members. Consultations are underway on changes to the pension provisions sparked by the government increases to member contributions.

International

GMB participated in the Uni Global Amazon Alliance, where unions across the world meet to discuss and plan organising activities and share research. 2018 was GMB's turn to organise the Global Alliance which took place at the TUC where we welcomed the General Secretary of the ITUC and Unions from all over Europe, the USA and Australia. Our strapline - #AmazonWeAreNotRobots - gained massive media coverage and outreach.

NATIONAL HEALTH, SAFETY AND ENVIRONMENT DEPARTMENT

TUC Safety Representative of the Year: Teresa Farmer from Birmingham and West Midlands Region was awarded the TUC Health and Safety Representative of the Year for 2018. Teresa was recognised for her work tackling a range of serious hazards and increasing membership at her workplace. This is the first time that a GMB nominee has won the award for many years and is a remarkable achievement in the face of very strong competition.

Brexit: Brexit has dominated the work of the Department over the past year. We have had two specific objectives - ensuring that UK standards and legislation are not weakened; and maintaining and strengthening relationships with EU sister unions on key issues.

We have been heavily involved in private briefings with the Shadow DEFRA and DWP ministerial teams on the REACH regulations and Dan Shears is also a member of an HSE Project Group looking at ways of sharing Major Accident Hazard information post-Brexit.

Lynsey Mann participated in the European Work Hazards Network Conference in Copenhagen and we attended the major European conference in Brussels on the future of occupational safety and health.

Support to Commercial Services Section:

We delivered a training session to the Cadent Gas NSSG in Hinckley, which covered a range of issues, including mental health, Brexit and occupational cancer risks. We subsequently presented at the Cadent Safety Representatives' Conference. We attended the HSE's Future of Gas Conference, looking specifically at a new process being trialled at Keele University whereby hydrogen gas is introduced into the existing gas grid. We have also begun work with the Gas Industry Safety Group on fatigue in the industry, and are grateful to Aubrey Thompson of Yorkshire and North Derbyshire Region for his contributions to date.

Work in Asda has been dominated by the potential merger with Sainsbury's. However we have developed a programme of proactive activity in Asda Retail. This includes specific concentration on night working; top stocking; deliveries; occupational health referrals and the provision of Personal Protective Equipment (PPE). We also arranged for the Suzy Lamplugh Trust's Retail Personal Safety Survey to be circulated to GMB members in Asda and Wilko. The results showed that 2/3 of respondents had experienced violence in the workplace, primarily verbal abuse, though 15% had been physically assaulted. Violence will be a campaign topic going forward.

We have been in close contact with Professor Mark Button and Dr Risto Talas of Portsmouth University, who are researching mental health conditions and life expectancy for Security Officers. We will be working with National Officer Roger Jenkins to develop a campaign on the issue, including new guidance, campaign demands and a sample mental health policy for employers.

We have been heavily involved in campaign activity in Amazon. We attended the UNIGlobal Amazon meetings, which discussed co-ordinating activity Europe and Worldwide. We offered technical support and case studies to the working group looking at sharing experiences and practices to tackle poor H&S performance from the company. We were able to secure the cover story of the July-September issue of Hazards Magazine and also placed a special Amazon advert. We have 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.

We have engaged with Bidfood on the development of site pick rates and have used the information gained from our time with the company's Time & Motion Specialists to lobby HSE for specific guidance on the safe setting of pick rates. This will be a major achievement if HSE delivers.

We have begun to tackle work-related stress issues in British Airways at Heathrow and have met with the Reps to map out the issues. We are in the process of developing surveys and organising site visits.

Support to Manufacturing Section: We have spent significant time meeting with the Labour Party, the HSE and other parties to develop the response to the draft REACH Regulations. 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.

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. Richard Morgan of the Midlands and East Coast Region continues to do a sterling job of representing GMB on the renamed Asbestos Leadership Group, holding HSE to account and ensuring that the focus remains firmly on licensing activity. We are also taking a seat on the NAECI NJC Health and Safety committee with effect from Summer 2019.

We have begun engagement with management at Hinckley Point C on health and safety issues on site. 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.

Working with CSEU and Unite, we are aiming to organise a series of workshops later in 2019 focusing on welding. This follows the HSE alert on mild steel welding and the need to provide extraction and controls. The aim is to hold a launch event in Scotland in October/November, with further events planned for 2020.

Support to Public Services Section: We continue to be heavily involved with the Joint Union Asbestos in Schools Committee (JUAC), where we hold the Deputy Chair. JUAC pressurised the Department for Education into undertaking their 2018 Asbestos Management Assurance Process (AMAP). This asked all schools to complete a questionnaire on the location and condition of asbestos within their buildings. JUAC also 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.

Lynsey reconvened the HSE waste industry worker engagement committee, which she now chairs. The committee has delivered a new worker involvement measurement tool and is organising a joint conference for 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.

A new working group has been formed, comprising POA, NAPO, UCU, BMA, RCN, Unison, GMB, PCS and Unite, looking specifically at violence risks to all workers in prisons. The risks are severe, not only for Prison Officers but also for medical staff, tutors, kitchen workers and other support staff. The working group is developing a set of campaign demands that can be delivered in Parliament.

We have participated in the Good Work and Wellbeing Project organised by the Cabinet Office and involving TUC Unions and Public Sector employers. We contributed a number of suggestions for the development of a best practice benchmarking tool, which should be published in late 2019.

Environment: We published new guidance on the health risks of glyphosate, a weedkiller classified as probably causing cancer by the World Health Organisation. We met with Dr Fiorella Belpoggi of the Ramazzini Institute to discuss her studies of the health effects of glyphosate. We also published a press release calling for a UK-wide ban as most employers using the substance industrially had failed to take adequate action to protect workers.

We participated in a roundtable on Just Transition held at the TUC. We subsequently met with the New Economics Foundation, the Greener Jobs Alliances and the Labour Party Energy Forum to help them understand our policy approach. Lynsey was also a delegate to the ETUI Conference on Just Transition in Brussels.

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 'Canary' air quality app. This only operates in London at present due to data availability but we aim to extend the scope to other metro areas in 2020.

Stakeholder Engagement: We have presented at a number of high profile conferences and events over the past year. These include the British Safety Council's Annual Conference 2018; the 2018 IOSH Conference; the inaugural Partnership on Health and Safety in Scotland (PHASS) conference; the UK National Stress Network Conference; the EU OSHA MSD Summit; Regional TUC Events in London, Yorkshire and the Humber, and South West Region; and the 2019 HSE Connect Conference. Subjects covered included Brexit, suicide risk, MSD's, and the future of health and safety.

In addition, Lynsey ran a campaign meeting on Women's health and safety alongside Andrea Oates from the Labour Research Department. Lynsey, Stella Ikanik & Lesley Stansfield from GMB London Region presented on their Menstruation to Menopause campaign. Subsequently Lynsey, along with National Equality Officer Nell Andrew, had a great deal of input into the new Labour Research Department's Women's Health and Safety at Work Guide for Reps.

NATIONAL PENSIONS DEPARTMENT

The Pensions Department continues to see pensions as an opportunity to campaign, recruit and organise for GMB members. Nothing is more important than decent pensions and along with the TUC we continue to regard their provision as an overwhelming priority. Pensions is an issue that affects all GMB members and we can therefore use them as an opportunity to outreach to all workers. Pensions has proved to be a valuable tool in assisting organising and recruitment around the country and the Pensions Officer has visited almost every GMB Region in the last 12 months, assisting Reps and Officers in recruiting and disseminating the message of the importance of Pensions.

Auto Enrolment (AE): the final increase in contributions was implemented in April and although AE has its flaws it has attracted an estimated 3m people into saving for retirement. We continue to campaign to improve its provisions – in particular for increase to the employer contribution – and for thresholds to be reduced to favour the low paid and part-time workers. We campaign strongly at all levels including Parliament to achieve this.

Private Sector: We continue to see companies seek to close Defined Benefit pension schemes and we have resisted the most unacceptable closures and benefit cuts especially at Thames Water and Nuclear Decommissioning Authority, where strong organisation has ameliorated the worst effects of the company proposals.

Public Sector GMB sits on the Scheme Advisory Boards (SAB's) for the NHS, LGPS and Civil Service Pension Schemes. Each scheme has yielded surplus funds which were to have been distributed to members until the government paused the process as a consequence of the 'McCloud judgement' which found elements of the scheme to be age discriminatory. GMB does not consider this should allow for a pause and we are campaigning strongly for the surpluses to be distributed in line with the regulations. The surplus is money that has arisen from GMB members' contributions and should not be held back on an opportunistic government whim. We have, via the SAB's and along with the other Trade Unions affected, campaigned strongly for the government to reverse its decision.

Campaigns: GMB continues to campaign around pension policy and has been voicing the opinions of our members especially for better minimum state pensions, auto-enrolment improvements, WASPI, superfunds, master trusts, the £95k cap and retirement age.

The Pensions department issues communications, visits workplaces, provides training, conducts webinars and gives one-to-one information, advice and guidance and assistance to individual members across the Union each year.

FINE MANUFACTURING SECTION

Membership for the section as of the end of March 2019 stood at 3,359 which is a net loss of 112 from the same period in 2018. The ceramics industry continues to operate in a tough climate, where unfortunately 2019 has seen job losses and factory closures amongst some of our best heritage names and GMB organised sites. The continued uncertainty over Brexit is taking its toll on industries ability to plan, invest or simply survive. GMB have campaigned strongly against the governments intentions to introduce zero tariffs in the event of a no deal, across certain parts of manufacturing, with the ceramics sector being in the eye of this storm. At the time of writing the US is now preparing to introduce new tariffs on EU imports in retaliation for alleged EU subsidies to Airbus. It is expected the retaliation will target imports from the UK, France, Germany and Spain and will impose additional tariffs on Ceramic Tableware & Kitchenware, Ceramic Tiles, Sanitary ware and Ornamental ware.

GMB continues to work closely with the employers' federation and through the Manufacturing Trade Remedies Alliance (MTRA) to make our case to government in ensuring that any new legislation on UK Trade Remedies is robust enough to protect UK manufacturing and jobs. Against this difficult backdrop, work is being undertaken to produce sector specific organising materials, together with detailed mapping of the industry. The focus is to consolidate membership to strengthen our bargaining position across the sector.

MANUFACTURING SECTION INCLUDING INDUSTRIAL POLICY AND RESEARCH AND INTERNATIONAL REPORTS

GMB's Manufacturing Section membership as of March 2019 stood at 105, 242 which is a net loss of 2,875 members on last year's figures. Whilst there is some good organising happening on the ground the state of manufacturing means the general membership trend is still one of decline. The continued uncertainty over Brexit and the government's failure to set out a clear robust industrial strategy for manufacturing has done nothing to build confidence for investment or promote the UK as a sound base for many international companies to retain a presence in, after Brexit. Hence members continue to be at the sharp end of job losses in many of the industries that GMB organise in within manufacturing and the wider supply chain.

Since last Congress the Manufacturing Section National Committee, has been chaired by Bob Gunn, Section Vice President, who has been acting National President. The committee has met regularly to review section activities and receive industrial reports. Lay Activist Industrial Committees continue to also meet and be actively engaged in settings the sections industrial and organising campaign priorities.

The Section's platform campaign "Making It" continues to build with the focus remaining on jobs, skills and investment. Building on the campaign's successful report and parliamentary launch "Turning the Tide" as part of the GMB shipbuilding campaign. Similar campaigns are now being planned across ceramics, construction and the food and drink sector, so that we embed a continuous message about the vital role manufacturing jobs play in the UK economy and provide a platform on issues to campaign and organise around.

In terms of Brexit the Manufacturing Section has continued to press the arguments around the UK's future trade relationship with the EU and globally, which is a major issue for our members and their jobs. Working through the Manufacturing Trade Remedies Alliance we have continued to work with industry federations from Chemicals, Ceramics, Glass, Steel and Paper,

to urge the UK Government to ensure future trade policy properly protects and promotes UK manufacturing and wider industries.

The diverse range of industries and employers that make up the Manufacturing Section are covered by National Officers: Eamon O'Hearn (Food & Drink, Chemicals & Pharmaceuticals, Furniture, Glass and Paper industries); Phil Whitehurst (Engineering & Construction, 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) Steve Butterworth and Dominic Pritchard joined the Manufacturing team in 2018 as national Organisers to assist with driving the organising agenda across construction and the off shore sector.

Food and Drink Industry

Fundamentally Brexit is being done to the UK Food and Drink sector – the overwhelming feedback from members to our industry-wide survey was clear that there was almost no local dialogue with workers regarding company plans or preparations for Brexit. But this is also the case at a national level, there has been a distinct lack of Government planning and engagement with the industry on such a crucial matter, and as a direct result the industry has been making no deal preparations where possible.

This has involved significant expenditure on 'menu changes' such as new labeling, stockpiling of ingredients and raw materials, where possible, increased expenditure on warehousing and logistics. All this has detracted from investment in plants and factories, with many companies suspending major investment decisions, which is still at pre-global financial crash levels.

Another significant issue has been the potential ASDA-Sainsbury's merger with a number of producers indicating off the record that they have been warned that a new merged

company would be seeking large contract price reductions, often based on ASDA having a lower price structure with suppliers. For a number of producers this could have a massive impact on their profitability which would directly impact on GMB wage negotiations – in many companies there is no longer any 'fat' that can easily be cut to maintain margins.

In 2018/9 London Region has seen the decision to close Unilever/Colmans, Britvic/Robinsons and Coca Cola factories confirmed – these are huge blows to GMB members, their families and communities, and in trying to defend our members we have to thank the National Political Department who have worked hard to build very strong links, with the Labour Shadow Team and local MP's affected.

We will continue to use the Lay Activist Industrial Committee to develop industry level responses to challenges, and will also look to feed this into the Labour Party's proposals for sectoral industrial relations.

GMB members in a number of key companies such as pladis, Burtons, Bakkavor and Tangerine have met throughout the year, including some for the first time ever, as we seek to build better coordination across Food and Drink employers, particularly around pay and conditions negotiations, many of which are held at site level.

We are targeting Sodexo where it has contracts with major employers as we already have both national and international agreements with them.

For the first time GMB has held a series of meetings with the Food and Drink Federation and we have agreed that we will maintain a dialogue, and explore opportunities for any joint working/lobbying, particularly around Brexit. There has also been a move to engage with GMB on a workforce working group established by the Government's Food and Drink Sector Council, which otherwise has no formal workers' representatives as members.

GMB has consolidated our presence within both the International Union of Food Workers (IUF) and IUF-Europe (EFFAT). We hold seats on both Executive Councils and have been represented by GMB members on a number of key working groups for the first time in many years.

The European Commission project on digitisation and high level training skills is still underway and we are continuing to pressure for the impact of technology to recognise social outcomes, with the project due to complete in October.

Nestle

There was a recent TUPE transfer of the Nestle Purina site in Aintree which took effect from 1 April 2019. It had looked initially that the members there would not get the two-year pay deal that was close to being concluded prior to the transfer. However, after GMB intervention this has now been agreed between Nestle and the new employer Fold Hill that the uplifts will be applied. By way of a membership ballot on the offer this was accepted by 82%. Essentially this is 3% 2018 and the same 3% for 2019.

Chemicals Industry

There remain significant concerns regarding Brexit and the impact on the UK's Chemical industry. A recent update suggested that the Government had not 'mapped out' the impact of Brexit on downstream manufacturing industries, which is source of real concern. We have sought joint lobbying opportunities with the Chemical Industry Association but the overwhelming pressure and uncertainty has impacted on this over the past 12 months.

Furniture Industry

GMB concluded negotiations on 2019 national pay talks with members voting to accept an offer with wages rate rises from 2.05% up to 4.9%. Again this year there were also enhancements to the base calculator rate which is used to calculate benefits such as sick pay. We were also able to conclude during the year the modernisation of the industry agreement which was also adopted by the members in the ballot.

As a result of this work we have also been invited for the first time to participate in the British Furniture Confederation which is the UK-wide industry body for all furniture makers. Within this forum we are looking to build a relationship with the National Bed Federation with a view to securing access to sites covered by the federation.

Pharmaceuticals

Like all other UK industries the Pharmaceutical industry is experiencing a huge uncertainty that is impacting directly on investment, particularly at Astrazeneca in Macclesfield.

Despite this members at Astrazeneca accepted a 3.1% pay increase and successfully won the re-introduction of a special payment that was previously bought out by the Company. They also secured any extension of roles covered by the collective agreement thereby stopping the transfer of roles to 'broadband' which is not covered by collective bargaining. Unfortunately the company have only just recently announced up to 97 redundancies, though hopefully this will be mitigated through local negotiations.

We are also looking to work with London Region on securing access to the Sodexo workers at Astrazeneca's Cambridge sites, with a potential meeting in June.

GSK has faced a similar year to Astrazeneca, with a number of sites (Unite) closing, and fortunately for GMB the threat of divestment of the section of the business where our membership is largely based has been lifted. This has been a very stressful period for our members but they have continued to perform and deliver excellent results for the Company. This year the members accepted a 2.7% increase in pay.

IBO – Institute of British Organ Builders

2018 negotiations concluded with a 3% increase and improvements to terms and conditions being accepted by members. Negotiations are in the final stages to modernise the National Agreement that covers the Industry.

LAFD – London Association of Funeral Directors

2018 saw a 2.5% increase being excepted by members and work was undertaken to modernise the sector agreement. At the time of writing member we're being consulted on their 2019 pay claim.

Brick and Building Materials

The last year has seen some slight improvement in what companies are expecting in relation to how companies are performing which has to be taken as a positive given the political uncertainty surrounding the issue of Brexit. In wage negotiations recently taking place, the issue of the UK and the prospect of leaving the European Union remains high on the agenda of employers due to the uncertainty and the word which probably equates to what companies are stating when asked is generally stable and steady.

The building supplies industry is known for having its highs and lows and peaks and troughs and that to some degree will continue

as our members continually, due to their hard work, see high production levels met along with superb standards of work. In some workplaces GMB members are not paid well, but due to their outstanding commitment continually produce the goods.

With huge planned infrastructure projects like Hinkley Point, HS2 and others GMB members expertise working in Aggregates as an example, will be required with major companies like Tarmac, Aggregate Industry and Hanson's bidding for work to be done on these projects.

In some companies there have been new GMB reps that have put their names forward to represent GMB members at their workplace. As ever these people will be put through a training course to help with organisation at the workplace. The help and guidance from GMB National Training and Education officer as stated in last years' report is invaluable in assisting in new reps undertaking their roles at the workplace.

Workplace mapping is to be undertaken shortly with some companies to increase GMB membership density, as a few companies are seeking to examine and change terms and conditions at the workplace. It is important to have a strong GMB presence at these workplaces of companies if they are going to attempt changes to GMB members' contract of employment.

Shipbuilding

GMB continues to be at the forefront of lobbying and campaigning to secure more work in the future for all shipyards, as part of GMB's wider Manufacturing 'Making It' campaign. GMB is pressing the UK Government and lobbying hard to ensure the 3 Royal Fleet Auxiliary (RFA) Fleet Solid Support (FSS) ships will be built in UK Shipyards and not, as before, awarded overseas. GMB campaigning and lobbying has won the support of the Labour Party, who under their banner headline of buildtheminBritain, announced last year at an event in Scotland, that if elected into Government, they would build FSS Ships in the UK.

GMB lobbying also secured the support of the DUP at an event in Belfast also last year and has also gained other political party support, however, the intransigence of the Conservative Government remains. GMB and its sister CSEU unions gave both oral and written evidence to the Defense Select Committee on FSS on 23 April 2019.

At the time of writing we also await an announcement, now expected at the end of 2019, as to who will be awarded the 5 Type 31e Frigates. Given the teaming arrangements in place from the leading shipbuilding employers, if one of the two leading consortiums expected to be successful, this again will guarantee work potentially for a number of shipyards for many years. All of this builds on the Type 26 Frigates contract currently being built on the Clyde which will guarantee work for the next 20 years and the major investment at the Submarine facility in Barrow-in-Furness, including a new Apprentice Training Centre. There are currently around 1,000 apprentices on site and had a new intake of around 220 Apprentices towards the end of 2018.

The biggest blow in shipbuilding since last year's Congress was undoubtedly the closure of Appledore Shipyard in North Devon by the defense employer Babcock, bringing to an end of a 163 year history of shipbuilding. GMB has campaigned hard for our members and all employees have been offered redeployment at Devonport Dockyard in Plymouth. It has nevertheless been a devastating blow to our members and their families, as redeployment means either relocation or extended travel. GMB continues to work with the local task force to try to secure a new employer to take over the yard. GMB also campaigned hard to safeguard members' jobs at the Cammell Laird Yard in Liverpool, and ensured there were no compulsory redundancies.

Aerospace

GMB continues to campaign to save jobs at Bombardier in Northern Ireland and at the Brough site near Hull.

Tata Steel

The proposed joint venture between Tata Steel and the German steel manufacturer ThyssenKrupp reported in last year's Congress Report, is now at an advanced stage. However it is currently the subject of an investigation by the EU Commission, which is seeking remedies that no longer guarantees trade union support for the merger as it potentially places a UK site at risk. If the merger is realized it would create Europe's second largest steel group. GMB campaigned hard as part of these discussions and had a successful outcome in terms of guaranteeing jobs and on securing significant investment in UK facilities, particularly on extending the life of Blast Furnace No 5 at Port Talbot. This will bring much needed security and prosperity for GMB members and steel communities in the UK.

Speciality Steels and Liberty Steel Group

At the time of writing, GMB is engaged in pay talks with Liberty Speciality Steel on a contract for sites in Yorkshire, primarily Stocksbridge and Rotherham.

British Steel

GMB has secured a deal for members on early retirement benefits which transferred from Tata Steel but had to be challenged initially. We are currently in pay talks with the employer. We have also established and held the first 2 EWC meetings in Scunthorpe.

TICA

GMB has secured improvements on the pay, terms and conditions for our members who work in the Thermal Insulation industry in a deal that takes us to 2021.

OCA

The issues over the 2018 pay talks culminated in collective disputes by both GMB and Unite with both balloting their members for industrial action via the ERS and delivering yes votes. This resulted in the employers' side making improved offers to end the dispute.

National agreement for the Engineering Construction Industry (NAECI)

A two-year agreement on pay for 2019 and 2020 2.53% and 2% or CPI and other benefits, was secured towards the end of 2018. Given the lack of new Category 1 work coming on-board this was a good achievement at a difficult time for the industry.

CJIC

A two-year agreement on pay for 2019 and 2020 2.53% and 2% or CPI and other benefits, was secured towards the end of 2018. Given the lack of new Category 1 work coming on-board this was a good achievement at a difficult time for the industry. CJIC GMB secured a two-year pay deal 3.2% and 2.9% with other benefits for our members in the construction industry, which takes it until June 2020.

Hinkley Point C (HPC)

This major project continues to develop, GMB are organised across the Host Campus Sites, security and construction elements of this new nuclear build. The National Project Board continues to meet on all strategic issues, via which GMB are involved in a major Health & Safety initiative working with the client and the construction contractors to deliver a fundamental step change to safety in the construction industry. 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.

Energy from Waste (EfW)

Through the new construction activists forum and in discussions with regions a number of EfW projects have been identified where GMB will focus its activities, to organise members and to lobby politically via local councillors and MPs for projects to be constructed under the NAECI agreement. This activist's forum has developed a new GMB Construction Charter and at the time of writing a number of political initiatives were in the process of being arranged.

HS2

GMB is a member of the TUC-HS2 working group and has been establishing a dialogue with all the Joint Venture (JV) Contractors who are currently performing the enabling works on the project. Many of these Contractors have no previous relationship with GMB so it is a slow and deliberate process. We will be looking to focus on securing access to workers on construction, facilities, and security and waste contracts. A GMB working group involving the affected regions has been established to help facilitate resources and information across the entire project.

BOC Ltd

A two year agreement (anniversary date June 2019) of 3.5% and 3.2% has been entered into by our membership within the BOC driver population after an ERS ballot was conducted on the back of a previously inferior offer. It is hoped that this will set the benchmark on pay for the other bargaining groups (IPA, PG&P) as well as our locally bargained membership at the Morden and Immingham sites where negotiations continue.

Air Products

Growth and density in membership amongst frontline operations in Air Products has continued over the last year particularly amongst the MicroBulk drivers where we entered into a voluntary recognition and collective bargaining agreement with the company. All pay awards amongst the four bargaining groups (Bay Cylinder, Package Gas Drivers, Bulk Drivers, and MicroBulk Drivers) were agreed by our membership. A dispute over the company reneging on an agreement regarding succession planning in the Bay Cylinder part of the organisation is hopefully being resolved without the recourse to further action.

Remploy

Remploy continues to operate in the employment advisory and support services sector for people with disabilities, albeit it now has a much reduced footprint following the government's breakup and award of contracts, which has seen budgets slashed by some 50% across the sector. At the time of writing discussions were underway to realign the different sets of terms and conditions across the business. Agreements have been secured to ensure no existing Remploy employees would incur any detriment.

Glass Sector

The Sector continues to face significant pressure from rising energy prices and cheaper foreign imports into the UK market.

Glassolutions (formerly Solaglas) have significantly reduced the size of the organisation with the closure of several sites at Coventry, Bristol, Kingston, Gateshead, Hayes, and Peterborough along with the sale of the Rotherham site to Façade and Glazing Solutions UK Ltd, and the sale of the Portsmouth and Isle of Wight sites to EE Glass Ltd with the inevitable impact of membership density. Negotiations between the company and our reps on a commitment to harmonise pay carried over from the 2017 pay negotiations have reached an impasse and membership are currently being consulted on next steps.

Pilkington Glass has made significant redundancies at the downstream Plyglass site in Alfreton.

Prospects for the sector despite any uncertainty over Brexit continue to be bleak.

Corrugated Packaging Sector

An uplift in pay of 2.8% on base pay and allowances was agreed with our membership at Saica Pack, DS Smith, and Smurfit Kappa covered by the Corrugated Sector Agreement after a workplace ballot for the period 1st September 2018 to 31st August 2019. Negotiations around Future Terms and Conditions for our Saica Pack membership are continuing.

International Federation Affiliations

The Manufacturing Section is affiliated to the following international trade union federations; IUF, EFFA, IndustriALL, EFBWW.

INDUSTRIAL POLICY AND RESEARCH

The industrial research and policy team continued to provide support in 2018/19 to the three industrial Sections to aid organising, bargaining and campaigning activities.

The industrial research and policy team provides membership and jobs mapping services to the Sections and in supporting the new structure of the National Organising Team, which has included assisting the National Organiser in structuring the National Bargaining Calendar. The team also contributes to the development of recruitment materials. In the last year the team has undertaken major mapping activities in the education, construction and retail sectors (particularly in relation to the proposed Asda/Sainsburys merger). The team regularly responds to information requests from officers and lay officials and has provided training at a National and Regional level.

The team has drafted a number of national pay claims and it produces a monthly wages and inflation report to all GMB staff which provides officers with a range of detailed labour market statistics. The team has supported wider campaign work, which has included writing key campaign policy on the Public Services Section Go Public campaign and the Commercial Services Switched On campaign. The team also worked closely with the Equalities Through Inclusion Department to produce the Thinking Differently at Work campaign on neurodiversity in the workplace. Work had continued in support of existing campaigns on shipbuilding, violence against public service workers, and public sector pay. The team works closely with other GMB Departments to secure positive coverage in support of GMB's industrial objectives and raise the GMB's profile in Government Departments and the Westminster Parliament.

The team has continued its policy work in support of Congress and, in accordance with the decision of Congress 2018, the new annual Section Conferences. This work includes work in support of the planning of Congress, drafting of policy documents, and other work to support the running of Congress.

In the last year the industrial research and policy team has produced written evidence for consultations run by the Competition and Markets Authority, the NHS Pay Review Body, the Low Pay Commission, NHS England, the Health and Care Professions Council (HCPC), the Department for Transport, the Labour Party, and the House of Commons Defence and Education select committees. The team has also contributed material to a number of other GMB submissions prepared by different teams and Departments. Over the last twelve months the industrial research and policy team has also facilitated and attended meetings with the Labour Party, the Department for Education, the Department for Work and Pensions, the Department for Business, Energy and Industrial Strategy, the Local Government Association, the TUC, employers' groups, international union federations, and other cross-union campaign groups.

INTERNATIONAL

After many years of leading on International issues for GMB, 2018 saw the retirement of our International Officer, Bert Schouwenburg, it was therefore fitting that Bert was able to represent GMB in January 2019 at the SITRAP annual assembly in Costa Rica. This was a momentous occasion as SITRAP had recently signed a recognition agreement in the Del Monte Plantation, which was the first such agreement to be concluded since the 1980's. GMB was presented with a plaque in recognition of the support the union has given over many years for SITRAP, in its fight against hostile multinational companies and the exploitation of workers on banana and pineapple plantations. Banana production in Costa Rica and elsewhere in Latin America continues to face an uncertain future and inevitably downward pressure on costs will be passed onto workers.

This year GMB sent a small women's delegation to Palestine as part of a wider TUC solidarity campaign, following an emergency motion at the 2018 TUC Women's Conference regarding the rapidly deteriorating situation facing girls and women in Palestine. The delegations primary purpose was to meet with women's organisations and trade unionists to hear first hand about the impact the occupation was having on women and girls and to demonstrate solidarity from sisters across the UK trade union movement.

GMB continues to actively work with the Cuba Solidarity Campaign (CSC) on both a national and regional level. This has included regular attendance at CSC's quarterly Executive Committee meetings and young GMB activists attending the CSC's annual Young Trade Unionists' Brigade to Cuba from their Region or Branch. In March GMB National Office and Midland & East Coast Region hosted meetings between activists and two young Cuban Trade Unionists from the Energy and Mining Union (SNTE) and the Provincial Tourism Trade Union (SNTHT), helping to build our links with the Cuban trade union movement and continue our solidarity against the US blockade that continues to have a detrimental impact on the lives of the Cuban people.

GMB continued to affiliate and support other domestic international campaigning organisations throughout 2018 and into 2019; such as; Justice for Columbia, Palestine Solidarity Campaign, Venezuela Solidarity Campaign, Argentina Solidarity and the Nicaragua Solidarity Campaign, Freedom for Ocalan Campaign and Banana Link.

At the time of writing a review was being undertaken in how we structure our international work for the future, with a key objective to be able to engage more lay activist involvement through of the domestic international campaigning organisations GMB affiliates to. Work is also being undertaken across the three industrial sections to look at how best the union engage through the various international federations so again we build more lay activist involvement and ensure that GMB international activities in the federations link to GMB industrial and organising priorities.

PUBLIC SERVICES SECTION INCLUDING NATIONAL ORGANISING REPORT

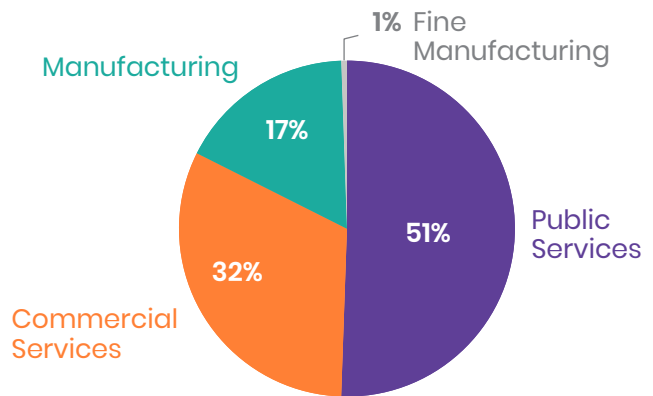
Introduction

The Public Services Section membership as of April 2019 stood at 312,189 remaining the largest section in the GMB. Over the past year GMB Public Services membership has started to see some positive growth and continuous recruitment activity with month on month membership increases. The Public Services Section membership accounts for 50.5% of the total GMB membership as of the end of March 2019, and has been responsible for 45% of recruits into the union of the past 12 months. 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 in to the section campaign titled 'Go Public' which was launched earlier this year. The Section continues to work to ensure that it's campaigns are inclusive and relevant across public services in the devolved nations where public service arrangement vary. The section continues to seek engagement to make sure this is done constructively.

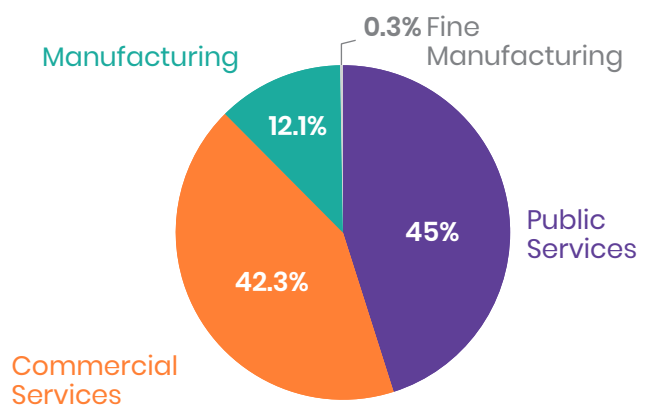
The Section's focus is to use the key industrial issues across the sectors to build solid organising membership campaigns around pay bargaining and Go Public priorities.

The Public Services Section Officers and their responsibilities are currently Rehana Azam (National Secretary, Local Government, Public Service Section & Organising); Sharon Wilde (National Officer, Care Sector, Environment & Legal Aid Agency), Karen Leonard (National Officer, Academies); Kevin Brandstatter (National Officer HE, FE, Civil Service, Contractors & National Organising). Additional support is provided by Nadine Houghton (National Officer, Schools) and George Georgiou (National Pension Organiser supporting Justice & Pension Scheme Advisory Board member for Local Government & NHS). The section saw the retirement of Sharon Holder National Officer earlier in the year. The section puts on record our thanks for Sharon's dedication to Public Services and service to GMB. The GMB Public Services Section work is overseen by committees of lay members, led by the Public Services National Committee which is

GMB Section Membership at end of March 2019



GMB Recruitment by Section to end of March 2019



chaired by June Minnery Section President. The gender breakdown of the Committee currently is 8 Female and 10 Male. The ethnic composition is 17 White and 1 Asian.

Local Government

The Public Sector pay freeze started in local government and the GMB pay pinch campaign has helped to end it there and at the time of writing the two year pay deal that bust the pay freeze is almost fully implemented.

The two year pay deal included a two-year pay increase from 1 April 2018. The three key features of the offer was worth 5.6% on the pay bill over two years:

- 1) The majority of staff - those on salaries starting at £19,430 per annum - received an uplift of 2% on 1 April 2018 and a further 2% on 1 April 2019.

2) Staff on the bottom of the national joint pay spine (Spine Column Point 6 - 19) received higher increases than 2%. In year 1 this ranged between 3.7% - 9.3% and then in Year 2 this ranged between 2.6% - 5.9%. The starting rate moved to £8.50 on 1 April 2018 (9.1% increase) and further moved to £9.00 on 1 April 2019 (5.9% increase).

3) The offer also includes the introduction of a new national pay spine on 1 April 2019.

The priority of the past year has been to ensure all employers balloted apply the uplift and the assimilation to the new pay spine in year 2 is done as swiftly as possible. The industrial priority of the pay implementations has focused our priority to build strong sector organising campaigns to support regions in achieving membership consolidation and growth.

Schools and Academies

As Brexit rumbles on and Tory austerity continues, GMB members working in schools continue to be at the chalk face of per pupil funding cuts. 91% of schools face budget cuts and whilst these cuts are bad for pupils, for parents and for the wider community - they are equally bad for our schools support staff members.

When looking to make cost savings in a school or academy the senior leadership team will often look to support staff first, meaning that our members are under constant threat of redundancies and restructures. Several multi academy trusts are attempting to centralise support staff posts, and GMB are challenging employers who often fail to realise the breadth of work our hard pressed staff do in schools to work as a team and get the job done. In addition to this our members are often asked to work beyond their job description and expected to stay beyond their paid contracted hours. Whilst cuts mean there are less support staff in many schools, it doesn't mean the work has decreased, leaving our members to pick up more work for the same or some times less financial rewards. The falling numbers of support staff also has a direct impact on violence against staff, and GMB continues to challenge employers including during restructuring consultations, to honour their duty of care to their employees and keep our members safe.

The crisis in Special Educational Needs funding continues apace with funding for SEN pupils decreasing by 17% since 2015. For those of our members that have taken the time to upskill and train to be SEN TAs the cuts are a kick in the teeth

to their attempts to professionalise their role and forge a career path. So while the government is failing SEN kids they are failing the largely female workforce that keeps schools functioning too.

The GMB will, as ever, continue to respond to these challenges by organising and leading our membership in schools. As the union for school support staff GMB have recently won significant back pay for the miscalculation of term time pay in Greenwich council and now have a number of similar campaigns kicking off in other local authorities where we have identified that our members have been paid incorrectly.

We are launching our own Schools Funding Cuts campaign, with a focus on how we arm our schools activists, branches and officers with the training and resources to run robust workplace campaigns when faced with cuts. In addition we are taking steps to address the training needs of our schools based activists by acknowledging the difficulties that many of our schools reps face in accessing the traditional GMB reps training and seeking to develop training modules more relevant and suitable to them. Our Schools Funding Cuts campaign will also focus on how we ensure our members are empowered to say no when extra work and hours is unfairly laid at their door.

Many of our members in schools will have benefited from the busting of the pay cap and we will soon begin to consult with our membership on their aspirations for next year's NJC pay claim.

National Health Service

GMB was the only NHS Trade Union to reject the 3 year pay deal therefore resulting in the pay award being imposed on our members. As we stated from the start, the pay award was too complex for individuals to understand and how it would affect them. It also amounted to another 3 years of real terms pay cuts for most NHS workers. The stance that GMB took on the pay deal raised the profile of the GMB within the NHS resulting in consistent growth and organisation of membership, as well as being a regular source of information to many press outlets. We continue to closely monitor the impact of the pay award throughout the 3 year term.

After months of delay, the Government launched their Long Term Plan for the NHS with one major omission - the workforce strategy. The number of vacancies within the NHS stands at over 100,000 and the fact that the Government failed to lay down a credible plan on how to address

this crisis in the long term plan indicates that this figure is set to increase further. The majority of vacancies are nursing staff and with the removal of nursing bursaries and concerns over Brexit it is no wonder that 200,000 nurses have quit the NHS since 2010. Staffing vacancies have increased the pressure on staff working in all occupations, leading to increased dissatisfaction with NHS as an employer, high sickness levels, increased bullying and harassment. All of which are worsening the recruitment and retention crisis within the NHS.

At the time of writing NHS England and NHS Improvement are consulting on proposed NHS Legislation Reforms. These reforms could potentially see the revoking of s75 Health & Social Care Act 2012, which the GMB have campaigned against since its creation. This is the main driver for privatisation in the NHS.

The Assaults on Emergency Workers (Offences) Act 2018 is a new law which now protects our NHS and Emergency Service Workers. The GMB 'In Harm's Way' Report was fundamental in ensuring this law's passage through Parliament and ensuring that it now includes sexual assaults as an aggravating offence. GMB is now engaging with NHS Improvement on the implementation of the NHS Violence Reduction Strategy and at the time of writing are looking to roll out an employer's charter for ambulance service trusts to sign up to implement safer working practices for our members.

NHS Blood & Transplant

As an arm's length body of the NHS, NHS Blood and Transplant are also facing the potential problems of Brexit uncertainties regarding the supply and distribution of blood and organ donation. At the time of writing a major review of the logistics of the organisation is underway which could potentially see hundreds of redundancies affecting our members.

Police

Since Congress 2018 a one year pay deal has been reached for Police Staff members and negotiations have now started for 2019 pay. It is felt that, as with other Justice sectors, we may be facing a multi-year pay offer. Major reforms are ongoing for Police Officers which may impact further on Police Staff.

Many Police Forces have discontinued using Police Community Support Officers which has directly impacted on the work of Police Staff leading to increased workloads and pressures. A commitment of extra funds from Government

to the Police is not enough to repair the damage that has already been done as a result years of cuts.

Foster Carers

The fostering recruitment and retention crisis continues as local authorities are set to see further budget cuts. Almost a decade of austerity and cuts has impacted directly on to the fostering system and local authorities have had no alternative but to look to make savings in children's services. Foster carers in law are 'self-employed', with no employment rights and no rights to trade union representation and are often not in a position to be able to challenge proposed cuts to their pay.

Securing a place for Foster Carers in the Labour Party Manifesto 2017 has helped ensure that campaigning for improvements stays on the agenda. The Government, despite commissioning both the Fostering Stocktake and the Fostering Inquiry has failed to deliver on any of the recommendations. MPs within the Labour Party have pushed for some changes to equal access to some rights, such as the access to free childcare and child bereavement leave.

At a time when foster carers are as vulnerable as ever, further cuts to local authority and police budgets mean things are set to worsen. Allegations can have a serious impact on foster carers, the children in their care and their family and friends, and yet there are very little rights that foster carers have or powers to speed up what can sometimes be a very lengthy process. GMB is currently working with Labour MPs and the Fostering Network to challenge allegations procedures and try improve working conditions.

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.

The Care Force initiative was launched post congress 2018 by GMB and HC-One in parliament. The GMB negotiated a new recognition agreement which gives us access within HC-One's new acquisitions to over 10,000 social care sector employees.

The Care Force initiative seeks to make working in social care a profession which is respected, valued and aspired to. This means changing the narrative and initiating a step change in public perceptions across society on how work for care staff is arranged, valued and rewarded.

High quality, sustainable social care is fundamental to society but care workers are often overlooked in terms of investment, remuneration and value.

GMB and HC-One have jointly sponsored an inquiry into the professionalisation of social care workers. An APPG has been set up and is calling for evidence from all those who have a stake in social care. These will include employers, care organisations, care workers and care stakeholders.

GMB have commissioned detailed research and a subsequent report will be presented to the APPG. The research will focus on professionalisation and potential impact of enhanced status and skill of the hands on care workforce in the UK. There will be an undertaking of a thorough current literature review to support this.

This places GMB at the centre of the care sector and the trade union for care workers and are campaigning for sectorial bargaining as well as much needed funding for the sector.

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).

2018 was a difficult year for GMB members with any connection to the MoJ. Early in 2018, Carillion, which had contracts for prison maintenance in the South of England collapsed. In the days just prior to the collapse the MoJ set up GFSL in order to bring previously outsourced maintenance staff back in house. There was a twist though, as GFSL was set up as a private company with a single share held by the Secretary Of State, so the staff were not re-enrolled as civil servants, missing out on many benefits.

MoJ also had to act on damning report from the Public Accounts Committee about the failed privatisation of probation services for "low level" offenders. Contracts were terminated early, but a decision was taken not to bring the services back in house, but to open a new tendering process in 2020. However, this did not prevent the collapse of Working Links, which managed three contracts in the West of England, and the impact of Lenders taking over Interserve, with a promise to make the business profitable, will undoubtedly have an other consequences. Interserve currently hold seven contracts

around the country, and a common feature of all privatised probation services has been a dramatic increase in re-offending rates, caused by significant job cuts, with staff being set impossible workloads.

The MoJ is also responsible for a contract for prison maintenance which is outsourced to Amey (another failing contractor), and at the time of writing pay negotiations had still not been completed.

Probation

Working alongside our fellow Trade Unions in the sector we have succeeded in convincing the government to terminate the contracts of existing providers and reissue them on improved terms in order to safeguard probationers, the workforce and the tax paying public.

GMB is also spearheading a political lobbying campaign to re-unite the fragmented privatised probation service and bring it back under Public Ownership.

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 2018, a ballot of GMB members voted to accept an employer pay offer on a low turnout. Other unions rejected the offer, organised industrial action ballots, but only a tiny number of individual Universities passed the 50% threshold required for any ballot to lead to industrial action. UCU and Unison balloted twice. Meanwhile the UCEA advised employers to implement the 2018 final offer. Negotiations for the 2019 pay agreement began in March 2018. In advance of the negotiations, GMB undertook a survey of members, which showed that GMB were most concerned with Poor staffing levels, significant increases in staff workloads.

However, despite all the pressure, GMB members love the jobs that they do, gain great satisfaction from working in Universities, but report high levels of stress, abuse at work, and physical assault; and are struggling with growing and unsustainable workloads, short staffing, bullying management and fear of losing their jobs.

They do not feel valued by their employers, and are frankly appalled by the lack of fairness in University pay systems, and the erosion of their standard of living by continuing cuts to pay in real terms.

GMB members also want to see an end to outsourcing, which has become prevalent as Universities seek to reduce costs by engaging companies which pay wages to staff less than University employed staff.

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 Association 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.

Because of the financial state of the sector, many college staff have not seen pay rises for a number of years. In order to make the Government understand the problems in the sector, unions and college leaders have been involved in a "Love Our Colleges" campaign which got a lot of support from MPs, and a Love Our Colleges Valentines Day card was presented to Treasury on 14 February 2019.

Contractors

Due to the government programme to privatise public services this sector remains a growing sector, with outsourcing contracts now valued at £250bn per year. Despite the enormous spend by the on outsourcing, the sector lurched from crisis to crisis. In early 2018, Carillion collapsed very quickly, putting thousands of jobs at risk, not just in the outsourced contracts, but also in the wider supply chain. GMB represents outsourced workers in the NHS, Local Government and National Government, with members also employed in outsourced functions in Higher Education, Further Education, and the emergency services.

Throughout 2018, questions were raised about outsourcing and in July 2018, the Public Accounts Committee released a report which was highly critical of outsourcing and in particular of due diligence procedures, and a lack of appreciation of the risk.

GMB continued to press the case for outsourced contracts to be brought back in house, and during 2018, the Ministry of Justice announced an early termination of privatised probation contracts, outsourced by the Ministry of Justice. However, despite all the warnings the public sector continued to allow Interserve and Amey to bid for public sector contracts. As the truth dawned on the level of debt, which Interserve had run up in its uncontrolled expansion, the company looked to be on the point of collapse. In early 2019, the banks and financial institutions which Interserve was in debt to took decisive action, and took over the company in a pre packed bid process. At the time of writing Amey's UK business had been up for sale for a number of months, with no potential buyer in sight.

GMB has been particularly active in the sector, and has developed better organisation in Veolia Waste Services, as the result of an ongoing industrial dispute over the imposition of new sickness absence processes.

In the last year the Section has stepped up its ability to map outsourced services, and GMB research in this area has been widely covered by the national press. We have pushed the Government and the Cabinet Office in particular to provide more information about this notoriously secretive area of public services. We have also published evidence on employment conditions in the private social care sector. GMB submitted evidence to NHS England's recent consultation in which we reiterated our call for Section 75 of the 2012 Health and Care Act to be scrapped, and we continue to campaign for the ending of outsourcing in line with long established GMB policy.

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.

Four civil service unions, including GMB entered a second year of negotiations over a Government plan to cut the level of individual

compensation payments by around one third. GMB argued 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.

MOD

In 2018, the mod continued to be placed under pressure to achieve large reductions in the civilian workforce. A combination of site closures, outsourcing and general cuts to industrial staff will see the civilian workforce, including the industrial staff that GMB organises reduced by at least a third.

The mod has also taken "delegation" to new levels, with MoD civilian staff now managed by none different organisation and employed on four sets of terms and conditions of employment. At the time of writing the pay remits for the MoD had yet to be agreed with the Treasury/ Cabinet Office, so pay negotiations had yet to begin.

Pensions

With regard to pensions in local government, the NHS and the Civil Service there was a surplus of funds due to a downward breach in the cost cap. The intention was to utilise this surplus on improving benefits and reducing pension contributions. However, in the interim a Court of Appeal has determined that elements of the LGPS may be Age Discriminatory and therefore all proposed changes are on hold until such time as the Supreme Court determines on the matter. The GMB has launched a campaign with a petition asking the government to stop the pause and to let our members to draw down benefit improvement which should have been made available from April 2019.

International Affiliates

The section continues to review its affiliations during the Brexit debate and will be participating in the EPSU Congress which takes place in June. It is without a doubt as the Brexit debate continues the landscape and our relationships with our affiliates will need to be assessed and reviewed to ensure the best support is available to access for the Public Services Section.

NATIONAL ORGANISING REPORT

The National Organising Team has undergone some fundamental changes in order to improve recruitment and retention and therefore growth of GMB. The General Secretary is chair of the NOT, and Kevin Brandstatter is Lead National Organiser. Membership of the NOT has been enhanced by the inclusion of the three National Secretaries, and the Director of Communications.

In terms of the work of the NOT, it will be more focussed on opportunities for growth particularly in national targets, involving all regions, and flexible targets, involving a number of regions. The NOT is also developing a rigorous process for evaluating both current and future targets to ensure that they can deliver membership growth. The first targets to undergo this process will be the current three national targets – ASDA, Schools/Academies and the NHS.

In 2018, GMB membership in ASDA reached record levels owing to campaigns around equal pay in the stores, and a pay claim in logistics. The increase in ASDA membership was 11% over the 12- month period.

GMB membership in schools and academies showed an overall decline of 3.7%; although this was marked by an 8.3% fall in community schools membership, and a 13.5% increase in academies membership. This fall came against a backdrop of national cuts to support staff employment. In the NHS, membership also reached a record high, with an overall increase of 5.7%, following the GMB campaign against the NHS pay offer. The increase included a 9.5% rise in Ambulance Service membership, and a 3.8% increase in NHS Trust membership.

The NOT is also developing standard practice, which will be applied across the union in specific circumstances, for example TUPE transfers and workplace ballots, and the NOT will use the national bargaining cycle throughout the year to align GMB organising activity more closely to the bargaining process. The approach should see members consulted in a more consistent way, before, during and at the end of the bargaining process, and where this is already done in a systematic way, GMB organisation and membership is improved.

BIRMINGHAM AND WEST MIDLANDS REGION

“With every challenge, we gain the opportunity to grow stronger. We can continuously improve of what we are capable of achieving. Instead of allowing a challenge to bring down, keep pushing forward. Turn each challenge into a lesson that makes you stronger & stronger.”

Dr Anil Kumar Sinha

To completely paraphrase the saying, “a year is a long time in trade unionism”. Looking back over the last 12 months, the scale of change we’ve experienced across all sectors in the West Midlands really proves the point.

I am extremely proud to say, Team GMB has managed to rise to meet every one of the threats and challenges our members have faced. We have responded with their interests at the forefront our actions and have consistently provided the highest levels of practical support, help and advice.

As an example, let’s take the issues experienced in our fine manufacturing section. Stoke on Trent is the home of the UK’s ceramics industry. Throughout the year, GMB has been at the vanguard of fighting for this vital and historic sector.

We have worked with local MPs, employers and industry bodies to highlight the Back the Stamp campaign. This culminated with a bill presented in Parliament to demand that products sold here in the UK will need to have a ‘country of origin’ backstamp so that customers know exactly what they are getting.



The threats facing our members’ jobs in this industry are significant. Over the last few months, we’ve seen Dudson go into liquidation with loss of 310 jobs. We’ve seen Wedgwood announce the loss of 145 jobs.

In these very challenging situations, it becomes clear as to what an amazing organisation GMB is.

In Dudson, we’ve been working to with the Administrator to support jobs fairs. We’ve worked with local MPs to raise questions in Parliament. We’ve put on sessions to assist members with the online claims process and we’ve started training in CVs and employment support. This has already seen a number of members secure alternative employment in the industry.

In Wedgwood, GMB identified the reason for the job losses was in relation to moving production overseas. It was GMB that highlighted the fact that just over 4 years ago, Wedgwood received £5m in grants from the government to secure jobs and growth.

We have now launched a campaign to keep production in this country. If you haven’t signed the petition already, please visit the GMB website and help us save this historic brand.

Nationally, we’ve seen our union launch some amazing campaigns to support our members. Regionally, we’ve supported these campaigns and made them relevant to our activists, members and communities.

We undertook a regional launch of the Making It campaign in Stoke on Trent. This was attended by activists from not only the ceramics industries, but also from across the whole of our Manufacturing Sector.



We've also undertaken work around our Take Back the Tap campaign. With the announcement that the CEO of Severn Trent has an annual remuneration of £2.45m, we undertook a press campaign that achieved significant coverage in both national and local media. All of this helped to highlight the real cost of privatised water industry.

"Individually, we are one drop. Together, we are an ocean."

Ryunosuke Satoro

Our real strength in workplaces is through our workplace activists. They are so often the day to day face of GMB and help us to fight for the issues that are important to our members. Occasionally, this means challenging employers and, where we need to and our members mandate it, going into dispute.

Over the last year, we've seen our members in the NASUWT take industrial action over pensions and pay. Despite the NASUWT using Tory anti-strike legislation to try and break the action, GMB has continued to support our members and they have remained resolute. The action is set to continue until the employer commits to meaningful talks and starts to address our members' concerns.

In two Academy Trusts across the Region, we've seen attacks on support staff pay and conditions. Shaw Academy Trust and St Chads Academies Trust both sought to reduce pay for Teaching Assistants who had TUPE'd from the local authority. The proposed cuts would have seen an average cut in pay of more than 20%.

GMB members in both Trusts indicated that they would take strike action. We undertook campaigns in each Trust and, as part of this, press releases were picked up in media across the Region. As a result, both employers agreed to mediation through ACAS and, eventually, GMB secured an improvement in the proposals. These were unanimously accepted by our members

without having to take any strike action.

Any talk of industrial action in the West Midlands over the last year inevitably leads to Birmingham City Council. The news has been full of stories about prolonged and acrimonious disputes in the council. During this period, when other unions have been engaged in lengthy action, GMB has been working consistently for our members and achieving real results.

We secured a payment for our members working in the Waste Service when the council sought to impose new terms, conditions and job roles and failed to consult GMB.

We successfully negotiated for workers on the ground's maintenance contracts to be brought back in-house. We also secured an improvement in terms, conditions and pay for these workers.

As a result of a lengthy campaign, we stopped workers transferring to non-unionised employers as part of the move to a Children's Trust. We secured long term protection and trade union recognition for those workers.

This is what a trade union looks like when it is committed to putting the interests of its members first.

Any discussion on the work we've undertaken in workplaces naturally comes around to Amazon. The 'Fulfilment Centre' (distribution warehouse) in Rugeley has become a major focus of organising activity in the Region. Over the last 12 months, we've continually targeted Amazon's workforce at the site. We've done gate jobs, approached workers on the company's transport to the site and supported members through formal processes. As a result of our continued activity, we've identified activists at the site who have undertaken GMB@Work



training. They have done this outside of working time as they are concerned about being identified by the employer. Their work has been recognised through a TUC award.

We've undertaken a number of large scale demonstrations at the site. This includes the activities the event undertaken as part of a co-ordinated day of action across the country. This was one of the largest demonstrations we've ever organised at a workplace. Working with other unions, MPs, local politicians and community groups, the Region facilitated an event of more than 200 people outside Amazon Rugeley.

Our membership at the site has now reached the point where we are able to apply for CAC recognition.

We still have a long way to go and Amazon are throwing everything they have at us. However, we are extremely proud that we are on track for securing the first union recognition at any Amazon site in the whole world.

Throughout the last year, we have continued to fly the flag for GMB, not only in workplaces, but also in our communities.



Our Malfunctioning Maybots led the protests at the Tory Party conference in Birmingham.

Our proud history was on display at the Women's Chairmakers' Festival, where we celebrated the victory of Mary Macarthur and the National Federation of Women Workers.

Our Boss group organised another brilliant Women's Conference, with a range of fantastic speakers and even a Ju Jitsu workshop!

Our equality strand groups have helped to organise a range of events across the year for Show Racism the Red Card, Black History Month, Women's History Month, and International Youth Day.

At our Regional Office, we organised a day of family fun for the Great Get Together. In the spirit of Jo Cox, the day brought refugees, politicians and the local community together.

Involving communities in our campaigns has enabled us to raise the profile of our objectives and work towards real change for our members. Examples of this include demonstrations to save the A&E department in Telford and campaigns around cuts to council services, such as Staffordshire at Breaking Point. This last campaign led directly to a reversal of proposals to remove school crossing wardens.

It has been inspiring to see our activists develop through these activities and bring campaigns back into their workplaces. In Northampton Borough Council and Sandwell Council, our activists have utilised the work done as part of our period poverty campaign to negotiate free sanitary products in all council buildings. As a result of our activists' hard work, Sandwell Council also became the first employer to sign up to GMB's Domestic Abuse Charter.



As part of our objective of supporting the development our activists, the Region held our 3rd Activist Weekend last September. We hope all that attended will remember an amazing couple of days of workshops, talks and dubious sing-a-longs!

Looking back over the last 12 months, we are rightly proud of the work we have done and the achievements we have won. There have been some difficult times, but we have met this head on and forged successes for our members. We are now seeing the results of this and have achieved membership growth over each of the last 3 months. We are looking forward to the next 12 months!

LONDON REGION

London Region continues to deliver our "Members First" organising Agenda where our members are at the heart of our strategy, democracy, and operations. Our Regional Management Team and Regional Committee continue to regularly monitor progress on this initiative.

MEMBERSHIP

Since 1 May 2018, London Region has experienced challenging membership growth, also felt by other trade unions in the current economic and political climate. We have reshaped and re-organised our Regional Organising Team, grown workplace and branch activism and commenced work on rolling out our Regional retention and organising strategies. Between the months of September 2018 through to March 2019, through a more collective approach to tackling the challenges ahead, our recruitment of new members has risen consistently.

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, focussing on ensuring all branch rule book positions are occupied by election. The number of female Branch Secretaries continues to improve and we now have 33 - covering a third of our total 106 Branches. We are also working towards 100% of our Branches signed up to online branch accounting.

IMPROVEMENTS IN COMMUNICATIONS

As a response to GDPR, all Branch Secretaries have been allocated a secure GMB Activist email account which we regularly use for all communications and we now send out weekly communications to all Branches. We will continue to contact and engage with our Branches to ensure we encourage the fullest opportunity to play an active role in the Governance and Democracy of our Region.

The Region has stopped conducting workplace ballots by post and instead now places mandatory workplace visits and on site ballots in place to always encourage face to face interaction with members and workplace reps. A greater emphasis being placed on building our Union in the workplace where we are visible and vocal.

Following a survey to over 2000 Regional post holders, conducted in July 2018, we were able to clearly identify current and upcoming issues and ensure continued support to help empower them in their role of supporting our members. Regular engagement with our workplace reps must always be on the agenda.

Following the agreement of our Regional Retention Strategy, Staff, Branches and activists have an important role to play. As a start, we are now securely sending monthly Starters and leavers lists to all Branch Secretaries with a GMB activist account so branches can welcome new members and help with our retention strategy.

STAFF CHANGES

Sadly, last summer, two great officers passed away: Gary Doolan and Richard O'Leary. They are sorely missed by us all here in London Region and I know this loss is felt across the wider Union and Labour movement.

Peter Heyes retired in June 2018 followed by Colin Greer and Julie Adamson who retired in December 2018 after many years of service. Stephanie Blanchard left GMB employment and we appointed the following Regional Organisers: Andre Marques, Krissy O'Hagan, Lisa Bangs and Lola McEvoy.

Ken Breach and Michael Dooley were appointed to the position of Membership Development Officers, Hilda Tavolara successfully completed the staff to officer development programme and Joanna Bayes was successfully appointed to the role of Regional Finance Officer.

Gavin Davies who was appointed as Senior Organiser, joining us from Southern Region where he was previously employed as a Membership Development officer. Jill Harris was appointed in October 2018 as our Communications Manager and Hannah Rose and Rose Tisdall joined our Admin and Finance Departments. Congratulations and good luck to you all on your successful appointments with GMB London Region.

POLICY AND OPERATIONS

Retention is a key issue for the Region and our Retention Working Party has developed a Strategy which we will be rolling out to Staff and Branches. This contains measures to reduce and



tackle membership loss and increase member engagement with a view to reducing the number of leavers by at least 10%.

With the introduction of GDPR, we have looked at all our processes and operations to ensure compliance with the new, deliberately restrictive government regulations. We are currently drafting a Branch Secretary's Handbook and finalising content and templates. The Region has taken an active role in consultation and testing of the Mayor of London's "Good Work Standard".

The Region has signed recognition agreements with ICTS at Heathrow Airport, Parliamentary Labour Party, Sonco UK, Bidco Ltd (Maxims Casino), London Energy, Brunel University Uxbridge, Steinhoff Beds UK Ltd, Petchy Academy, Mitie Heathrow and Loomis International.

UNIONLINE

We continue to raise awareness of UnionLine benefits and services. In October 2018 our Regional Council received a presentation from UnionLine and in April 2019 we ran a Branch awareness session which was well attended. During 2018, London region held numerous events where Unionline provided presentations to Branch and Workplace members. This proved very positive with the number of claims being lodged increasing by 16%.

Further work is being undertaken in 2019 so 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 the last 12 months, the Regional Press and Media department has distributed over 150 press releases and gathered an estimated 750+ press mentions. Our priority is to support and highlight all important campaigns our members and

officers are actively involved in to the media. Many of our press releases sent to journalists over the year have put the pressure on immoral employers. We continue to encourage members to contact us with a story so we can highlight this to national press and make a positive impact for our members and the union as a whole.

One of our main stories was welcoming the unfair dismissal ruling in an employment tribunal for three housing officers dismissed by Barking and Dagenham Council. These members could now potentially be receiving up to a six figure sum in compensation. This case was fought hard by our Regional President, Penny Robinson, and Housing Officer (GMB Shop Steward), Steve Davies.

Earlier this year, members working for Historic Royal Palaces at the Tower of London and Hampton Court Palace took part in strike action to protect their pension, which gathered huge local and national coverage in the UK press. After continued talks with the employer, members finally agreed to an improved pension offer.

Over two years of campaigning and using our Regional press department to highlight the story, we welcomed the rejected planning permission appeal which saved the Sutton Estate in Chelsea. In November 2018, we successfully campaigned to stop a Tower Hamlets school from axing 11 school support staff jobs, and replacing them with low paid apprentices.

We welcomed Heathrow Airport, Newham Council and The Royal Borough of Kensington and Chelsea becoming accredited London Living Wage employers and called on all London Councils to develop a scheme that offers



reduced business rates as an incentive to pay the London Living Wage to its employees.

The Department produces, manages and supports all regional artwork, press releases, translations, demonstrations, photography & filming, online surveys, website, member communications and the Region's social media channels. This includes the October 2018 & March 2019 editions of the Regional Magazine, Members First which are posted on the Region's social media channels and sent to all regional members via email and text.

Our Regional website continues to be the focal point for member information and support. Our monthly website traffic is on average over 5,100 visitors, an increase on last year. We have also witnessed a noticeable spike in traffic of 12,000 visitors from February to March 2019.

EDUCATION AND TRAINING

The Region has seen a rise in new workplace reps coming forward and attending Initial Support Meetings (ISM). The new materials and the introduction of the 'Quick Start Guide' used on ISM's with reps and Branches are extremely useful. The new National Induction Training is oversubscribed with extra courses being put on.

A review of many of the Region's core training courses is underway, with a view to reintroducing short courses and refresher training once the new funding regime is established. Bespoke training is becoming increasingly popular and in conjunction with Union Learn, the Region ran its first Mental Health First aider course in February 2019. This was again oversubscribed and a further course is scheduled for later in the year.

The Life Long Learning Committee continues to establish itself as it enters its second year, a Regional Learning event is planned for later in the year. The Region hosts a ULF project at Heathrow with funding gained for three years, a chance to bring opportunities for learning to the workers at the largest infrastructure project in Britain and an opportunity to grow membership both in the Region and the GMB nationally. The Lifelong Learning Committee hopes to be closely involved with this Heathrow ULF project.

By Congress our new Hainault Office should be open. This will have a floor dedicated to education and training with high spec facilities to ensure training in East London and Essex is enhanced, it also brings the opportunity to look at innovative training both for reps and for activists within the Region.

POLITICAL

Since Congress 2018 regional political work has been overshadowed by the sad passing of our Political Officer Gary Doolan. A testament to Gary's work for both GMB and the Labour Party was the standing room only funeral in Islington, attended by GMB members from across the country, trade union leaders and Labour Party politicians and staff, including the Leader, Deputy Leader, Mayor of London, MEP's and many shadow cabinet members.

Gary was posthumously honoured with a Labour Party merit award at the Labour East Conference in Autumn 2018 and further recognised with a tribute at the London Labour Conference in Spring 2019.

The Region's "Member First" strategy and agenda adopted in 2017 continues and we have seen an increase in CLP affiliations and a wider base of members engaging in our political campaigns. This has resulted in an increased number of GMB members standing as local councillor's right across the region over the past year.

The Regional Political Organising Committee is now meeting quarterly and is entirely led by lay members elected from amongst branch political officers. The committee is organising what will become an annual meeting of branch political officers this summer and an annual regional political conference early in 2020, which will bring together elected politicians at all levels together with GMB political activists and to this end we continue to develop our activist database so that we have an army of volunteers we can call on to work across the region.

The Committee has also been involved in the selection of GMB parliamentary candidates in a number of seats across the region, ensuring lay members have some say on which candidates London Region supports and campaigns for.

GMB holds the chair of Eastern Region and in London the BAME Officer. We remain active in both London and Eastern TULO's to ensure that a trade union voice continues to be heard inside the Labour Party and that the structural links from local to regional and national level are maintained and strengthened. Over the coming year we will be working to mobilise activists to ensure the re-election of Sadiq Khan as Mayor of London together with an increased Labour majority on the London Assembly in City Hall. Whenever a general election is called GMB London Region's activists will be ready to campaign for the return of a Labour government.



EQUALITY

The implementation of our Regional Equality Strategy continues across all strands. We have launched key events and campaigns to raise our profile and empower and develop our members and activists.

Our 2018 Regional Equality Conference, driven by our lay activists, was a huge success with the REF responsible for progressing actions on all resolutions and all conference workshops were developed and delivered by activists. We also introduced a Regional Equality Award and the first recipient was Carl Banks.

Over this period new REF & SOG Committees were elected and the new Committees have been making changes both in workplaces and in society. The REF have written Equality Courses are fully engaged with our Strategy.

All delegates to National Young Members Summit, National Equality Conference and National Women's Conference were first time delegates, gender balanced and all strands represented and we sent regional delegates to all TUC equality Conferences. All our Self Organised Groups (SOGs) have open meetings for members to attend, increasing engagement and raising our profile. In particular:

GMB SHOUT: A key event was London Pride where we worked with the Regional Political Officer to ensure Trade unions were recognised and we were successful in moving the Trade Union section of the parade from the back rows to the front with GMB leading the TU Section. GMB Ability & Shout! members were involved in organising the first Kings Lynn Pride.

GMB ABILITY: We were successful in taking forward a Reasonable Adjustments Passport motion to the GMB National Equality Conference and the TUC Disability Conference. They fed into a National consultation and a National Policy document has been developed which has been launched together with the TUC.

GMB RACE: worked with London United and attended UN Anti-Racism March 2019 and held a successful Black History Month devoted to Windrush Women. GMB Race made two journeys taking aid to refugees in France with Care4Calais, accompanied by our Regional President Penny Robinson the first time & our National President Barbara Plant the second time. GMB Race are working with the Regional Organising Team & the Political officer to develop a campaign on the BAME Pay Gap in the NHS and we are currently organising for our first BAME Summit.



WOMEN: The Region held its 3rd Women's Conference 2019 with all first time delegates (50% BAME members, 23% young members, 20% LGBT+ members and 12.5% identify as disabled members).

GMB SISTERS: On the M2M, SISTERS have held road-shows to introduce the Workplace Policy into Branches to use in their bargaining agenda in workplaces, delivered an M2M Presentation to National Hazards Conference and donated their first £400 profit from the sale of fans to buy sanitary products for refugees. They held a successful Women's History Month Event and participated in the recent "Million Women Rise March".

YOUNG MEMBERS: There are plans to develop a Young Members Summit and GMB Young London are working on campaigns to raise awareness in the workplace on automation and the Labour Party pledge for workers' rights from Day 1 and how this disproportionately affects young workers.

HEALTH AND SAFETY

Over the last twelve months many regional manufacturing workplace visits have involved 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.

Our Health & Safety Forums have contributed to resolving problems and have taken part in mental health awareness training; they have also met Hilda Palmer from London Hazards Centre who spoke to them about corporate killing as well as death and injury at work and how to put things into practice for our members. London Hazards need as much support as possible, as they are having financial difficulties with running the magazine but as always we continue to work closely and support them.

COMMERCIAL SERVICES SECTION

Despite a backdrop of site closures, redundancies, takeovers, transfers and mergers, recruitment within the section in London Region regularly accounts for 60% or more of the Region's monthly recruitment figures. Be this in retail, aviation, logistics, security or utilities or any of the other sectors that make up our Commercial Services Section.

In Aviation, at Heathrow, we continue to support hundreds of our British Airways members at risk and being made redundant as a consequence of the company's dogged and determined pursuit of reorganisations across the business. At the same time, due to our fantastic and on-going Living Wage campaign, supported by the London Mayor, Sadiq Khan, on 28th November 2018, Heathrow Airport Ltd announced that they would be taking their accreditation one step further to ensure that those companies in the supply chain also guarantee the London Living Wage.

Likewise in the Security sector, many challenges have been faced, particularly the incredibly high number of TUPE transfers affecting small groups and individual members in static guarding. Access to members is often problematic with many unhelpful clients putting up barriers in order for our officers to engage with members affected. In Serco PECS, London Region is currently in dispute with the employer over the imposition of a pay offer, rejected by GMB members but accepted by members of Community. Serco PECS has undermined the collective bargaining process and at the time of writing our lawyers are evaluating whether there has been a breach of Section 145B of TULRCA. The London Region has successfully organised the security guards at Euston Station where our

membership levels are such that negotiations on a recognition agreement has commenced.

The Utilities sector has seen much upheaval in the last 24 months. From the job cuts announced last year by British Gas owner Centrica, which has had a detrimental impact on membership, through to the pensions change proposals affecting service and repair engineers. While in the water industry, the "Take Back the Tap" campaign continues at strength.

Within Transport and Logistics, regional membership has increased in Bidvest, Bidfood and DHL and we look forward to the commencement of our recruitment and organising campaign in Hermes. We never cease to explore many other areas, especially around precarious workers and the Gig economy and we continue to support our members involved in the worker status claims against Uber and Addison Lee.

Our success within Asda stores can be measured by the sheer numbers recruited, whether this is on the back of equal pay or the proposed merger with Sainsbury's. Just four short of 1400 members recruited in Asda London stores in 2018 and already this year, in the first three months January to March, 618 new members have been enrolled. A fantastic achievement by all concerned.

MANUFACTURING SECTION

Sadly, with many manufacturing sites announcing closure or redundancies such as: Colmans, Britvic, Mizkan, Coca-Cola and Nestle Purina, we have been heavily focused on ensuring we support our members through these difficult times. We now have an active Regional anniversary calendar, in which we identify projects we can build workplace campaigns, membership and results around local negotiations.

Recent pay negotiations and workplace ballots are proving to be successful. Recruitment has been successful in Spurway, which is part of the Kerry Group and recognition is looking imminent. There is also on-going work in Bombay Halwa, Noon, Alpha LSG – Sky Chefs and London Linen.

PUBLIC SERVICES SECTION

Since Congress 2018, 6562 members have been recruited within the Public Services section. A key organising priority has been the full implementation of year 2 of the NJC Pay Deal, and the assimilation of members within Local Authority / Councils and schools whose terms

and conditions are governed by NJC on to the new NJC/GLPC Spinal Column Points from 1st April 2019. To ensure consistency, London Region held a joint briefing event in conjunction with Southern Region on 30 October 2018 for our Key Local Government activists covered by these agreements and to organise and build recruitment in Councils and Schools. The joint event gave a clear picture of how London-wide Councils were approaching the assimilation process and also enabled us to share best GMB@Work practices around the organising and campaigning agenda from issues raised through engagement with members in all workplace meetings on the pay deal.

Given the national challenges to our Public Services membership, doing nothing is not an option. Integral to this is ensuring we have strong organisation across all workplaces. Therefore, all Public Service Officers (PSO) carried out a detailed audit of all PS Branches they have responsibility for. This identified a number of Local Authorities/Councils where besides having no facility time, there was either minimal or no workplace organisation in place. Our on-going strategy has been to develop and build further organisational workplace structures. Officers agreed a regional strategy to target Local Authorities/Councils/Schools and encourage lay members to become active. This has proved positive and resulted in a large number of lay members coming forward to take on the role of Shop Steward within their workplaces.

Schools: We supplemented the GMB National "Violence in Schools" campaign by all PSO's submitting FOI requests to their respective Local Authorities, asking for details of the number of incidences within LEA Schools that support staff had been subjected to. The initial figures received, reinforced the GMB call for all Councils and Schools to sign up to the GMB's "Code of conduct" to ensure attacks on school support staff when they happen, are dealt with properly.

Since Congress 2018, there have been many workplace campaigns across the Region that have been high profile and demonstrated GMB@Work. Some examples are: We have had a successful campaign involving parents and staff in organising demonstrations outside Manorfield Primary school in LB Tower Hamlets, opposing the Schools decision to remove 14 midday supervisors and teaching assistants and replace them with apprentices, as a result of the GMB campaign the school reversed their decision and all our members remain in post.

In February 2019 we had a high profile campaign involving staff, parents, local politicians and trade unions, against the enforced Academisation of William Torbitt Primary School in Redbridge, which resulted in the Education Secretary, Damian Hinds MP, revoking the order. This is another fine example of GMB@Work and a victory when all groups link up together, being focused and determined using the political and industrial agendas.

Our late President, Mary Turner, led the longstanding GMB campaign for Brent Council to bring back in house the Estate cleaning contract provided by Whettons Estate Cleaning Services, a private contractor notorious for their poor industrial relations ethos, and failure to implement NJC Pay increases to our members.

Following a high profile and successful campaign, linking the industrial and political agenda, GMB, has convinced Brent Council to bring back the estates cleaning service back in house in September 2019. This is major victory for GMB, and will mean that our members Terms & Conditions will greatly improve when the service transfers back to Brent Council, and is a testament to the legacy of Mary Turner, who spearheaded this campaign and challenged inequality in all its forms.



MIDLAND AND EAST COAST REGION

The Region continues to support its members, activists and branches under the Regional Secretary with three Senior Organisers and their respective teams, Central, Northern and Southern.

DYING TO WORK CAMPAIGN



Notts Healthcare Trust – signed up to the Dying To Work Campaign on 18th April 2019.

Leicestershire Police – The GMB full time officer encouraged Leicester Police to sign up to the Dying To Work Campaign Charter with assistance from Lord Willy Back.

Hull Culture and Leisure – HCAL have signed up to the Dying To Work Campaign and pressure from Hull No 1 Branch has resulted in Hull City Council giving a signing date of 27 June 2019.

ASDA



There is a lot going on for our members in Asda. Changes to terms and conditions, holidays, working patterns and the employer's offer of £9 per hour to work more flexibly. Consultation has already begun and will continue for the 45 day period. The threat of dismissal and re-engagement for 68000 plus employees is a possibility.

The region has made a concerted effort over the last few months to visit all stores to update and support members giving a good boost to membership. We will need to continue that good work during the coming months.

We continue to lead the way with recruitment in distribution and this is a real credit to the Reps on site and to our Organising Officer who has supported them fantastically.

It has been a challenging year within Asda. We started 2018 with changes to the pension scheme. It continued with issues over pay negotiations and the offers made. Alongside all of this we have had the impending merger with Sainsbury's and, most recently, the CMA report back of the need to divest stores, distribution depots etc. Our Reps have been a real credit by keeping members as informed as they could with all of these things – even when information was scant. They have also dealt with some extremely frustrated members through all of these events.

We have made further headway in updating membership lists and retaining some members due to the information being provided to NAU from Asda.

CLOSURE OF FOGARTY SITE AT BOSTON



If you asked any local from the port town of Boston in Lincolnshire for its most famous employer, chances are they would answer with Fogarty, famous for the production of bedding, pillows and quilts and had been doing so in the town since 1826.

Unfortunately that was all to change of 29th October 2018 when all workers and union officials from GMB were called to an emergency meeting. Nothing could prepare the workforce for the news that with immediate effect 185 of them would lose their jobs as the company announced it was now in the hands of the official receivers. As Kirsty Armstrong, one of the on-site GMB reps told BBC news that evening. "It is absolutely devastating. I have worked there since I was seventeen and I know nothing else. It is like a death in the family". Workers poignantly left their hi-viz jackets on the factory gate as they left for the last time.

The organiser and on-site reps, Frank Cannon and Kirsty Armstrong, committed to help the members as best they could. Further members meetings were held to give support and advice whilst GMB put together a claim for the complete failure to consult. A formal claim was lodged with the Employment Tribunals on behalf of GMB members affected for a protective award.

Support and employment advice through the branch led to many of the members securing alternative work but as Kirsty and Frank both conclude "It's just not the same. We were part of a family there and that has gone from the town forever."

NHS AND AMBULANCE



Membership in EMAS is up to 1,442 from 1,351 in 2018.

The Branch is very active; particularly the Branch Secretary Mark Dawn, and membership continues to grow. We have had a turnaround in Reps and some of the new people are proving to be very able. Tony Davies is a full time Rep and attends the National Ambulance Committee and takes one other with him who is being

rotated to give everyone experience. The other full time Rep is Nigel Beasley who is also very active.

We are currently looking at reviewing the Partnership Agreement.

The main issues are related to HR's interpretation of policies, particularly the absence policy. This matter is being taken up with the CEO and Director of Workforce.



Sadly we lost a very active Rep who was instrumental in the growth of the Branch, in Simon Todd last November to illness. He is missed greatly.

In September 2018, Derby and Burton Teaching Hospitals NHS Trust finally conceded to GMB recognition after 7 years of trying. The Region quickly identified Michelle Moran as our first GMB rep at the Trust. Michelle has previous trade union experience in the NHS.

LOCAL AUTHORITIES

Notts Police – Our membership continues to grow and strengthen with the fine help of our Branch Secretary, Alan Woodward. We are currently discussing facility time within the Constabulary and always work closely with them when it comes to our recruitment weeks.

Nottinghamshire County Council – In the last 12 months we have taken steps to continue growth and have recently undergone a consultative ballot on terms and conditions, to which talks are still on going. To strengthen our position within the authority we will be looking at the structure of the branch and the reps we currently have.

Kier Cleansing – Corby – In May 2018 Kettering and Corby Borough Council announced that they were looking to take the cleansing and gardens contract back in house. GMB welcomed this move, with caution, but committed to working with both councils in the best interests of our members.

In March 2019 we had agreed better terms and conditions for all employees which included a pay rise, NJC terms and conditions, NJC pension, enhanced holidays, new and more protective work wear and new equipment to replace any unsafe equipment.

We have gained new members and are looking at this transfer as a Best Practice Model for when the County of Northamptonshire moves to a unitary model in 2020.

With the rising number of issues with the contracted out service for refuse and waste collection the region will be setting a contractors forum to bring together members affected by these issues.

Northamptonshire County Council – Final Closing Down Sale – The council appointed a new chief executive in September 2018. GMB had continued to campaign for members to have the return of their first day's sickness scheme, increment pay, a pay rise for 2019 and no further unpaid days off during the Christmas period.

I am pleased to report that at the beginning of March 2019 we were advised that sick pay had been reinstated and a 2% pay rise will be paid in June, backdated to April. We have also achieved a part time convenor for schools.

The council is still on course to move to unitary status in 2020 and on the back of that move we will be looking to enhance our members' terms and conditions through harmonisation in line with other boroughs and councils within the unitary.

Veolia – One new GMB Representative recruited at the MRF site based in Forest Town Mansfield. Discussion both at National and Regional level regarding an imposed new sickness policy. At this time, members will be balloted on all contracts regarding this issue.

Serco – I have worked with this company for a number of years after they won the contract at Derbyshire Dales Council. The Pay Award for 2019 as been agreed by our members. This contract is up for renewal in 2020 I have been informed 8 companies are tendering for the contact. One new Rep has been recruited.

Erewash Borough Council – have put their leisure services out to tender. This will be under the T.U.P.E. Transfer of Undertakings (Protection of Employment) Regulations 2006. The preferred bidder was Parkwood Leisure and the transfer took place on 7th January 2019.

Local Government Committee – lay reps meet on as regular basis to discuss share and campaign on a number of issues. The recent term time calculation and year two assimilation has generated interest in setting up a schools and academy group.

CONSTRUCTION AND ENGINEERING

GMB and other Unions have been meeting regularly with local councillors and officers to agree local *Minimum Standards Charter* for the construction industry in Hull.

This has been on-going for over 18 months, started by the demonstrations on King George Dock in Hull by construction workers opposed to the draconian practices carried out by an out of town company, Harris Pye.

Construction members of Unions have met regularly in the GMB Office in Hull to put together a minimum standards charter for any company looking to carry out construction work in the city.

All of this effort was put into a document agreed by the Trade Unions and The Council and was signed by both parties at the last Hull and District Trades Council meeting on Thursday 28th March 2019.

This proves what can be achieved when the Trade Unions and The Council work together.

The Blue Book for construction has recently been re-published with a 2 year pay deal agreed after prolonged negotiations. Members accepted by over 2 to 1 in favour of the offer.

Almor Group – As part of his 2018 tour of the regions, General Secretary Tim Roache visited Almor Group Factory in Nottingham. Almor are a heavy Fabrication company supplying and servicing products for the Gas and chemical industry. The General Secretary was given a tour of the facility and met with apprentices who he signed up to the GMB.



NORTHERN REGION

1. GMB@Work

Workplace consolidation is focused on GMB@Work. Full-Time Organisers continue developing membership with specific support from the Regional Organising Team (ROT) on National and indeed local Targets in Team Areas.

Greenfield recruitment leading to new recognition applications both voluntary and CAC routes, are also essential parts of our workplace organising.

Supporting the Region's GMB@Work strategy is education and training of new Shop Stewards as Workplace Organisers, as part of the GMB@Work National Training Programme, with specific workplace and targeted training.

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.

We have been successful in new recognition applications at Katmex Ltd, Careline Lifestyles (UK) Ltd and View Logistics Ltd. The Region also achieved successful new recognition agreements at Mitie Ltd (One FM – Sellafield Sites), Premier Tech Aqua and Tyne Coast College (joint union).

2. Recruitment Targets and Campaigns

The Region organises around 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 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, Manufacturing, Energy Companies, Greenfield opportunities. We have also continued to focus recruitment activity in 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 have affected the Northern Region disproportionately. The complete lack of Infrastructure development from public resources is not helping the regional situation. Areas of deprivation are not helped by cuts in education funding and social welfare. Devolving business rates to local authorities by the Tories will have a real adverse effect especially as councils have had to make hundreds of millions of pounds worth of cuts through to 2020/21 as well as seeing a shrinking resource base.

Some local authorities are struggling to survive this Tory led onslaught. Government initiatives around The Northern Powerhouse show no sign of real benefit in Region with limited investment benefits. Government continues attacking the fabric of our Region, with no regional economic policy or support for procurement or infrastructure support. 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 council housing and infrastructure schemes such as regeneration, 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. Their support is essential as we seek to underpin industrial workplace matters with political support where necessary to improve our aims and objectives.

NORTH WEST AND IRISH REGION

The North West & Irish Region continues to recruit at a steady level with an average monthly figure of 745 which is marginally up on last year. The Region has every reason to believe that with the measures we have in place and the continued passion and commitment of our staff and activists that this figure will increase.

Our current strategy involves a two person Regional Organising Team who concentrate mainly on National targets such as Asda and, to a lesser extent, schools as well as Care Homes and any other targets that arise such as leads that come from various sources but mostly via our website.

We have also tasked Officers with managing their worksheet to organise recruitment either via Branch Secretaries/Workplace Reps and/or with their own direct involvement. This approach replaced the compulsory two stand-down days per month that Organisers did until early last year.

The ROT continues to recruit at a consistent level. Our ROT recruits just under 1/5 of all recruitment in our Region each month.

Over the last few years the Region has enhanced its reputation at campaigning, examples include:

5th Annual Justice Campaign – over 400 delegates from across the country attending over the two day Conference in Liverpool. Speakers included John McDonnell, MP, Helen Steel (Spy Cops), Joe Smith (Remploi), Claire Throssell (Women's Aid), Yvette (Grenfell), Ann Scargill & Betty Cook (Women against Pit Closures) and Regional Secretary, Paul McCarthy opened and closed the Conference.

NHS 70th Birthday celebration – a successful event took place in Liverpool City Centre in July and received great support from the general public throughout the day.

18th Annual Women's Conference – another successful Conference in Liverpool with speakers including Denise Walker (Abortion Rights), Kathleen Walker-Shaw (Europe/Brexit), Lynne Collins (TUC), Francine De Mariel (Domestic Violence), Claire Doherty (UU Shop Steward) and Phil Hayes (Mental Health).

Councillor Training Day – a successful day at Bill Smith House, Liverpool where over 20 would be councillors and MP's attended. They took away some great ideas to put into action in their areas and across the Region.

Right to Stand Labour Party Candidates in Northern Ireland – a delegation met with the Labour Party NEC sub-Committee in London on 19 March. This was a follow-up to a written submission on the above issue. It is hoped that their findings and a verdict will be sooner rather than later as we should be using the current political vacuum in NI to build the party.

The Regional Equality Group has also been involved in campaigning. It has continued to support Breast Cancer Care raising over £1,300 in donations, collecting toiletries, sanitary ware, clothing for a local homeless charity, The Whitechapel Centre, as well as winter coats, shoes in winter and sun cream in the summer. Gifts were collected for Refugee Women Connect who wanted to ensure each person seeking refugee status using their service would have a gift to open for Christmas.

In February, GMB was pleased to announce that their campaign to keep leisure services in-house in Armagh, Banbridge and Craigavon Council (ABC) was successful with council agreeing to retain the current operating model subject to a future review in 2021. The campaign ran for a number of months with GMB at the forefront of demonstrations, lobbying councillors and making a detailed presentation to the Leisure Committee.

A group from the Region drove a collection from branches to Calais for the refugees, along with London Region colleagues. A collection of essential products has begun for Centre 56 which provides childcare, information and support for those experiencing domestic abuse. Easter eggs were given to the children they support.

The Region has been supporting a cat charity in Aleppo where abandoned animals have been cared for by a dedicated team. The Chair of the Women's Network Group has been heavily involved in their work so much so part of the sanctuary has been named after her, The Lorraine Winson Farm.

Last year's Regional Pride events were well attended by activists ensuring GMB was visible at these promoting the work we do.

GMB members continue to play an active role in the Irish Congress of Trade Unions (ICTU) with members taking up position on a variety of committees including Retired Members, Women's Committee, Disability Committee, along with the policy groups looking at Health and the Education Sector. Members attended various ICTU Conferences during the year. We also have seats on both the Northern Ireland Committee of ICTU and the Executive Council of Congress.

Following on from the successful referendum in the Republic of Ireland on the provision of abortion and the repeal of the eighth amendment, GMB continues to campaign for the extension of services and decriminalisation of abortion in Northern Ireland. We are involved with the campaign group Alliance for Choice and have been invited to sit on their Board.

Manufacturing

During the last 12 months, we have re-energised our Manufacturing Section which has seen recruitment increase by 10%. We have invested Officers there in order to increase workplace reps and build our organisation. This is now paying dividends.

It was timely that the GMB "Making It" Campaign was underway and we held an extremely successful "Making It" Regional launch in May 2018 where over 50 Manufacturing activists attended. Activists were involved in sessions presented by a range of GMB Regional and National Officials, as well as contributions from the Regional Secretary, Paul McCarthy, and GMB European Officer, Kathleen Walker-Shaw.

The event also discussed the creation of a Regional Manufacturing Activist Forum and getting the Region up to speed with regard to lay positions on the National Activist Forums.

In February 2019, the first Regional Manufacturing Activist Forum took place and was attended by over 40 activists. As well as sessions from Regional Officials and lay members, the Forum included sessions from GMB National Secretary, Jude Brimble, GMB National President (Manufacturing Section) Bob Gunn, a training seminar on the impact of High Performance Manufacturing on the workplace and collective bargaining.

Both events were highly successful and we believe the two events have built a platform for the Region to build upon in regard to re-energising the Manufacturing Section within the Region. Many of the delegates to the two events had never, or very rarely, attended anything outside of GMB training courses.

We had a good mix of experienced and new Workplace Organisers who actively took part, sharing their knowledge and experiences between each other. That mix is reflected in the Regional activities who have now filled the National Activist Forum positions. We had other activists showing interest in various GMB activities like Section Conferences, Congress and one of the activists was put forward for the Young Members' Political School.

Hopefully, this fresh intake of activists bodes well for the future of the section and the union as a whole as we look to the lay leaders of the future.

Cammell Laird Dispute

Our members were faced with a crisis in October 2018 when Cammell Laird announced 291 job losses which we were informed of three days after a company announcement of winning a £620 million contract to support the Royal Fleet Auxiliary for the next ten years. This was in addition to other work in the usual commercial repair section, the Type-45s contract and also a strong chance of winning the Type-31s work in the future.

Since December, approximately 56 workers left the business early as volunteers and although the remaining 235 remained at risk, this figure was reduced to 960.

As of 28 March, the company appeared confident that they would get to a further reduced figure by the second week in April 2019.

The formation of a new workplace branch is now in process and some discussion around the recruitment of new employees to meet the future workload has begun. The need for new skilled workers via recognised apprenticeships has been discussed with the company and for the business to succeed it will need to start this process soon.

Commercial Section

Recruitment levels with Asda continue to be high across the Stores and Distribution but it is across aviation that has seen significant industrial activity. This is an area which has seen members' pay reduce as pay increases

have fell below the % minimum wage increase. Against that backdrop, our members have been engaged in industrial action which has resulted in increased pay settlements.

Changes within British Gas, Smart Metering and United Utilities have seen some growth in membership and also workplace reps.

Public Services

Within Local Government, the Region has maintained the momentum of the Pay Pinch Campaign ensuring that we are visible, active and engaging with our members. This had led to increased levels of recruitment across many levels.

NHS

The GMB position on pay with the NHS was a platform which allowed the Region to grow our membership but to significantly increase our level of organising which will assist us greatly moving forward. Within the Ambulance Service, our long standing dispute over job evaluation came to a head and industrial action, as well. As always, the security of our members was evident with members from all sections of the Region supporting our members on the picket line.

The Region like others has campaigned strongly at ISS whilst sick pay from day one was achieved, we continue to fight to protect and improve our members' terms and conditions.

Care Sector

The Region's recruitment levels within the care sector are exceptional particularly in HC One. It is hoped that sooner rather than later facility time could be negotiated as part of the negotiations with this company.

GMB SCOTLAND

Since we last met GMB Scotland has continued to go from strength to strength. Our membership increased by 1552 from Jan – Dec 2018 and our positive performance has continued to the time of writing having grown by 564 in 2019 so far. Underpinning our growth is the development of a new layer of Shop Stewards. The progress we continue to make is testament to the hard work and commitment of our activists and employees.

In GMB Scotland we have put campaigning at the core of how we seek to build the union. We are continuing to run training in campaign skills and techniques for our employees. The ability to identify and run effective campaigns, that make a difference for our members, whilst also building the union, are really important skills for our employees. The campaigning training is now being opened up to lay activists in our Winning for Members courses. There is still a lot of work to be done in encouraging a campaigning approach to our work in the union but we continue to make progress. Later this year our aim is to start training in how we better communicate with members using emotional language.

The length and breadth of Scotland GMB Scotland is seen at the forefront of industrial campaigning. There has been so much activity going on that it is impossible to do all the wonderful activity our lay activists are involved in justice. At the time of writing we are in dispute with a food manufacturer Bakkovar. We had a very successful and high profile dispute in East Dunbartonshire Council against attacks on terms and conditions of employment. In NHS Highlands we have had a high profile and hugely successful campaign against bullying harassment. In Highlands and Islands Council we are currently holding a consultative ballot amongst teaching assistants over proposed cuts. In Tennents Brewery and Volvo Terex we have secured positive outcomes on pay and conditions following campaigns and ballots. Across the Whisky and white spirits sector we have continued to reverse years of membership decline by robust campaigning over pay and conditions. In the gig economy we are continuing to grow our membership and run high profile campaigns in what has always been a tough part of the economy to organise.

Local government pay and conditions are bargained for in Scotland with the employers' organisation COSLA. After a hard fought campaign involving 3 sets of workplace ballots we achieved a 3 years pay deal that achieved 3.5% year one and 3% in the subsequent 2 years. We have learned a lot of lessons from the COSLA pay campaign this year that set us up well to improve on the current deal in the years ahead.

In NHS Scotland GMB was the sole union that opposed the 3 year deal in the NHS. We rejected the deal saying that it had strings and the union and our organiser were attached by other unions for the stand we took. Ultimately our position was shown to be correct when the employers came to cut staff terms and conditions. The attacks on terms and conditions were seen off. In the Scottish Ambulance Service we continue to campaign over issues in the workplace and have recently been involved in a strike ballot at one station where the employers were seeking to make cuts.

Our most notable growth in membership has been in ASDA and private care. In ASDA our fantastic lay activists continue to ensure we go from strength to strength. In private care whilst we have had notable victories and our growth has been good, we recognise we have much work to do in building our representative structures.

In shipbuilding we have been successful in a campaign to secure the future of Fergusons Shipyard. The prospects for BAE systems on the Upper Clyde but at Rosyth in Fife jobs are being lost. GMB Scotland has been working with and welcomed the excellent support of colleagues at a UK national level in campaigning to have the 3 planned solid support vessels built in the UK.

Last year we reported on the Scottish Government intervening in the BiFab fabrication yards in Fife and on the Isle of Lewis. Following a work-in and GMB organised demonstration the Scottish Government intervened to save the yards and took a share in the business with a Canadian company DF Barnes. Over the past year we have been developing relations with the North American Unions in DF Barnes in anticipation of the BiFab yards bouncing back and securing new contracts.

Scandalously over the past few months the vast bulk of £2.8b in investment in Scottish wind farms has gone to yards abroad. Most notably the work has gone to a Spanish yard that is state subsidised and does the work for the Spanish navy as well as a yard in the United Arab Emirates. It is a bitter irony that whilst so much work is going to a Spanish yard that does work for the Spanish navy, we are losing jobs from the Rosyth naval dockyard in Fife and the Bifab yards along the coast lie empty. The fact that companies are allowed to construct the so called green technology of the future "in yards that are backed by sovereign oil and gas wealth funds in the Middle East" is a scandal. It is even worse when we consider that the structures built in the Middle East will be towed to Scotland on filthy diesel burning barges.

GMB Scotland is leading the fight for real jobs in the real world in renewables. Through our work we have successfully secured some work for the BiFab site on Lewis and we are clear that without our efforts there would have been no future at all for BiFab the recent experience with offshore wind contracts is nothing short of an outrage. We have made it clear we will not be getting lectured by anyone about diversification and just transitions given our battle for BiFab. The Scottish Government has been forced to take action over the renewables rip off scandal and at the time of writing a major summit has been convened by the Government involving energy companies, contractors and of course ourselves to try and agree how we get contracts due to be awarded later this year into the Scottish yards.

One of the most significant battles we have taken on in the past year is the fight to save the three BiFab fabrication yards at Burntisland and Methil in Fife also at Arnish on the Isle of Lewis. In late October all three yards, where work was on-going on a renewables contract, faced closure because of a dispute between contractors. In response, our members occupied the yards and organised a work-in. With just 36 hours notice nearly 2000 workers and supporters marched down Edinburgh's Royal Mile onto the Scottish Parliament. It was the most significant demonstration of its type in a generation and it shook the Scottish political establishment to its core. After months of negotiations it was announced in April that a new buyer had been secured for all three yards. Elsewhere in the energy sector a notable event and real setback has been the announcement with the closure of a Scottish Gas call centre and the proposed

outsourcing of jobs in the so called technology at the centre of the future of the company Hive. As is the case elsewhere in the UK we have seen a slow and steady decline in our Scottish Gas membership as the direct labour force base is eroded.

Without doubt though, the most significant event over the past year for us has been the Glasgow Women's Strike. This was the biggest strike over Equal Pay in the history of the UK. Frustrated by years of legal challenges, posturing and gaming by the employer 8000 women took strike action and marched through the streets of Glasgow. It was a magnificent show of solidarity, a strike organised and led by women. Whilst the strike was first and foremost about the women, the solidarity action taken by male council workers was inspiring too. It is a point of shame that the SNP led administration in Glasgow threatens to sack men for taking action in support of the women and threatened our union with legal action under Tory anti-union laws. Ultimately and despite the attempted threats and intimidation the strike was successful and the women won. As a union we have made the point very publicly that the victory for the women was a point of reflection for GMB Scotland because for a decade before the dispute we had lost our way and forgotten how to fight.

Quickly following on from the women in Glasgow Dundee Homecarers voted for strike action over huge proposed cuts to their pay and conditions. Following a high profile campaign and with strike action looming the employers capitulated and another victory was secured. Further strike action is currently being planned across the whole of Dundee.

Over the past period we have had to spend a huge amount of money dealing with what was a toxic legacy on Equal Pay most notably in Glasgow. We are actually now looking at 3rd wave claims in Scotland.

Our whole experience around the Glasgow Women's Strike and with Equal Pay has served to reinforce the huge amount of work that we still have to do around the treatment of women at work and the 'value' placed on work that is predominantly done by women. This is going to be a major theme of the work we plan to do and the campaigns we run over the coming years. The planning work is currently ongoing but we will be battle ready later this year.

On the wider equalities agenda there is some good work going on and plans are being developed to strengthen our equalities work. That being said we are very conscious that despite the work we have undertaken much still has to be done if we are to truly look like a modern Scotland.

Politically, the situation in Scotland remains complex with the constitution and Brexit dominating. Sadly Scottish Labour languishes 3rd in Scotland and it appears to be going backwards again in the polls. At the time of writing a second independence referendum looks increasingly likely. These political realities in Scotland mean though that we need to work on a cross party basis, working regularly with the SNP minority Scottish Government in particular. We are very clear that for us in Scotland, politics is a means to an end. Our priority is always the interests of our members.

GMB Scotland continues to be the highest profile Scottish trade union. We have enjoyed a very significant amount of media coverage since we last met. Most importantly, in terms of communication we continue to put a big focus on communicating directly with members via text message in particular. Whilst we are doing more work on retaining leavers from the union, our belief is that retention starts in the workplace and communications about workplace issues are vital to keeping individuals in membership.

GMB Scotland has enjoyed another good year since we last met. There is a busy summer of campaigning planned which should ensure we continue to go from strength to strength in the public and private sector.

SOUTHERN REGION

Southern Region again during 2018/19 continue to demonstrate that we are an active, campaigning and organising union.

We have met the aspirations of members by organising the workforce, engaging with employers, securing recognition agreements and improving our members terms and conditions.

Pay increases of up to 14% have been achieved in the private sector through member engagement and industrial action.



Many contracted out service workers have secured the Living Wage and the London Living Wage in the past year. All achievements were through good member engagement.

Private contractors in Public Services prove to be an ongoing challenge and we have made a conscious decision in the Region to tackle NHS contractors who continue the race to the bottom in the pay, terms and conditions league. There is an ongoing campaign with ISS and this has resulted in a 6% increase in pay for the staff at Kingston Hospital, but 6% of very little is very little, and the campaign continues.



These contractors are the forerunners to mass privatisation of our NHS. Our approach is to launch campaigns in hospitals against contractor's terms and conditions. The campaigns are elongated to gain maximum coverage and organisational opportunities. In one instance we asked the NHS Trust to provide facilities for food banks for outsourced employees.



NSL parking assistants across South London now enjoy the London Living Wage plus sick pay.



More and more schools are successfully opposing Academy status through GMB organisation and interactions.



Our Ambulance Service membership continues to flourish but we have an ongoing battle with South West Ambulance Trust who do not want to recognise GMB. However, staff there continue to join the GMB and our momentum will continue.



Southern Region membership in ASDA continue to grow on the back of some good campaigns. The region has had really good successes with the access to ASDA and the associated industrial problems. It looks like the saga continues with the new proposals that ASDA are imposing on staff.

The Care Sector is also on our radar and particularly privately owned care homes who continue to penetrate the market and then cry poverty, leaving employees and patients in the lurch. The Region will vigorously defend GMB members and the Care Sector.

Schools and Academy membership in the Region continues to increase on the back of some great campaigns.



The Region has had really good recruitment successes with the access to ASDA and the associated industrial problems. It looks like the saga continues with the new proposals that ASDA are enforcing on staff.

There is a real campaigning approach at work in the Region, in Branches, in workplaces, involving activists, Branches and Officers.

GMB @ Tolpuddle 2018 was one of the biggest groups of the event. Again, GMB members from all around the country camped in the GMB field for the week leading up to the Festival.



The Young Members held their Summer schools at Tolpuddle and held informative and educational meetings with Retired members.

Despite the political turmoil and Brexit, we maintain good political activity and engagement in the Region.

The GMB Southern Region attendance at both London and Brighton Pride gets bigger every year, with more and more members engaging in the events.



Our strong and loyal members in the Brussels Branch continue to be thrown into disarray by the actions of the government that shows little regard for working people in the UK and UK citizens across Europe. We continue to support our members there who do a great job with their elected Members of the European Parliament, to ensure that the voices of the many in the UK are properly heard.



Finally, the Region is proud to have our very own Barbara Plant as the National President, and what a great job she is doing!

Paul Maloney
Regional Secretary
GMB Southern Region

GMB WALES AND SOUTH WEST REGION

Since Congress 2018, the region has made steady progress in membership growth terms due to the commitment of activists, officers and support staff. By way of illustration, the key sectional developments are as set out below.

COMMERCIAL SERVICES SECTION

Asda stores – continues to be a focal point for structured recruitment activity with 636 new members being enrolled since June 2018 and membership increasing by 177 over the same reference period. Within the distribution side of the business, both the recruitment and membership figures are also relatively positive.

The recent Contract 6 proposals present both opportunities and challenges simultaneously for membership, and the region will continue to invest in consultation and representation activity. We have an extensive network of lay activists who will be pivotal to supporting our members through the different times to come.

Taxi & Private Hire – we have now set up a branch dedicated to Taxi and Professional Drivers Branch for our members in South Wales, as our membership has steadily been increasing. March 1st saw a fantastic milestone in the private hire industry, as a group of GMB members supported by the Union, launched Wales' first Taxi Co-Operative, in Cardiff called Drive. They have been formed on the premise of providing a top-quality service for the public, whilst treating drivers ethically.

A number of meetings have been held with members in order to seek their views on the Welsh Government White Paper on Improving Public Transport, which includes legislation which will directly affect the industry. Whilst broadly welcoming many of the proposals, GMB feel that they do not go far enough in tackling the challenges facing the sector. As such, we have submitted a formal response, supported by a briefing session for Welsh Labour AM's at the Senedd to highlight our concerns.

Hermes – following the signing of a landmark agreement nationally, between GMB and Hermes, our membership has steadily increased. We are now in the process of getting workplace representatives in place, and arranging a schedule of visits across the region to speak to

couriers at the sub depots about the benefits of joining the GMB. This truly has been a successful campaign, which identifies, that members lead campaigns and issue lead campaigns grows membership.

Yodel – membership at the delivery firm remains solid, with a good group of activists supporting out members with any of their issues with the company. With the parcel delivery sector remaining highly competitive, pay negotiations are likely to, once again, prove challenging. A pay claim has been submitted following a period of consultation with members.

Security Section – Cardiff Airport – following the two year pay award agreed in 2017, we are pleased to announce that Cardiff Airport (CWL) have now announced to all their employees that they are in a financial position to implement the Foundation Real Living Wage effective from April 2019. Initially this has been of concern given the varying nature of the roles at the Airport and that it would not be appropriate, for example a Car Park attendant, to be on the same salary as a Security Guard. Following in depth discussions with Airport management it has been agreed that whatever differentials are in place at present relative to different job roles, then these will be maintained following the introduction of the RLW in April. GMB will be balloting our members in due course. The implications of these measures will result in a pay rise for 2019 in excess of 10% for our security staff.

Swissport – GMB have been balloting members on a below inflation pay offer with no additional benefits. Our members have responded and the message to Swissport is loud and clear to get back around the table and make a decent offer, alternatively we will ballot for strike action. Our members have voted resoundingly to reject the offer and have asked us to ballot them for strike action should a new offer not be made. GMB members working in Swissport play a vital role in delivering a service for the company and rates of pay are unacceptable.

Bristol Airport – GMB are continuing to go from strength to strength within ICTS; a Security Company based at Bristol Airport – membership continues to grow, and we have finally reached our first Century in GMB membership. In

addition to securing a 8.2% for Level 1 Security Compliance Officers and 6.0 % for the Level 2 Team Leaders which was implemented on the 1 July 2018, we are pleased to announce that GMB have secured the inclusion of all overtime hours worked in the calculation of holiday pay. ICTS have agreed to include all hours worked throughout 2018 and calculate an hourly rate that will be paid moving forward for any holidays taken in 2019. The same process will follow for each year moving forward.

Wales & West Utilities – pay negotiations were concluded late in 2018 resulting in a 3 year pay deal for both industrial and staff members. The 3 year pay deal secured a 3.7% award on all elements of pay in year one, with year 2 & 3 being an average RPI figure taken over the preceding 12 months. Membership growth remains strong with membership now reaching over 900 members throughout our region.

Wales & West are currently preparing their next price review plan for OFGEM and we are in engaging in regular meetings with senior management to both influence and understand the potential implications of any future plans on GMB members.

Bristol Water – Bristol Water have made a 2019 pay offer of 1.5% which our members overwhelmingly rejected. The company are now seeking recommendation to the water remuneration committee to impose the rejected pay offer on our membership, which will be likely to result in a dispute between the company and our membership. A dispute with our membership at this point would potentially cause significant disruption and reputational damage to Bristol Water, with customers and the regulator and our members, where we have 95% coverage of the frontline operations. Indications for a listening exercise, have confirmed our members would be willing to enter into a dispute with the company in the event of an imposed pay award.

The pay offer itself is significantly out of step with most, if not all, of the private water companies in England, most of which have agreed to pay between 2.5 – 3% uplift in base pay and allowances for their workforce. A 1.5% uplift on base pay for our members would result in a pay cut in real terms for our members, who see their cost of living raising in line with inflation and often above.

Dwr Cymru (Welsh Water) – the pay negotiations process in advance of the price review, AMP

7 has now commenced with FTO's and senior stewards from the recognised Unions engaged in discussions to secure a pay deal for the next 5 years. We are expecting significant challenges linked to price reviews within the water industry over the next year as OFWAT demands price reductions from the water companies.

We will be organising to resist any plans, which could undermine H&S and job security. Two new WPO's have now been appointed in Swansea and South West Wales in areas of the business that we have struggled to recruit in for several years.

Western Power Distribution – pay negotiations were concluded in 2018 with the company offering a 2 year deal with the first year 4.2% all pay and all allowances with the second year .5% above RPI at the April; 1st anniversary date or a minimum of 3%. GMB members overwhelmingly accepted this offer. The second year of this deal has now been calculated and an award of 3.2% has been agreed. A number of new apprentices will likely be taken on during 2019 and GMB will be in attendance at their induction sessions.

British Gas – a lengthy national consultation process concluded in late 2018 regarding significant changes to a number of the employee pension schemes.

Tensions on the ground are running extremely high over the current proposed changes and currently we are cleansing our membership information to ensure that we are ballot ready in the event of a national consultative ballot.

British Gas are currently undertaking a TUPE and taking 300+ of their call centre position back in house. The work was initially outsourced to a company called Conduit. We have been in contact with conduit and are awaiting a response to visit the site and ensure TUPE is explained to colleagues and recruitment into the GMB made priority.

EDF

Customer (CBIT Office) – the company has made a “final offer” of a £450 unconsolidated payment to members in Office (mainly the call centres). The unanimous view of the GMB Reps on the negotiating team is to recommend that members reject the offer. Unison and Prospect are doing the same.

We will need to consult members on the offer – via workplace ballots in accordance with GMB policy. Currently, management have agreed

to give members time off the phones to talk to Reps about the offer and to vote at the same time.

Customer (Field Ops) – EDF tabled a “final offer” today of 1.8% consolidated across all grades covered in the collective agreement. The unanimous view of the GMB Reps on the negotiating team is to recommend members reject the offer. Unite and Prospect are doing the same.

There is in-principle agreement between the Unions to carry out (separate) consultation of members, asking if they are prepared to take industrial action. In GMB's case this should be in workplace ballots.

The broad timetable will be to start the consultation mid-April and close on 8 May.

G4S security solutions Hinkley Point C construction site – Membership has now grown to around 140 on site all of which are supported by a team of dedicated WPO's across all shift patterns.

Our reps are attending all G4S induction sessions to ensure that new starters are introduced to GMB from day one of their employment at HPC. Reps are now attending monthly local joint council meetings with management and conducting regular workplace H&S inspections.

Security Industry – Wales and South West Region now has two security branches, M18 Apex Securicor branch which holds the maintain of 2034 security members and S72 branch covering our 314 security members in the South West area of the Region with a full branch structure in place which means that our members working in the West Country have assistance and support when they need it.

The challenges of TUPE transfers, acquisitions and the ever-constant threat of being subjected to Client Requests & Site Removal Notices is and always will be endemic to the Industry resulting in there being no Security for our Security branch members. Only Security members who are physically employed by the company have access to the normal disciplinary procedures.

Bidfood – the dispute arising out of the 2018 pay award imposition permitted an opportunity to engage with and build site membership. We now have an active nucleus of depot representatives who have undertaken basic training.

PUBLIC SERVICES SECTION

Over the last 12 months the Region has maintained membership growth due to the ongoing prioritisation of retention work combined with the application of GMB@Work course principles and the regional organising strategy.

The NJC year 2 pay and grading assimilation and its implementation with effect from 1st April 2019 has been the main focus for Public Sector branches and officers. This has been successful by enabling consolidation and recruitment opportunities as well as delivering the pay award itself.

However, the Region has experienced a few of the smaller academy schools (Plymouth area) proposing a lesser pay award or moving away from the NJC. The rationale being cited is due to budget deficit. GMB members working in one Devon Trust have decided not to accept this and are currently being balloted.

The Wales and South West Police branches (Devon and Cornwall and South Wales) have received one of the highest member responses to the recent national pay claim consultation resulting in identifying approximately 11 members expressing interest in becoming more active within their respective local branches across the Region. Membership is growing due to continued workplace and national organising campaigns. Additionally, progress has been made towards securing an Agreement with Gwent Police.

The Region has organised a number of proactive recruitment campaigns within the NHS and South West Ambulance Services Foundation Trust (SWASFT) over the last 12 months in which we have grown in membership and recruited workplace representatives in non-organised workplaces including 3 Health and Safety Representatives in SWASFT where we are still trying to gain recognition in conjunction with Southern Region. Our ambulance membership has increased by 47 since Congress 2018.

The care sector continues to be the subject of severe challenges notwithstanding at the time of writing a new crisis has hit Four Seasons which highlights again the fundamental issues surrounding the funding and privatisation of the care sector. The Region's priority is focused on protecting jobs and residents' welfare.

The continued overriding challenges facing public sector workers across the Region are those of massive reductions in budgets resulting in increased levels of cuts to our members contractual hours, terms of conditions, restructurings, staffing reductions, redundancies and increased number of capability dismissals.

However, in Wales with the Welsh Government, there is a slightly more positive approach. The Workforce Partnership Council for Wales is working with the GMB to strengthen workers employment rights through the implementation of a range of guidance and policy for public sector employers commissioning services from private/voluntary sector relating to ethical procurement; non-guaranteed hours arrangements; two tier wo Screen Shot 2019-05-15 at 18.01.43 rkforce protection, etc. This is ground breaking and very positive initiatives demonstrating the advantages of a devolved government.

The Region would like to express its thanks to all Public Service branches and workplace activists, officers and staff ensuring the section continues to remain a strong and influential voice on behalf of public sector workers.



MANUFACTURING SECTION

Appledore Shipbuilders – Babcock handed back the keys to the landlord and left the shipyard vacant on 15 March. A very sad day for the Region and British Manufacturing. Many workers left the company over the last year due to the uncertainty surrounding it's future, but out of the workers who remained on closure day, 87 chose redundancy and 82 have chosen redeployment within Babcock (mostly at Devonport in Plymouth, or Bristol).

Those who chose redundancy benefitted from a package negotiated by the unions that was over 30% better in cash terms than Babcock's initial proposals and included various elements to the deal. Most of the 82 who chose redeployment did so very reluctantly, and we believe would

return if the site reopened. Very few seem to be permanently moving to Plymouth with their families.

There is still interest in taking over the yard. The landlords are allowing GMB free access to the site to use the union office/facilities for the campaign to find a new operator. We are still hopeful that someone will come in and reopen the yard, and the workforce will be able to return to work for the new employer. However the longer time goes on, the less likely this will be, as the aging site will increasingly deteriorate. We hope we have not seen the end of the proud tradition of shipbuilding on the River Torridge.

At Falmouth Docks where last year the very welcome news that they had won a £239m MOD contract, pay negotiations are underway and we are hopeful that the securing of this lucrative contract will assist in negotiating a pay rise to reflect all the hard work of our GMB members within the docks.

Ford – invitations have been extended to the workforce to apply for 300 + voluntary redundancies within the engine plant at Bridgend. To date no replacement work streams have been identified following the loss of the contract to provide engines for Jaguar/Land Rover. The uncertainty of Brexit has understandably discouraged investment within the plant by the parent company.

Kautex – Hengoed Engineering – membership within Kautex has remained solid, the workplace has a 95% GMB membership density with a fully active branch. The branch is pleased to report that the company have adopted the GMB Mental Health Awareness initiative and the Branch Secretary has attend the Mental Health Awareness training which is to continue. Ongoing activity is taking place in the campaign for the company to adopt the following policies:- Dying to Work, Menopause in the Workplace and Ethical Procurement Policy. Pleasingly, following discussions with the GMB agreement has been reached for the inclusion of average overtime payments within holiday pay to be paid. A percentage calculation has been agreed which will be evaluated each year as the amount of overtime worked changes in line with the requirements of the business.

Proctor Bros Limited – GMB membership within Proctor Bros remains solid, we now have 3 active workplace Reps in order to cover the various areas and shift systems within the business operation. We are promoting the new apprenticeship rate with Proctors Bros should

the company take on board any apprentices. Like all other UK businesses PBL are anxiously awaiting the consequences of Brexit or otherwise – again PBL both import and export product, steel in particular, so the ongoing uncertainty is causing much anxiety for this company.

Morgan Marine – GMB membership remains stable at Morgan Marine and we are currently promoting the new apprenticeship rate on site. There is nothing to report on pay as a 2 year pay deal of 4.3% was agreed in 2018. Like the rest of the UK Morgan Marine, a fabricating company which imports and exports their products, have concerns in relation to the impact Brexit may have due to their need to purchase steel for use within their manufacturing process.

North Wales

Recruitment within certain manufacturing companies has taken place. By way of example, we have commenced some recruitment in Charles Owen over the past year or so and have seen an influx of members in another new company called TriTech on the Wrexham Industrial Estate. Previously we had 3 members in TriTech this has increased to 15 and we have commenced communications with their HR team to make some progress to see if they would be willing to allow some recruitment activity to take place.

Membership levels remain stable in the following companies: JCB, Qioptiq, Technocover and Reflex and Allen. The Officers responsible are in the throes of identifying a strategy for presentation to the ROT shortly. Reflex and Allen remains difficult to penetrate however we are making some slow and positive progress.

Sadly there is also a significant downside in that we have commenced joint consultation with Unite in relation to the proposal of the closure of the Honeywell site with a loss of 129 jobs. According to our records we have 21 members with Unite having approximately 70. The closure will have a significant impact but Unite and ourselves are working together to consider other options to present to the company.

In terms of the West of North Wales there is little in terms of a manufacturing base and arising from that little in terms of membership.

We are involved at AMG Alpoco, Holyhead a business that produces aluminium powder for various end uses including rocket fuel! The 2018 dispute relating to imposed changes to the sick pay scheme was resolved just prior to the

commencement of industrial action (strike) by the company agreeing to amend the terms of exclusion from entitlement. An increase in basic pay was agreed effective from the 1st of January at 2.4 %. Production is populated by membership with limited scope for growth.

Just beyond the West (Anglesey, Conwy and Gwynedd) we have Ifor Williams Trailers Ltd. The membership is currently being balloted on an offer of 1.9% increase to basic rates. The previous 6 months found a new branch secretary who I expect will bring benefits to the branch and its development. We have been advised of the company's readiness to recognise GMB at the new Sandycroft, Flintshire, site however the company is slow in progressing the matter. It may be purely due to a number of other business priorities such as sales backlog and recruitment and retention problems in particular at the new site. Membership levels are low and have been for some time. The Cynwyd and Corwen sites employ a significant number of agency workers now which presents a hurdle to recruitment. A previous attempt to recruit didn't find success but a return to the issue would be worthwhile.

AER – our branch secretary has advised that he wishes to step down from his role. We are now left with only one rep in the plant, so hope to generate some interest in filling the vacant position. The company last year gave a pay award which took the work force above the minimum wage for base rates for the first time in a number of years. However, this year it looks like even though the company are putting 3% towards the wage bill, due to the Government's increase in pension contributions, the work force will again drop into the minimum wage bracket and their take home pay will be reduced. Following a consultative to gauge the reaction from the workforce, there was an overwhelming rejection of the "offer". However, the company have advised that due to Brexit, quality issues and other factors, 8 jobs were to be made redundant. The members subsequently decided not to pursue the pay claim this year as long as there were no compulsory redundancies which mean that the volunteers would have to be chosen. We are awaiting a formal response to this.

Nuaire – we have just completed the first year a 2 year pay deal. We have been made aware that the company wish to introduce a night shift and meetings have been held regarding this. However, the work force has rejected the company's proposals to manage the situation.

We are having problems getting anyone to support our 2 main activists and we are not getting any major breakthroughs in recruitment at the plant.

Prysmian Cables – after taking 10 months to settle last year's pay award, it is pleasing to advise that our members have accepted a 2% pay increase for 2019. We have 2 reps due to retire later this year; both have been stalwarts for the GMB for many a year. The branch secretary is having difficulty attracting anyone to take on the role of workplace organiser. We are due to hold meetings this month with the national HR director, along with a national organiser from Unite to discuss the possibility of national pay talks for all 5 companies that Prysmian have within the UK. The GMB have recognition at two – Aberdare and Washington.

EQUALITY

The Regional Equality Forum now consists of varied activists representing all equality strands, who are developing regional events and campaigns in line with National projects. Young members / Shout / Women's and Disability leads have all created Self Organised groups.

Young Members Network – young members regional campaigns are ongoing, currently looking to recruit in Greene King pubs, and introduce GMB YM Beer Mats.

A presentation took place at Swansea University on 6 April, where students attended from both Swansea and Cardiff Universities. The next Young members meeting will take place on 13 April in Cardiff. Wallet sized cards are being distributed and communications have been sent via social media sites, e-mails and SMS text.

Shout LGBT+ – the region has currently developed a self – organised group, who have met twice this year with a great attendance. They have begun a campaign on blood donations and Social Care within the LGBT+ communities.

The group are currently designing materials for all 2019 Regional Pride events and developing a new regional image for Shout. Their Social media sites have been successful since the launch and will be undertaking their next meeting and promoting the GMB at Merthyr Rising on 25 May.

Regional Pride Events:

May – 4th Swansea / 11th Exeter

July – 13th Bristol / 26th & 27th W-S-M

August – 3rd Llanelli / 10th Cardiff / Cornwall

September – 7th Totnes / 14th Gloucestershire



Regional Conferences:

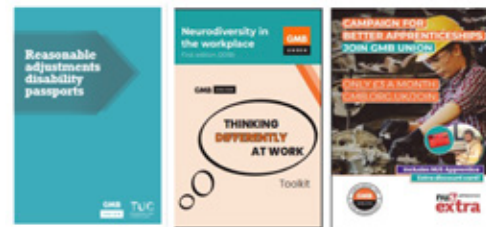
Retired Members – 2 May

Women's Conference – 18 May

Regional Equality Conference – 28 September

We are promoting our national campaigns within workplaces, 4 significant issues with a range of resources:

- Reasonable Adjustment Disability Passports
- Neurodiversity in the Workplace Toolkit
- Domestic Abuse Charter and Policy
- Campaign for Better Apprenticeships



Our key aims are to embed the policies with employers to make workplaces more inclusive for all workers and to engage in a collective bargaining approach.

We are aiming to promote the new campaigns with employers, Branches, reps and members. We need to use the model agreements as equality asks during bargaining and implement a survey to members.

As a region we need to identify target workplaces and ensure our equality aims and objectives are connected with organising opportunities and protect our members / unrepresented members throughout our networks, workplaces and communities.

POLITICAL

The Region operates two distinct Political Committees, thus reflecting the different structures and challenges presented by devolved government and Westminster.

The Welsh Committee has considered our position on both the Welsh Labour Party 2nd

Stage Consultation on Electoral Reform and the Democracy Review, and submissions have been subsequently made.

The re-selection of all sitting Assembly Members has commenced, and the Committee will be overseeing this process, also involving those branches affiliated to the relevant Labour Party Constituency.

Two significant CLP selections were made in Newport West and Clwyd West, with both successful candidates being existing GMB members. Ruth Jones was subsequently elected as the new MP for Newport West, albeit by a reduced majority.

Opposing racism and fascism remains a key campaigning priority for the region, and two events held in Cardiff and Swansea in March were supported by way of sponsorship and attendance.

Social Partnership arrangements in Wales between Welsh Government, employer and MPs have been key to mitigating the worst outcomes of austerity. We are intent upon further consolidating that approach, and setting the agenda for the whole of the UK around how to co-produce fair policy. The need to strengthen social partnership arrangements in Wales and to maintain dialogue in specified policy areas has become more urgent given the planned UK withdrawal from the EU.

Therefore, in direct dialogue with WAG, and through the medium of the Wales TUC, we aim to encourage Welsh Government to:-

- (i) Make a formal declaration of social partnership principles and develop a binding protocol for working with Unions in Wales
- (ii) Establish tripartite social partnership and to provide an all-Wales, all-sector perspective for such arrangements, and to ensure consistency of approach and application.
- (iii) Establish a Social Partnership directorate to provide sufficient resource and expertise to ensure delivery of the arrangements.
- (iv) Introduce a Social Partnership Act to provide statutory underpinning to establish a public sector duty to deliver fair work through social partnership, to place statutory fair work requirement on procurement and business support and to establish enforcement and monitoring mechanisms.

In particular, emphasis has been placed upon these employers who seek public funding being omitted to providing access to trade unions, adherence to industry collective agreement and the awarding of formal recognition.

Finally, the threat of developments in automatism, digitalisation and artificial intelligence across several sections is a considerable one, and the region has taken the initiative in pressing Welsh Government to devise an agreed strategy to address this matter – involving discussion between offices, lay activists and the designated Minister, Lee Waters.

EDUCATION AND TRAINING

Our two training providers, Adult Learning Wales and the Shrewsbury College, have continued to provide tutor resources for both the 10 day foundation course and a range of supplementary modules, including equality, health & safety, employment law and mental health at work. The newly-assigned core course has been well-received, and feedback from students has been positive. A total of 387 representatives have attended regional education courses in the period from June 2018 to April 2019.

With regard to learning services provision in Wales, a new 3 year contract has been agreed for GMB programmes. Targets and required outcomes have been exceeded, and the number of participating employers has increased. Providing access to learning services promotes interest in the GMB and acts as a stimulus for recruitment into the union.

Our Hinkley Point Learning Services Project has also been renewed for another 3 years, and the region has successfully recruited to the position of Project Manager, Project Worker and Secretary. We are optimistic that the longevity of this project will facilitate the development of a wider learning outcome within the West Country area.

John Phillips
Regional Secretary
 April 2019

YORKSHIRE & NORTH DERBYSHIRE REGION

We continue as a campaigning region across Yorkshire & North Derbyshire and we have maintained our focus on building the union, organising workers, raising the profile of GMB and taking the fight to bad employers over the last 12 months.

At the time of writing our regional membership stands at 62,589. We have grown our reps' base and seen 251 new postholders come on board within the region. We now have 2022 working on behalf of GMB across the region. These are broken down as below:

Position Held	Male	Female	Total
Branch Secretary	48	20	68
Branch Equality Officer	18	19	37
Shop Steward	578	259	837
Health & Safety Rep	529	221	750
Union Learner Rep	197	133	330
TOTAL			2022

We have focused over the past 12 months on improving our communications with both our activists and our members. Our monthly newsletter for postholders 'The Activist' continues to promote the work and successes of the union across the region and our monthly direct email 'GMB Matters' which we send to over 30,000 members for whom we have email addresses, is regularly opened and viewed by 12,000 plus members every month.

Our regional activists' event the 'GMB Big Weekend' was held on 9th and 10th February 2019. This year's was our biggest ever with just short of 200 activists attending to take part in debates and workshops on issues affecting GMB members on the social, industrial and political challenges that we face. Both the National President, Barbara Plant and the General Secretary addressed the event this year. Our activists were also involved in the following workshops:

- Rise of the far right, how should trade unions respond?
- Social media/modern campaigning
- Mental health – why it's a trade union issue
- Brexit – trade union strategies for life after Brexit
- Campaigning to win – Building the union.

It was brilliant to see so many reps working together sharing ideas and experiences in the interest of our members and growing our great union. The weekend closed with 'Question Time' and a panel consisting of Rachael Maskell MP and Labour's Transport Minister, Richard Corbett MEP Leader of European Labour Party, Paula Sherriff MP and Councillor Susan Hinchcliffe Leader of Bradford Council.

Campaigning to Win

Over the past year we have seen the 'Protect the Protectors' campaign result in a change in the law. It was great to see the Protect the Protectors Bill receive royal assent this year and Sarah Kelly (whose own harrowing experience of being assaulted as a front line public service worker with Yorkshire Ambulance Service led directly to the call for a change in the law) be present in the House of Lords to see the Bill receive royal assent. Sarah is now one of our activists within Yorkshire Ambulance Service.

Wakefield Council

We have finally after years of organising effort and political agitation, reversed an anomaly within local government within the region by securing recognition for the GMB by Wakefield Council; this despite opposition from one of our sister unions who has reported us to the TUC for having the audacity to seek to have a voice for our members within the last remaining Labour Council within the region where the GMB has never been formally recognised. We are building our membership day by day as a result.

Sheffield Office

In October 2018 our new Sheffield office was officially opened by our National President, Barbara Plant at our Regional Council meeting. Our new Sheffield office provides a fully equipped, purpose built, modern environment



for our staff, members and activists and is already becoming the hub of activity for branches and reps across South Yorkshire.

Commercial Services

A new more focused organising plan has been introduced for ASDA recruitment and this seems to be paying off with massively improved results for the last couple of months. A similar strategy is being devised for Wilko retail, in conjunction with the Wilko branch and senior reps, where traditionally we have found it difficult to grow our membership.

The growth of Private Hire membership across South Yorkshire is a massive success story. This is as a result of a huge amount of effort by the officer working to build a network of activists from the taxi driver community. Sheffield and Rotherham are doing fantastically well and becoming self-sufficient – the team is now moving into the Doncaster area using the same strategy. Work continues at ASOS in Barnsley where the branch continues to support our efforts despite Community Union now having sole recognition at the site. Membership continues to grow as GMB is seen as the union of choice – the true voice of ASOS workers.



Organising August

The region has introduced 'Organising August', where each of the regional teams commit to a full week of organising to enhance our recruitment and reach out to areas who we do not always have the opportunity to visit, for example visiting night shift workers across all sectors. We have now named this 'Love GMB week' and periodically have 'Love GMB weeks' in local authorities across the region raising our profile and engagement with members and encouraging new members to join.



Manufacturing

We have our third manufacturing 'We're Making It' campaign forum planned for the summer of 2019 and saw steady growth in this sector in 2018. Brexit is undoubtedly the biggest threat to the sector facing us today and both Federal Mogul and PPG in Yorkshire slowed down and even temporarily closed production in order to prepare for the worst impacts. These companies are certainly not on their own and we have had reps report that companies like Burberry and Nestle have also taken steps to increase core stock to make ready for the impacts. A highlight of the past year has been securing full recognition at Tangerine in West Yorkshire and we now have both the York and Cleckheaton sites coming under GMB single union recognition. Our MP's in the region continue to support our 'We're Making It' campaign and will, once again, support the 2019 regional campaign meeting on the run up to our newly restructured national sectional conference.



Rugby League Re-launch

Garreth Carvell, our Project Worker has worked closely with the RFL, his Branch Secretary, Geoffrey Burrow and his Officer, Doug Cooper, and we now have a new recognition and facilities agreement signed off for 2019. We will regularly address the All Parliamentary Rugby League Support Group with regard to our progress at the House of Commons and this will continue in 2019 as we build this Sports' Section.

Social Home Care

We have taken a leading role in supporting the GMB's National Care campaign recruiting really well in HCI and have worked with our colleagues in the Northern and North West & Irish regions to campaign jointly within both HCI and 'Be Caring', a new workers cooperative who deliver home care. We intend to do all we can to make sure that any ethical charter that is developed through the new APPG covering social care takes the current cruel, undervalued and sexist commissioning process to task.

Young Members

The region's Young Members have this year taken a new approach in the way that they campaign and tackle the inequalities that young people are facing within the world of work, their new youth committee has been made up of Chair, Secretary Joe Wheatley and a new Treasurer appointed to the committee which has given new standing orders in way of decisions made for the growth of the Youth Network, new campaigns have followed as working in partnership with the Regional TUC to lead the summer and winter patrols across city's which is engaging unorganised workers in to the trade union movement across the retail and hospitality industry.



The Youth Network work closely with branches across the region who are funding their campaigns with yearly contributions to support as well as regional support, they are working closely with the Regional Equalities Forum and campaigning closely with the Labour Party across local elections and putting GMB Young Members at the forefront of issues that are facing young workers. Finally, the region would like to welcome back our outstanding activist Becci Ions who after a critical and traumatic period of illness has made great progress in recovery and is back involved and continuing the great work campaigning and fighting to bring young workers' rights to the head of campaigns.

Equalities & Inclusion

The second half of 2018 continued to be busy for the Equalities Forum. Members planned and organised our Regional Women's Conference which was a great success, the lunchtime 'Lunch with' Living book event was a particular success, an event that we intend to repeat again in the future.

Following on from GMB attendance at TUC strand conferences the GMB held nationally disability, LGBT and BAME network events to which we as a region sent delegates. The disability group was particularly active creating a neurodiversity toolkit and have nearly completed work on a reasonable adjustment passport. Our delegates played a large part in creating these.

We attended Leeds and Wakefield Pride events as well as attending the inaugural Batley Pride alongside More In Common. The theme we had at all events was mental health issues in the LGBT community with the slogan 'I can't even think straight'.

Hate Crime Awareness week events were held in workplaces across the region and all sub offices culminating in Show Racism the Red Card Day when we visited a local High School to give a talk about Hate Crime to an assembly of 200 11 year olds followed by a community event in the local town hall square.

Throughout the year we have worked with various organisations that have shared values and aspirations in order to widen the message of our work. One outcome of this has been liaising with Stop Hate UK for Hate Crime Awareness Week, continuing our work with our local Hope Not Hate and working with Tell MAMA in the production of a booklet about Hate Crime and Discrimination in the workplace.

We ended the year with a regional Diversity Day where we officially launched our booklet written with Tell MAMA, had a speaker from Enabled Works and finished with a Q&A with local Labour MP's regarding equality issues.

Political

On the political front we have continued to maintain regular and constructive dialogue and interaction with all the Members of Parliament within Yorkshire & North Derbyshire region. GMB has 22 Members of Parliament in the region and we hope to increase this to 25 when the general election takes place and we see the election of Deanne Ferguson in Morley & Outwood, Chris Peace in North East Derbyshire and Olivia Blake in Sheffield Hallam.

Our relationship with MP's within the region has been central to our ability to ensure that the issues which matter to GMB members have been picked up and campaigned on by elected politicians both locally and within Parliament.



Our GMB MP's have worked with the region on matter as diverse as Brexit, the rights' of Foster Carers, the challenges facing the Care Sector and recognition of GMB within Rugby League. At local government level we have maintained our constructive relationship with the 150 GMB Councillors within the region.

On the 8th March 2019 we held our very first GMB Councillors and GMB Reps' Conference which for the first time brought these two groups of GMB reps together to discuss issues of mutual concern such as spending cuts within local government, the crisis in social care and campaigning on the local elections.

Should the European elections actually take place three GMB members top the Labour list for those elections: Richard Corbett, Elouise Todd and Jawad Khan.

Education and Learning Agenda

Our education and learning activities continue to go from strength to strength. Our regional Lifetime Learning Project ensures that members have access to learning opportunities, learning centres and educational opportunities right across the region. Specific learning opportunity materials were produced by the Project for our members in care, retail and schools.

Finally, I wanted to place on record congratulations to Cath Pinder who upon her election as Regional President at the Regional Council meeting held in October 2018 became the third woman to be elected as Regional President in the Yorkshire & North Derbyshire region. Cath has already made her mark and will be leading the delegation here in Brighton.

I also wanted to formally record the region's gratitude to Andy Irving who stood down as Regional President in 2018 having worked tirelessly on behalf of the region and its membership as Regional President and a CEC member for five years.

Join GMB now online at
www.gmb.org.uk/join

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