



Congress Final Agenda 2017





**Congratulations to GMB
on its 100th Congress.**

**UnionLine offers a
warm welcome to
delegates and visitors
to the 100th GMB
Congress, Plymouth**

UNIONLINE

YOUR TRADE UNION LAW FIRM

0300 333 0303

FINAL AGENDA

Annual Congress 2017

Plymouth Pavilions

CONGRESS

Sunday 4 June – Monday 5 June

9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Tuesday 6 June

9.30 am – 12:00pm

1974 CONGRESS, BLACKPOOL

MOTION 257

PRE-CONGRESS DELEGATE MEETINGS

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

PERIVALE BRANCH

(London Region)

GMB ZERO TOLERANCE STATEMENT

In today's modern society all form of discrimination -including intimidation and behaviour patterns, words and or actions that harm or undermine a person's well-being or career is unacceptable.

GMB will not tolerate any form of discrimination and will have no place in its organisation for those who would seek to discriminate.

GMB also hold as core principles the right to equality, dignity, and fairness in industry and society as contained within the Rule book 'Our Purpose' states: 'We will aim to end exploitation, discrimination and injustice.'

GMB policies also state that our union will not tolerate any gestures, verbal or written or electronic communication or physical act that can reasonably be perceived as being discriminatory

Any persons within GMB who are subjected to such unwanted behaviour cannot function properly and are impeded from giving our membership the high quality of service that they deserve.

Harassment and discrimination, even in their most subtle forms, directly conflicts with the law and GMB policy and will not be tolerated at any level throughout the union. No employee or member of the GMB at any level should be fearful of reporting acts of discrimination.

GMB will treat all complaints of discriminatory behaviour seriously and will independently investigate them promptly, efficiently and in confidence.

GMB is furthermore committed to promoting respect and non-discrimination through on-going training, education and awareness-raising programmes at all levels of the union lay and employee structures

This statement applies to;

GMB members

GMB post holders

GMB employees - direct or indirect workers performing functions in relation to GMB

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

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CENTRAL EXECUTIVE COUNCIL AND NATIONAL OFFICE

GENERAL SECRETARY AND TREASURER

ROACHE, TIM

NATIONAL SECRETARIES

AZAM, REHANA
BOWDEN, JUSTIN
BRIMBLE, JUDE

GENERAL MEMBER AUDITORS

SWAINSON, JOHN

CENTRAL EXECUTIVE COUNCIL LAY MEMBERS (51)

ABUBAKIR, KATHY

Public Services

BATSON, JUDITH

Commercial Services

BEARCROFT MBE, SHEILA

Manufacturing

BLACKMAN, LIZ

Public Services

BRADY, JULIA

Commercial Services

BUCHANAN, KEVIN

Commercial Services

BURR, COLIN

Public Services

CLARKE, MARGARET

Commercial Services

CLARKE, RICHARD

Public Services

CLARKE, JIM

Public Services

CLEMENTS, DAVE

Commercial Services

COLLINSON, NEIL

Public Services

DALEY, ELAINE

Commercial Services

DANIELS, KEN

Public Services

DOWSON, RAYMOND

Manufacturing

FARR, BRIAN

Manufacturing

GAGLANI, SHAILESH

Manufacturing

GIBBS, GORDON

Public Services

GILLIGAN, DEAN

Public Services

GREGG, MARGARET

Commercial Services

GUNTER, COLIN

Manufacturing

HOPE, DAVID

Public Service

HUGHES, MARGARET

Commercial Services

HUSBANDS, MICHAEL

Commercial Service

HUTCHINSON, MARY

Manufacturing

IRVING, ANDY

Manufacturing

JACKSON, MARTIN

Public Services

JONES, KEVIN

Public Services

KANE, PETER

Commercial Services

KERR, COLIN

Commercial Services

MARNELL, EDDIE

Manufacturing

MCDONNELL, JOHN

Manufacturing

MCGIVERN, ANDY

Manufacturing

MEYRICK, PETER

Fine Manufacturing

MINNERY, JUNE

Public Services

MODLOCK, BILL

Public Services

MURPHY, CATHY

Commercial Services

NEWMAN, ANDY

Commercial Services

PLANT, BARBARA

Public Services

RICHARDSON, GORDON

Manufacturing

RIDDELL, PHYLLIS

Manufacturing

ROBINSON, PENNY

Public Services

SAGE, MALCOLM

Commercial Services

SLATER, KATHLEEN

Commercial Services

SMART, VIV

Public Services

STRIBLEY, JAMES

Commercial Services

SUTTON, CATHERINE

Commercial Services

SYKES, MARK

Public Services

TURNER MBE, MARY

Public Services

WELHAM, ROBERT

Manufacturing

WHEATLEY, PAUL

Manufacturing

CEC OBSERVERS

BANKS, CARL
DAWSON, CRAIG
HUSON, LYNNE
IONS, BECCIE
LEWTHWAITE, CARL

NATIONAL OFFICE

BARNES, ANNA
BARTLAM, WENDY
BARTLETT, MELANIE
BLAIR, HELEN
BRANDSTATTER, KEVIN
CLEMO, IDA
DOW, GRAHAM
FEGAN, STUART
GANNON, PAT
GREENAWAY, KEIR
GEORGIU, GEORGE
HOLDEN, ROSS
JANDU, KAMALJEET
JOHNSON, LISA
JONES, ALEX

KEANE, PAULA
KILPATRICK, GARY
LEONARD, KAREN
LUDKIN, MARIA
MANN, LYNSEY
McCLUSKEY, BERNADETTE
McGHEE, NICHOLAS
O'HEARN, EAMON
OWEN, SARAH
PANTON, KEVIN
PATON, AUDREY
PARKER, CARL
PARKER-DEAN, JON

PERRIN, HILARY
SCHOUWENBURG, BERT
SHEARS, DAN
SHORT, STEVE
SPEIGHT, CATH
SMITH, BARRY
SMITH, KAREN
STAMMERS, JOHN
TINNEY, LAUREN
TURNER, LAURENCE
WALKERSHAW, KATHLEEN
WILDE, SHARON
WYLIE, ALLAN

BIRMINGHAM & WEST MIDLANDS REGION

REGIONAL SECRETARY

MORGAN, JOE

ELECTED ORGANISER

FARRINGTON, RUSSELL
COMPTON, ESTER

REGIONAL STAFF

ATKISS, ADELLE
CASWELL, KATE
PEACOCK, STEPHANIE

SENIOR ORGANISER

GRIFFITHS, COLIN

LAY DELEGATES (26)

ADAMS, BRIAN
S74 Stoke/Shropshire Gas

BAKER, KEVIN
C15 General

BYWATER PRICE, MICHELLE
C80 Dudley

CORBETT, ANDREW
D40 Dudley Engineering

DOWNING, ELLIOT
B49 Education

DWYERS, DALE
K10 Kidderminster

ENGLAND, ARNOLD
W50 Wellington

GILRAINE, ANGELA
B01 Birmingham Forward

GRIMMITT, LEONARD
B43 Birmingham City General

HARPER, LISA
A15 Asda

INGLEY, JACKIE
T10 Tamworth

JACKSON, ABIGAIL
S64 Stafford/Stoke

JACKSON, PAUL
R35 Rocester JCB General

JONES, BRIAN
B95 P H Jones

JUSS, WARINDER
X13 Birmingham General

LAL, MADAN
W70 Willenhall

POOLE, IAN
A15 Asda

RIMMER, JOHN
N90 NASUWT

ROBERTSON, STEPHEN
B10 Banbury No.1

RUSCOE, ANN
X60 Newcastle BC Apex

SEAR, JULIA
S85 Sandwell Community

STANCZYK, WIESLAWA
B43 Birmingham City General

TANSEY, PETER
A99 ASUWM

TURNBULL, ILONA
B10 Banbury No.1

WILLETTS, TAMMY
C40 Care

YATES, SHARON
S75 Stoke Unity

LONDON REGION

REGIONAL SECRETARY

KENNY, WARREN

ELECTED ORGANISERS

MEDDES, PAUL

REGIONAL STAFF

BARGER, CHRIS
WOODGATE, ELLA

SENIOR ORGANISERS

WARR, TONY
WILLIAMS, KEITH

NON-ELECTED ORGANISERS

LANCASTER, MICHAEL
PURCELL, HELEN

LAY DELEGATES (66)

AKASIE, GORDON
GMB (London) Security

AKBAR, MOHAMAD
London Ambulance Service

AZLAM, ZAHIDA
London Central General

BELGRAVE, PAMELA
Harrow Public Services

BITSON, SHAUN
Kings Lynn No.1

BLOCK, PAUL
Energy Central

BLUNT, ALI
London Stores General

BRUNNING, GORDON
Securicor 1

BYRNE, DANNY
City of London

CHANA, TARANJIT
Ealing

CHOLERTON, ANTHONY
London Zoological

CLOUDEN, NICOLA
Bucks County

COGHILL, PHILIP
Royal College of Nursing

COLES, JONATHAN
Redbridge

CONWAY, WILL
Houses of Parliament

CULBERT, PAUL
Huntingdon & Wisbech

CURRY, DONALD
Central Wembley

DARCI, JAISUCLAL
Central Wembley

DUFFIELD, BRENDAN
Barking & Dagenham LGO

FAITH, DANNY
British Airways Hatton Cross

FOSTER, MARTIN
Beds County

FRANKLIN, FRANCES
Home Counties General

FRASER, GEORGE
Home Counties General

GALLAGHER, DENNIS
Kensington & Chelsea

GARELICK, STEPHEN
GMB Professional Drivers

GOODSON, MARY
Hendon

HAMBLIN, HEATHER
East Dereham

HARRIS, GARY
Islington 1 & Haringey

HENDRY, KIM
GMB@PCS

HOLLAND, CATHY
Essex Public Services

HURLEY, SARAH
Fulham 1

JONES, ANN
Harrow Public Services

JONES, STEPHEN
Redbridge

LAW, ALAN
King's Lynn No 1

LINDSAY, DUNCAN
Hounslow

MCCORMACK, MARIE
Islington Apex

PEAD, MARK
British Airways LHR Terminals

POLE, RICHARD
North West London

POLLARD, LIAM
Whittington Services

RAMSAY, WENDY
Southend on Sea

REIS, WENDY
Southend on Sea

RICHMOND, JIM
Newham Apex

RIGBY, DOUG
Braintree & Bocking

ROBERTS, KEVIN
Cambridge 2

RONEY, CLIFFORD
Thames General

SAGGERS, PAUL
East of England Waterworkers

SIDDALL, EDWARD
Islington Apex

SIVATHASAN, VALLIPURANATHAR
Harrow General

SMITH, JAN
East Dereham

SMITH, SANDRA
Essex Public Services

STEWART, EUTON
Hendon

THOMAS, VAUGHAN
Norfolk Public Services

THOMAS, VIVIEN
Norfolk Public Services

THOMPSON, ALLAN
Milton Keynes City

LONDON REGION (CONT)

LAY DELEGATES (CONT)

DE VILLA, PATRICIA
Hendon

DOUCE, GARETH
Lowestoft

DOWNEY, GAVIN
Barking

DUDLEY, KAREN
Beds County

MCCURRY, DANIEL
London Central General

OBADINA, OMOTAYO
Edmonton/Enfield

ONWUBIKO, UCHE
Tower Hamlets Apex

OSWICK, WAYNE
Stansted Airport

TURICCKI, JO
British Airways LHR Terminals

VOLLER, STEVEN
Aviation Security

WILLSON, SHARON
Norwich General

WOOD, JOHN
Camden Apex

MIDLAND & EAST COAST REGION

REGIONAL SECRETARY

WORTH, ANDY

ELECTED ORGANISERS

CLARKSON, SHAUNE
HARRISON, HARRY
PURKIS, JED

REGIONAL FINANCE OFFICER

CASTLEDINE, DAVID

SENIOR ORGANISERS

TAYLOR, RICHARD

NON-ELECTED ORGANISERS

OLIVER, RICHARD

REGIONAL STAFF

EVANS, CHERYL
STOCKLEY, KAREN

LAY DELEGATES (37)

ALLINSON, SHANE
Hull Paint and Engineering

BANKS, JEREMY PETER
GMB Emas

BILLYEALD, MICHAEL
Long Eaton CFTA

BRANNIGAN, PETER
Hull Retail & Distribution

BREARLEY, DAVID
Derby Tec

BURKETT, IAN
GMB Energy & Utilities

CHARLES, GRADE
Leicester Services

CLARKE, BRENDA
Nottingham No1

CLARKE, IAN
GMB Rolls Royce

CLARKSON, CAROL
Hull Retail & Distribution

DAVISON, ANTHONY
Beverley Branch

DIXON, NORMAN
Mansfield Central

EVANS, JASON
Leicester Water

GOLDING, JIMMY
Peterborough Food & Allied

GOULDING, LUKE
Scunthorpe Food & Allied

GROCOCK, JOHN
GMB Mid Lincs

HELEY, BILL
Midland Healthcare

HODGKINSON, SHANE
Nottinghamshire General

JOHNSON, HELEN
Eurotec

LANGLEY, LEE
Midland Healthcare

LE-BLANC, ALBERT
Melton Mowbray CFTA

LOVATT, DAWN
Lincoln Tec General & Apex

MILLS, DOROTHY
Alfreton No.1

MORRELL, KAREN
Grantham Community

ORTEGA, SHONA
GMB Grimsby General

PEACOCK, JAMIE
Peterborough General

PYMM, DERRICK
Scunthorpe Food & Allied

REUBY, MARTYN
Northants Community

ROBERTSON, CAROL
Ashfield No.1

SHERIDAN, JAMIE
Lincoln Tec General & Apex

SHORT, MILES
North Lincs Unitary

SINGH, PRITPAUL
Leicester Gas and Allied

SOPER, PHILLIP
Nottingham Tec

WASS, VICKY
Bassetlaw & Worksop

WHILDING, ROB
Buxton

WOODWARD, ALAN
GMB Notts Police Staff

YEL, TONI
Eurotec

NORTHERN REGION

REGIONAL SECRETARY

COATES, BILLY

NON-ELECTED ORGANISERS

GILHESPY, STUART

WALKER, DONNA

REGIONAL STAFF

JONES, DEBBIE

SENIOR ORGANISERS

ALLISON, TOM

JUKES, CHRIS

LAY DELEGATES (35)

AVERILL, LYNNE

Newcastle General APEX

BAKER, KELLY

Northern Electric Ind

BATKIN, TREVOR

Hartlepool 4 Eng

BRYAN, ALYSON

Sunderland City LA

CLEGG, DAVID

Durham County LA

COLLINSON, DAVID

Nth West Durham AHA

CONWAY, CLAIRE

Northern Electric Ind

DOWSON, ELLEN

Asda Stores

EARL, THOMAS

Carlisle & Cumbria LA

EMMERSON, GEORGE

Sth East Northumberland General

FOSTER, SUZANNE

Durham General

GIBSON, ANDREW

Northumberland LA

HENWOOD, COLIN

Stockton 1

HUNTER, THOMAS

South Shields 2

JONES, JAMES ALLAN

Middlesbrough 5

LAWSON, DIANE

Barrow 5

LEYLAND, DARREN

Northern Electric Ind

MARTIN, ANTHONY

Transco 1

MCEWAN, KEVIN

Transco 1

MURRAY, GEORGE

Newcastle & Nth Tyne General

OLVER, CHRISTIAN

Northern Utilities

PARKES, ALAN

Hartlepool 2

ROBERTSON, DIANE

Sellafield

SAMPLE, BRIAN

Tees Valley General

SAWDON, PETER

Stockton 3 Eng

SPEAKMAN, RICHARD

Darlington Eng

TELFORD, TERENCE

North Tyne Manufacturing

TIMBEY, LESLIE

Durham County LA

WALKER, ALAN

Hartlepool MATSA

WALKER, PETER

Metal Box Carlisle Ind

WALLER, EMILY

Hartlepool 4

WARCUP, JOHN

Asda Stores

WARNER, MARTYN

General Security

WEBSTER, DAVID

Barrow 5

NORTH WEST & IRISH REGION

REGIONAL SECRETARY

MCCARTHY, PAUL

ELECTED ORGANISERS

CARR, STEVE
 RYAN, LISA
 SMITH, NEIL

REGIONAL STAFF

DAVIES, JANET
 FARRINGTON, ROSS
 REED, DEBBIE

SENIOR ORGANISERS

HOLDEN, NEIL

LAY DELEGATES (55)

ALI, KAMRAN
 RM1

ASPINALL, SHAUN
 A56

BARNES, PETER
 L34

BARTON, JAMES
 Z15

BOYLAN, PAUL
 D78

CAIRNS, GILL
 A56

CAMPBELL, ROBERT
 S70

CLAY, IAN
 C20

COLLINS, TIM
 J05

COOPER, ANDREW
 N45

COWELL, YVONNE
 P42

DALY, MARK
 F25

DAVIES, JAYNE
 L35

DAVIES, VERONICA
 L08

DENTON, MATTHEW
 V15

DOCKERY, MARGARET
 B16

DOHERTY, KATHLEEN
 W80

EAGLETON, SHARON
 N61

EVANS, PAUL
 M94

FIRTH, KEITH
 C51

FLANAGAN, DAVID
 P42

FLANAGAN, KEVIN
 Q22

GOUGH, STEVEN
 M96

GOULDING, WILLIAM
 P41

GRAY, DAVID
 G40

GUNN, ROBERT
 F72

HARGREAVES, CLARE
 M01

HARMAN, EMILY
 L34

HARRIS, DAVID
 N61

HAYDEN, WESLEY
 M01

HENRY, DOUGLAS
 M35

KEIGHT, JEFF
 L50

KELLY, JOAN
 S02

KEOWN, GAIL
 U88

LALKHAM, BERNARD
 J01

MACKLIN, PETER
 Q78

MALCOLM, ALAN
 X02

MAWDSLEY, VINCENT
 L25

MCDONOUGH, GAYNOR
 L33

MCGAFFIN, LYNETTE
 M53

MERCER, LINDA
 A08

MULLEN, NANCY
 A62

NEWTON, GRAHAM
 HC1

PATRICK, TRACEY
 X07

PENNINGTON, KEITH
 S05

PITCHFORD, JOANNE
 B23

PITCHFORD, JOHN
 B23

PLATT, WILL
 U88

RAWSTHORNE, BARBARA
 Y03

RICHARDS, PAUL
 K28

SMITH, JOSEPH
 W87

SUTCLIFFE, DEREK
 B16

TAYLOR, ALLISTER
 B91

WILLIAMS, IAN
 L45

WINSON, LORRAINE
 M15

GMB SCOTLAND

REGIONAL SECRETARY

SMITH, GARY

NON-ELECTED ORGANISERS

MELDRUM, HELEN

REGIONAL STAFF

FLYNN, JANICE

SENIOR ORGANISERS

DOWLING, TONY

LAY DELEGATES (37)

BRESLIN, PATRICK
Glasgow NE & SW Health Service

BURNS, KEVIN
Renfrewshire 1

CAIRNS, PETER
Cumbernauld Public Services

CARR-POLLOCK, TOM
Bathgate

CARSON, BRENDA
Clyde Bonding

CAMPBELL, CAROLINE
North Lanarkshire Public Services

DOLAN, JOHN
Clydebank 3 Engineering

DRYLIE, ANNETTE
Fife Public Services

FINN, MARY
Glasgow NE & SW Health Service

GAULD, JULIE
Asda Retail

HEGGIE, JACQUELINE
Burtens Biscuits

HILLS, JEFFREY
Remploy Lanarkshire 306 (CFTA)

LIDDELL, JOHN
Glasgow 1

LOGAN, ALEX
Port Glasgow No4 Engineering

LYNN, MALCOLM
Renfrew Engineering

MARTIN, ELIZABETH
Private Care

MCCROSSAN, JAMES
Castle Douglas

MCEWAN, WILLIAM
Dunbartonshire PS

MCNEILL, FRAN
Glasgow 66 Engineering

MIDDLETON, MICHAEL
Aberdeen City

MULLIN, SAM
Glasgow Health Service (APEX)

MURPHY, DAVID
North Lanarkshire Public Services

NATTRESS, JOHN
Scottish Ambulance Service

PATERSON, FRANK
Aberdeenshire PS

PATERSON, RAYMOND
South Lanarkshire PS

PORTER, STEVEN
Tollcross Biscuits

QUIGLEY, MAY
East Ayrshire Public Services

ROBERTSON, CHARLIE
LA Staffs Tayside (APEX)

ROSS, STUART
East Ayrshire Public Services

SMITH, RAYMOND
Falkirk PS

THOMPSON, ANDREW
Scottish Water

THOMSON, ANDREW
Scottish Security and Aviation

VALLANCE, GRACE
Clyde Bonding

WALKER, DUNCAN
Grangemouth 583 (CFTA)

WARD, PETER
Asda Distribution Grangemouth

WEATHERUP, CHRISY
Scottish Gas

WILSON, PEARL
Burtens Biscuits

SOUTHERN REGION

REGIONAL SECRETARY

MALONEY, PAUL

ELECTED ORGANISERS

GORDON, MICHELLE
KEMP, BRENDAN

MEMBERSHIP DEVELOPMENT OFFICER

DAY, NICK

SENIOR ORGANISERS

WILKINSON, MARK

NON-ELECTED ORGANISERS

BERRY, SHEILA
PALMER, GARY

REGIONAL STAFF

SHURGOLD, JULIE
WIJE, ASHA

LAY DELEGATES (40)

ADJE, CHARLES
X98 LFEPA

ARCHER, ADAM
A54 ASDA Erith

BUTTERICK, CHARLOTTE
B59 Brussels

CABANAS, JOSE (REY)
B50 Sussex

DANCEY, NIKKI
N10 Berkshire & North Hants.

DWUM, FRANCIS
G50 St. Georges NHS

GARMAN, TADEUSZ
S37 Southampton

HANRAHAN, JAMES
L10 London Electricity

HUGHES, ADAM
K19 SW London Gen

HUTCHINGS, STEPHEN
A53 Didcot & Oxon

JACKSON-AMPAW, NANA
C60 Croydon

KASSAM, LEILA
X96 South London Universities

KING, DAVID
G38 Surrey

LANGLOIS, TIMOTHY
J11 Jersey

LEAK, DAVID
Z39 North Kent Eng.

LINDSAY, LORRAINE
B23 British Airways

MANDERS, DAVID
C23 Carshalton

MASKELL, MARTIN
Y20 Yodel

MASON, STEPHEN
X23 Dover Ferries

MASTERS, STEPHEN
N10 Berkshire & North Hants.

MELCIOIU, ROBERT
M27 LB Merton

MENDES, TONY
X98 LFEPA

MURTON, CLIVE
G36 Security

NKUM, CHARLAINE
L26 LB Wandsworth

OAKES, STEVE
L16 LB Greenwich

PENN, NINA
X23 Dover Ferries

PHULL, MATTHEW
X96 South London Universities

PRITCHARD, MICHAEL
C65 Croydon NHS

RAZA, SYED
P29 South Coast Gas & Utilities

RODRIGUES, MANETTA MARTHA
W15 Wiltshire & Swindon

ROSE, YVONNE
L26 LB Wandsworth

SCALES, AMANDA
B50 Sussex

SEYCHELL, DANIELE
W32 Wimbledon

SMITH, PAUL
S15 Securicor APEX 5

SUCKLING, DOUGLAS
D27 Dungeness

TOMBS, CLIVE
G33 Greenwich Ambulance

TURNER, KAREN
X17 Medway General

WATT, AVA
C60 Croydon

WATTS, CHRIS
W15 Wiltshire & Swindon

WILSON, AUDREY
W32 Wimbledon

WALES & SOUTH WEST REGION

REGIONAL SECRETARY

PHILLIPS, JOHN

ELECTED ORGANISERS

BECK, JEFF
DARCY, KATHERINE

REGIONAL STAFF

BOWEN, LYNNE
MORLEY, KAREN
WHYMAN, CAROLE

SENIOR ORGANISERS

BENNETT, RUTH
HUGHES, NICK

NON-ELECTED ORGANISERS

ROBERTS, MATT
SAVAGE, NICOLA

LAY DELEGATES (45)

BEATON, WENDY
South & West General

BERRY, CHRISTOPHER
Exeter

BOHIN, PAUL
Bristol 6

BREWER, DEREK
Gloucestershire Community

BRINKWORTH, GWYLAN
South Wales Police

BUTLER, MAXINE
Wrexham Composite

CLARKE, LYNDON
Newport County BC

DANIELS, ROBERT
Cardiff 1

DAWKINS, REBECCA
Newport County BC

DONALDSON, RORY
Asda Bristol/Somerset

EVANS, NIGEL
Welsh Water

FERGUSON, HOLLY
British Gas Cardiff

FUNNEL, NEIL
Carerphilly County BC

GAULER, NICK
Somerset General

GILROY, KEVIN
Neath Port Talbot CBC

GOODMAN, KEITH
Portbury Distribution

HARRISON, TRACEY
Asda North Wales

HEALEY, YVONNE
Merthyr Tydfil CBC

HOLMAN, NATHAN
Welsh Ambulance Service

HUNT, PAUL
Welsh Water

ISMAY, DEAN
Gloucestershire Community

JEFFERY, CHRISTOPHER
Newport 37

JONES, CRAIG
Rhondda Cynon Taff CBC

JONES, MARTYN
Merthyr Bus

KEMPTON, PAUL
Cardiff 1

LAWRENCE, CHRISTOPHER
Camborne

LEADER, ANN
Pontypridd & South Wales

LOCKWOOD, DEBORAH
Apex Securicor

MOORE, LINDA
Camborne

MORRIS, DAVID
Welsh Ambulance Service

PARKER DELAZ-AJETE
LORRAINE,
Plymouth & District

PENDLEBURY, PETE
Avon & Wessex

PHILLIPS, PAULINE
Merthyr Tydfil CBC

RAYBOULD, PAUL
Torbay & South Devon

REED, DARRYL
Asda Bristol/Somerset

REES-JONES, CARON
Gwynedd CC

SAMUEL, STEVE
Western Power

SANDERS, KAREN
South Wales Police

SIBLEY, CHARLENE
Plymouth Health

SMITH, JENNIFER
Mid Glamorgan

STEVENSON, COLIN
North Devon Port

THOMAS, PAUL
Porth 2

WARN, NIGEL
Devonport Branch

WILSON, MIKE
Welsh Water

WORKMAN, HUGH
North Bristol NHS

YORKSHIRE & NORTH DERBYSHIRE REGION

REGIONAL SECRETARY

DERRICK, NEIL

SENIOR ORGANISERS

DAVIES, PETER

REGIONAL STAFF

FORD, MARIA
 JONES, CAROLINE
 KIRKHAM, COLIN
 ROACHE, MANDY

LAY DELEGATES (40)

BROOK, CHRISTOPHER

A55 - Asda Stores

BURLEY, AMANDA

L18 - Leeds Civic

BURTON-KEEBLE, ALEX

B15 - Barnsley Health Service

BUTLER, IAN

S37- Sheffield Waste & Recycling

CAIN, BENJAMIN

B30 - Bradford Public Services

CALVERT, TERENCE

B25 - Bradford District Care Trust

CHAPMAN, MARK

A56 - Asda South

DALTON, PAMELA

S20 - Transport & Distribution

DEAN, DAWN

B15 - Barnsley Health Service

DOWSON, ALBERT

R75 - Ripon & Thirsk General

EQUIANO, ATU HASHIM

L30 - Leds Local Govt. Staff

GAVIN, CINDY

X20 - Leeds General

GILBERTHORPE, KENNETH

Z13 - South & North

Derbyshire Blmks

O'NEILL, MOYA

L18 - Leeds Civic

GOLDING, BRIAN

Y22- Rowntree & Associated

HINCHCLIFFE, MICHAEL

S37 - Sheffield Waste & Recycling

HINSLIFFE, WILLIAM

Y27 - Yorkshire Copper Works

HIRST, MARK

C41- BASF Chemicals

HOWARD, PAUL

A55 - Asda Stores

HUSSAIN, YUSRA

B25 - Bradford District Care Trust

JACKSON, JOHN

S20 - Transport & Distribution

JARVIS, GRAHAM

J02 - Barnsley Manufacturing

KIELY, PAULINE

Y28 - Yorkshire Ambulance Service

KEMP, IAN

P20 - Parkgate

MCLEAN, DAVID

L10 - Leeds School Support Staff

MORRELL, ALLISON

D20 - Doncaster Central

MURRAY, MICHAELA

P45 - Pontefract Central

PINDER, CATHERINE

B05 - Brighouse General

RAJCH, HENRY

B12 - Barnsley GMB

RODGERS, JOHN

Q02 - Yorkshire Clothing & Textile

RYALLS, JANET

R62 - Rotherham Gen & MCP

RYAN, JOHN

P20 - Parkgate

SANDERSON, TRACY

A40 - Asda Distribution

STEER, PHILLIP

L14 - West Yorkshire

Manufacturing

SUMMERSCALES, ANTHONY

P55 - Pontefract & Castleford

TOWNEND, NIGEL

C41- BASF Chemicals

WALKER, SUE

A55 - Asda Stores

WARWICK, GARRY

S96 - Sheffield Local Govt. Staff

YOUNG, SARAH

S35 - Sheffield Health

GILL, COLIN

L65 - Leeds Works Department

CONGRESS LAY DELEGATES

MALE / FEMALE BREAKDOWN

REGION	NOMINATED		ELECTED AND APPOINTED	
	M	F	M	F
BIRMINGHAM & WEST MIDLANDS	24	21	16	12
LONDON	56	22	44	22
MIDLAND & EAST COAST	32	16	26	13
NORTHERN	27	10	27	10
NORTH WEST & IRISH	36	19	36	19
GMB SCOTLAND	36	12	27	10
SOUTHERN	29	16	27	15
GMB WALES & SOUTH WEST	32	16	32	16
YORKSHIRE & NORTH DERBYSHIRE	27	15	27	15
TOTALS	299	147	262	132

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GUIDELINES FOR CONGRESS BUSINESS

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

1. CONGRESS

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

Sunday 4 June – Monday 5 June

9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

Tuesday 6 June

9.30 am – 12:00pm

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

2. STANDING ORDERS COMMITTEE

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

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

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

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

3. GENERAL MOTIONS AND RULE AMENDMENTS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

4. EMERGENCY MOTIONS

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

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

Emergency Motions can be composited.

5. WITHDRAWAL OF MOTIONS

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

6. MATTERS OF URGENCY

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

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

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

7. CENTRAL EXECUTIVE COUNCIL

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

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

Subject to the provisions of Rule 8, the Central Executive Council members should only speak at Congress where they are representing Central Executive Council policy. Where a Central Executive Council member is asked by his/her Regional delegation to speak to the Regional delegation's policy, he/she shall only do so provided the delegation's policy is not in contravention with Central Executive Council policy.

8. DEBATING PROCEDURE

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

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

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

The Standing Orders Committee shall advise the President what Motions will fall if another motion or a Special Report is carried.

9. TIME LIMITS FOR SPEAKERS

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

It may be necessary, in order that the business of Congress is properly completed, that time for speakers be curtailed. The Standing Orders Committee shall recommend revised times for speakers to Congress. If, in the interests of saving Congress time, a Motion that the Central Executive Council is accepting without qualification is formally moved and seconded, there shall be no CEC speaker on the Motion.

10. VOTING

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

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

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

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

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

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

(a) tellers will provide a ballot box for each regional delegation;

(b) the President will announce the number of the card to be used – for example: 'Card Vote number 1';

(c) delegates will choose the appropriate numbered card, marked either "For" or "Against" from their book of voting cards and place it into the ballot box provided;

(d) once the President has announced 'Card Vote completed' tellers will take the ballot boxes to the General Member Auditors;

(e) the General Member Auditors will count the votes, and notify the President of the result

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

11. VOTING FOR PRESIDENT AND VICE-PRESIDENT

The President and Vice-President of the Union shall be elected by Congress, in accordance with the provisions of Rule 12 and 13. Ballot papers bearing the names of the candidates will be issued at Congress.

12. LITERATURE

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

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

13. PREVIOUS CONGRESS DECISIONS

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

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

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

PERIVALE BRANCH
(London Region)

1985 CONGRESS, BLACKPOOL, SPECIAL MOTION CORE RULE 34

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

CENTRAL EXECUTIVE COUNCIL

1993 CONGRESS, PORTSMOUTH, MOTION 144 CONGRESS DOCUMENTS

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

MELTON GENERAL BRANCH
(Midland & East Coast Region)

1999 CONGRESS, BLACKPOOL, MOTION 9 CONGRESS DEMOCRACY

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

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

NORTH WEST LONDON BRANCH
(London Region)

2003 CONGRESS, BLACKPOOL, MOTION 11 UNION DEMOCRACY

Congress calls for delegates to have democratic freedom.

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

At last Congress many delegates supported motions but voted against because they were instructed to oppose. New delegates were not aware they could have free votes.

THAMES VALLEY BRANCH
(London Region)

STANDING ORDERS COMMITTEE REPORT NO 1

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

Times for Congress

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

Sunday 4 June – Monday 5 June

9.30 am – 1.00 pm, 2.00 pm – 5.30 pm

Tuesday 6 June

9.30 am – 12.00 pm

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

Times for Speakers

For this re-scheduled Congress only, and with the aim of maintaining the same time throughout Congress, the Standing Orders Committee recommends the following Time Limits for Speakers.

General Motions and Rule Amendments:

Movers up to	3 Minutes
Seconders up to	2 Minutes
Other Speakers up to	2 Minutes

Composite Motions

Movers up to	3 Minutes
Seconders up to	2 Minutes
Other Speakers up to	2 Minutes

Where the Central Executive Council is supporting a motion without qualification or statements, the motion should be formally seconded and no speaker should be called in support of the motion. The 2-minute limit for speakers against the motion applies to any CEC speaker on the motion. The Standing Orders Committee has been assured that CEC statements in support of a motion will be kept to a minimum.

Officers' Reports:

General Secretary up to	10 Minutes
Questions up to	1 Minute

Delegates should consult their Regional Secretaries before putting Questions to Officers. Reports, and questions to them, should relate only to matters of general policy, and not to details of negotiations.

CEC Special Reports and CEC Statements:

Mover up to	5 Minutes
Other Speakers up to	2 Minutes

Special reports and CEC statements should be formally seconded.

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

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

Questions on Balance Sheet and Auditors' Report

Questions on the Balance Sheet and Auditors' Report must be submitted in writing to the Congress platform no later than 5.30 pm on Sunday 4 June.

Motions Out of Order

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

Motion 40 Family Membership Discount

This Motion requires changes to Rule 45 since it seeks to introduce a family membership discount if more than one person in the family are GMB members, and instructs the CEC to push this through for implementation. There is no proposed Rule Amendment and the Motion is out of order for this reason.

Motion 41 GMB Family Membership for Foster Carers

This Motion requires changes to Rule 45 since it calls for a foster carers promotional joint family membership of £10 per month. Rule 46 provides that Congress and the Central Executive Council may set contribution levels at rates lower than those set out in Rule 45, but Rule 45 does not provide for joint family membership as proposed by the Motion. There is no proposed Rule Amendment and the Motion is out of order for this reason.

Motion 42 Community Membership

This Motion requires changes to Rule 45 since it seeks to instruct the CEC to introduce and promote community membership with a community rate of contributions. There is no proposed Rule Amendment and the Motion is out for order for this reason.

Motion 44 Contribution Rates

This Motion requires changes to Rule 45 since it calls for an affordable contribution membership rate for potential future members who are unemployed. Rule 45 already provides for a rate for members joining when unemployed which is the grade-2 rate, set currently at £1.75 a week. There is no proposed Rule Amendment and the Motion is out of order for this reason.

RA 391

This Rule Amendment seeks to establish the position of Branch women's officer by amending Rule 38. This would require consequential amendments to Rule 18.2a, Rule 18.5, and Rule 35.3 to give effect to its provisions. There are no proposed consequential Rule Amendments and so it is out of order for this reason.

RA 392

This Rule Amendment seeks to establish the position of Branch Retired Members' Officer by amending Rule 38. This would require additional consequential amendments to Rule 18.2a, Rule 18.5, and Rule 35.3 to give effect to its provisions. There are no proposed additional consequential Rule Amendments and so it is out of order for this reason.

Motions in line with Existing Policy

In accordance with recommendation 14 of the "Framework for the Future of GMB: Moving Forward" CEC Special Report endorsed by Congress 2007, the CEC has advised the Standing Orders Committee about those Motions which are in line with existing GMB policy. The CEC Report on "Existing Policy Motions" printed in the Final Agenda explains when and how existing policy was established in each case. The Standing Orders Committee has accepted the advice and is therefore recommending to Congress that the following Motions be put to Congress for endorsement without the need for debate:

15	ACTIVE MEMBERS
59	ACCESS TO SCHOOLS AND COLLEGES
61	EQUALITY IN THE WORKPLACE
64	BRANCH EQUALITY FUNDS
85	WORKPLACE DISABILITY POLICY
109	PENSION ARRANGEMENTS FOR WOMEN
133	ZERO HOURS CONTRACTS
134	EMPLOYMENT RIGHTS ZERO HOURS CONTRACTS
137	UMBRELLA COMPANIES
144	INTERNSHIPS

176	TATA SPECIALITY STEELS
189	NHS WORKERS
221	ENSURING GMB MEMBERS ENTER POLITICAL LIFE
224	U-KIP A DANGEROUS OPPONENT
225	LABOUR PARTY
290	END NHS PRIVATISATION
295	NHS INTERNAL COMPETITION
296	MENTAL HEALTH SERVICES
300	NHS
304	HOSPITAL PARKING CHARGES
307	HOSPITAL CAR PARK CHARGES
314	END THE SOCIAL CARE CRISIS
319	FUNDING FOR CARE HOMES
325	ACADEMISATION LEGISLATION AND SCRUTINY
335	INCREASING UTILITY COSTS
346	YES TO RAIL INVESTMENT, NO TO HS2
353	BLUE BADGES
365	HUMAN RIGHTS IN TURKEY

Composite Motions

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

Election of President and Vice-President

In the event of a contested election of President and/or Vice-President of the Union, the Committee recommends the following procedure:

The General Secretary should announce the names of the candidates to Congress at the close of business on the afternoon of Sunday 4 June.

Ballot papers will be prepared under the supervision of the Standing Orders Committee. At 10.00 am on the morning of Monday 5 June, the General Member Auditors will deliver to each Regional Secretary the envelope containing the ballot papers for lay delegates of the Region. Central Executive Council members and other non-voting delegates are not entitled to vote in this election. The Regional Secretary will issue a ballot paper to each delegate entitled to vote.

If any delegate arrives late, his/her Regional Secretary should accompany the delegate to the General Member Auditors and request a ballot paper.

Each delegate is entitled to place their voting paper in one of the ballot boxes at the front of the hall. Tellers are not responsible for collecting ballot papers in this election.

Voting will close at 2.30 p.m. on Monday 5 June, at which time the General Member Auditors will take the ballot boxes and count the votes. They should report the result to Congress before the end of the afternoon Session on the same day.

Mobile Phones

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

Film Cameras

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

DVDs, Videos etc

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

Bucket Collections

Requests for permission to hold Bucket Collections should be submitted in writing to the Committee by 11 am on the first Sunday morning session of Congress. (It is a term of Exhibitors' agreements with GMB that they will not request permission to hold a collection.) Requests must be submitted in writing by the Regional Secretary, and must have the support of the Regional Delegation. Priority will be given to requests for bucket collections which concern trade union or related issues. Where permission is granted, those requesting the collection must organise, count and bank the collection, if necessary liaising with the Congress office for support from Congress Stewards. They must then notify the Congress office of the amount collected, so that the President can inform Congress.

For this re-scheduled Congress only, the total number of bucket collections to be authorised by the SOC will be limited to a maximum of 2.

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

STANDING ORDERS COMMITTEE

BIRMINGHAM & WEST MIDLANDS REGION

Madan Lal

LONDON REGION

Jim Richmond

MIDLAND & EAST COAST REGION

Helen Johnson (Chair)

NORTHERN REGION

George Murray

NORTH WEST & IRISH REGION

Keith Firth

GMB SCOTLAND

Mary Finn

SOUTHERN REGION

Mary Finn

GMB WALES & SOUTH WEST REGION

Craig Jones

YORKSHIRE & NORTH DERBYSHIRE REGION

Colin Gill

CENTRAL EXECUTIVE COUNCIL OBSERVERS

Liz Blackman, Colin Kerr, Andy McGivern



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KEY

- ⓧ Motions marked with an ⓧ have been ruled as “Out of Order” by the SOC and are listed in Standing Orders Committee Report No 1.
- EP Motions marked with EP are in line with Existing Policy. They are reported in Standing Orders Committee Report No 1 and the policy positions are listed at the end of the Final Agenda.
- Cx Motions marked with a C followed by a number are part of a Composite Motion which are listed at the end of the final Agenda.

UNION ORGANISATION CONGRESS

1. CONGRESS PROCEDURES

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

LOWESTOFT BRANCH

London Region

2. SAVE MORE TIME FOR CONGRESS DELEGATES TO SPEAK

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

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

TORBAY & SOUTH DEVON BRANCH

Wales & South West Region

UNION ORGANISATION GENERAL

5. RULE BOOK TERMINOLOGY

This Congress recognises that the building of a UK wide trade union movement represented a huge step forward for working class people across our islands. In Scotland the creation of UK wide trade unions was important in raising wage rates and achieving pay parity in many sectors of the economy.

Congress reaffirms that post the new devolved settlements for Scotland, Wales and Northern Ireland and with the further devolution of power to English Regions possible, a UK wide GMB is the best option for advancing our members interest.

Congress recognises that the Regional structures and autonomy within GMB are vital to the democracy and strength of our union. Our Regional structures and autonomy also leave us better placed to quickly

respond to events in a UK where power is increasingly decentralised.

Congress however does recognise that the language in our rule book does not properly reflect the realities of the UK or the fact that we organise in Ireland. Terms like "regions", "regional committees" and even "Regional Secretaries" are not always appropriate and can even cause offence in the context of the countries of the UK and Ireland in which we organise.

Congress therefore calls for a consultation to be undertaken with Regions to consider finding more appropriate language which better reflects the realities of organisations in a devolved UK and Irish Republic. The consultation should focus on terminology of the rule book and not the principles of a union that organises across the UK and Ireland or our Regional democracy.

Any proposals for amending the terminology of the rule book should report back to Congress in 2018 with a view to adoption of any changes.

DUNDEE 1 BRANCH

GMB Scotland

8. APPRENTICE GMB ORGANISERS

This Congress notes the GMB has some fantastic and hardworking Workplace Organisers, Branch Officers and members in workplaces who aspire to be Regional Organisers for the GMB, but who find it difficult to gain the experience needed to become a Regional Organiser.

This Congress calls for the CEC to examine the possibility of creating an apprenticeship scheme for members with the potential but lack the experience needed to become an Organiser for the Union.

ISLINGTON APEX BRANCH

London Region

9. IMPROVEMENT OF TECHNOLOGY WITHIN THE GMB UNION

This Congress recognises that GMB should keep up to date with new trends and developments in information and communication technology.

We must continue to explore the possibilities provided by modern technology, with a view particularly to providing a better information service to those members who work in fragmented locations.

Congress agrees that the use of new technology can not only provide better access to information, but can also create an improved awareness of union policies and activities, enhance visibility and accountability and promote greater participation in our activities and campaigns.

Congress notes that more and more members can now be reached through e-mail, text message and website usage, and that effective contact and communication can assist with our recruitment, campaigning and organising objectives.

We call upon the Central Executive Council to continually monitor, review and upgrade our new technology policies in order to make the GMB more effective as a twenty-first century Trade Union.

ASDA DEVON & CORNWALL BRANCH Wales & South West Region

10. FULL MEDIA ADVERTISING CAMPAIGN

This Congress calls upon the GMB to fund a full and high profile media campaign that not only promotes the GMB but also educates the general public, and particularly young members, on the vast areas we as the general union cover and all the good work we as a union do also to include all the benefits of being in a union.

Ideally various methods of advertising should be explored that would include TV, radio, national/local/and free newspapers, bill boards, football programs/grounds also including advertising on public transport.

L25 BRANCH North West & Irish Region

11. DON'T BUY THE S*N RAG – THE REAL TRUTH

This Congress asks that GMB actively encourages its members and engage branches and spread The Real Truth across communities and the country to do the same.

For many years, one particular mainstream newspaper has been boycotted by the people of Merseyside. We have heard at Congress directly from Margaret Aspinall and Sue Roberts (HFSG) families who have suffered and lived with the terror and pain such lies can inflict on lives and also some of the survivors from that fatal day. Four days after 96 football supporters were crushed to death at Hillsborough, and with a nation still numbed by shock and grief, headlines reading 'The Truth' were callously splashed across the front pages above sick and falsified claims that were anything but. Being embroiled at the centre of the hacking scandals and the consequent Leveson enquiry 28 years on, this rag continues to function under a constant theme of sensationalism rather than fact.

There are a number of campaign groups actively working within communities across the country spreading 'The Real Truth' and had many successes in getting the lies removed from high street shelves and educating its readers on the machines that lies beneath the glossy headlines. This motion asks that GMB engage with these campaign groups to assist

in promoting their work and support them in sending a clear message to any media outlet, published or otherwise, will not be tolerated.

We therefore call on Congress to ensure that the S*n is not sold or brought into any GMB Congress, Conference or any meetings and that prior to any booking of venues, that it is made clear we do not support the selling of the S*n newspaper. We shall have no contact from the media, or within the Region, via the S*n.

K28 BRANCH North West & Irish Region

UNION ORGANISATION RECRUITMENT & ORGANISATION

12. SOCIAL MEDIA CAMPAIGNING AND ORGANISING

This Congress recognises and respects the Young members network campaigns to reach out to young workers. The vast variation of work and employment models, the urbanisation of many jobs, and the lack of trade union organisation in many workplaces presents huge organisational challenges for the GMB in the modern world.

This clearly places challenges upon traditional, workplace-based organising strategies in today's ever changing labour market. Young workers mobilise through social media and other technologies on a wide range of political and social issues. There is no opposition among young workers towards collective action or toward trade unionism, but evidence suggests it is increasingly unlikely that young workers will develop collective responses to either the challenges they face at work or to achieving their employment objectives.

Congress believes that new modern technology and digital campaigning and organising strategies must be part of the solution for trade unions to both connect more effectively with young people and help solve their employment problems.

Congress calls on the Central Executive Council EC to adopt and implement a campaign to attract and recruit young people into GMB membership.

ASDA JOINT BRANCH Wales & South West Region

13. UPDATE WORKPLACE ORGANISER'S TOOLKIT

This Congress recognises the importance of the GMB Workplace Organiser's Toolkit. It is a useful guide and point of reference for all reps, new and experienced. However, it is in need of updating. In particular, it needs

to reflect the importance of Equalities. The GMB has a proud record in fighting inequalities. However, the first and, possibly most important, tool given to new reps does not reflect how important the issue is. Several years ago, an expanded, dedicated section on health and safety was, quite rightly, added to the Toolkit. It is time for Equalities to receive the same. Congress, therefore, calls for a new, revised Toolkit with greater prominence given to Equalities.

BARNSELY HEALTH BRANCH

Yorkshire & North Derbyshire Region

14. MEMBERSHIP RETENTION

This Congress recognises the need to recruit new members into the GMB and to maintain our effectiveness and to ensure we retain our bargaining position with employers and to build the GMB into a twenty-first century Union.

It is equally important that we retain our current membership and ensure that we tackle the current rate of leavers which will, if left unchallenged will certainly hinder our membership growth aims.

Congress calls on the Central Executive Council to develop a structured consistent and effective strategy to tackle the current rate of leavers, to collate data regarding the reasons why members are leaving and implement corrective actions to limit future decline.

CARDIFF 1 BRANCH

Wales & South West Region

15. ACTIVE MEMBERS

This Congress calls upon the GMB to apply equal effort to persuading members to become active, and Activists to become Shop Stewards, Safety Reps, and Union Learning Reps, as it does to recruiting new members. All these posts are needed to service the needs of existing members and motivated Activists will then recruit new members from within their workplace, friends and family, plus contribute to the running of GMB.

CHESTERFIELD No. 1 BRANCH

Yorkshire & North Derbyshire Region

16. HOW BEST TO PROTECT OUR MEMBERS

This Congress, with the success of recent campaigns at ASOS and UBER and when considering the present government's increasing attempts to dilute the efficacy of the unions GMB calls on all members to re-double their efforts to identify workplace issues and campaigns which highlight the effect of the Tory's draconian policies. These must be reported to branches in order for them to organise and ensure our members get the best protection possible. This research must be fed back

to regions to enable them to map the information. As a union we have activists that are second to none and the finances given to us by our members to offer a more coherent opposition than the present political parties.

BRIGHOUSE GENERAL BRANCH

Yorkshire & North Derbyshire Region

17. INDUSTRY / BUSINESS SPECIFIC CROSS-REGIONAL ORGANISING FRAMEWORK

This Congress approves for the formulation of a framework and terms of reference of support, resources and training to improve lay member co-ordination and organisation of industry/business specific combines.

Many good examples of well-run combines exist. Best practice can be extracted from these to inform and create a structure in which others can be established and thrive across regional boundaries and structures.

LEICESTER WATER BRANCH

Midland & East Coast Region

UNION ORGANISATION REPRESENTATION & ACCOUNTABILITY

18. PROPORTIONALITY & REPRESENTATION WITHIN THE GMB

This Congress recognises the value of having a positive diversity and inclusive agenda. As the face of the workforce changes it is essential that the structures of this trade union reflect those changes so the membership can remain empowered and connected with the Union.

Clearly this is a major strategic step for the GMB. Women now make up a higher proportion of trade union members. How are women reflected in our structures? Of the different regions that we have how many women hold Regional Secretary positions? This is just one simple example.

The first step in any exercise is to assess the membership and do a full mapping exercise. This process will help to inform the GMB as to what the situation is. Furthermore, it will influence any strategic decisions that might be necessary to be considered moving forward.

Congress instructs the Union to bring forward a report no later than GMB Congress 2018 which should contain information as to mapping within GMB membership and any aspirational recommendations.

GMB CWU STAFF BRANCH

London Region

UNION ORGANISATION FINANCES & CONTRIBUTIONS

23. REGIONAL FINANCES & AUTONOMY

This Congress agrees to ensure that at all times regional finances and autonomy is preserved, maintained and enhanced. Therefore any proposed revision of regional funding and autonomy should at all times be subject to consultation and agreement with the Regional Committees, CEC and Congress.

This will ensure regions have an ability to make full contributions to any discussions and final recommendations.

BARKING BRANCH

London Region

24. BRANCH PLAN/FUNDING AND ACCOUNTING 2011

This Congress says in 2007 it agreed to changes in GMB's Branch funding which became effective in 2011. Part of the changes including producing a branch plan of its forthcoming activities.

Congress says since 2011 there have been many more changes within the GMB making the wording of the plans wording not fit for purpose.

Congress calls for an overview of the plan's wording and be reproduced.

EAST DEREHAM BRANCH

London Region

25. POLITICAL FUNDING

This Congress calls on the CEC to increase the political fund allocations to the regions.

Conference instructs the CEC to at least double the amount on political funding to regions without increasing the contribution rates of members.

With the increase in elections and by-elections it's within our regions then we want our members to build the political organisation which now calls for more funding.

BARKING BRANCH

London Region

26. MILEAGE RATES - LAY MEMBERS

This Congress agrees that as a responsible trade union the GMB encourages all employers to pay the national

recommended rates for wages and other allowances or seeks to improve beyond the recommendations.

We would ask Congress to consider that many officials of its own organisation who are often lay members that provide time and representation often below the minimum wage for daily or half daily accompanying rep rates should be at least paid the HMRC rate of 45p per mile and not the current 35p per mile. We would ask Congress to consider a mileage rate rise in line with other mainstream employers.

We understand that budgets may have been set for the current year but we would ask for this increase to take effect for the next budgeting year.

CAMBRIDGE 2 BRANCH

London Region

28. REGISTER GMB WITH HMRC

This Congress is aware that our members on the lower pay bandings are having to use food banks to survive.

In the 21st century, is it right that our healthcare workers, cleaners and support service staff should be in that position?

We feel one way to assist our members on minimum wage is for GMB to do as our sister Unions and petition the HMRC to register GMB and provide tax relief on our subscriptions.

For the lower paid, the tax relief on subscriptions would be a massive help. Unison members receive 50% tax relief.

GMB EMAS BRANCH

Midland & East Coast Region

29. GMB CONTRIBUTION RATES C1

This Congress notes that, as a general Trade Union, we seek to recruit workers from all industries and backgrounds, but has some concerns that our contribution rates are not conducive to maximising our recruitment aims.

Many of our members have been adversely affected by the Government's austerity policies, and public sector pay restraint strategies have also impacted heavily upon disposable income levels.

In many areas of the Public Sector we are in direct competition with other unions who may offer an inferior service but whose subscription rates are cheaper than our own, particularly amongst those groups who are on short hours and low incomes. In too many cases, contribution cost is the criteria by which workers decide which union, if any, to join.

Congress believes, therefore, that it is now on opportune time for the GMB to conduct a critical review of its contribution structure in order to ensure that it is able to recruit and retain the maximum number of members.

Such a review should not be restricted to existing grade types and levels, but should also extend to considering the appropriateness of introducing new rates (for example – a family membership rate) and the application of concessionary arrangements to reflect length of membership.

PLYMOUTH HEALTH BRANCH Wales & South West Region

30. REVIEW OF CONTRIBUTION RATES **C1**

This Congress is concerned that our membership contributions are not a reasonable and flexible as some of our sister unions and many of our core membership workers can find cheaper union coverage with competitor unions.

Therefore the two-tier membership is long overdue for review.

Congress calls upon the Central Executive Council to investigate the possibility of introducing additional tiers of membership levy that will more accurately reflect the low earnings that many employees with casual hours or limited working time earn. The CEC should then report back to Congress 2018 with their findings and associated recommendations.

RHONDDA CYNON TAFF CBC BRANCH Wales & South West Region

31. FINANCE **C1**

This Congress calls on the CEC and Finance Committee to review how membership fees are structured. The majority of job creation within the UK has been in the service sector and are mainly low paid. We know the GMB has a great service record and a wide range of benefits to offer, but we are increasingly being put under pressure in recruiting members where there are other unions who are offering lower fees by way of a range of membership fees which are related to earnings. Because of this Government's attitude, cuts to public spending, unwillingness to listen there has been little or no increases to salary and in some cases an embargo on any rise. (In Northern Ireland we are still fighting for the 1% to be awarded to Nurses). We are currently seeing increased prices in shops and petrol forecourts which will put more pressure on the household budgets. An increased membership will offset any decrease in fees from low paid workers.

X07 BRANCH North West & Irish Region

32. NO MORE THAN AN HOUR'S PAY (LOW/ MINIMUM WAGE EARNERS) **C1**

This Congress notes that the challenges of recruiting new members in an ever-changing economy, characterised by increased labour flexibility requirements, fragmentation and public sector budget reductions are greater than they have ever been.

The rigid contribution structure that we apply in the GMB takes no direct account of member's earnings or their ability to pay, and is not necessarily conclusive to effective recruitment in what is, in some sectors, a very competitive environment.

Congress agrees, therefore, the need to conduct a thorough review of our contribution structure with a view to ensuring that we are able to remain an attractive and viable source of membership to potential members.

ASDA DEVON & CORNWALL BRANCH Wales & South West Region

40. FAMILY MEMBERSHIP DISCOUNT **X**

This Congress believes that there should be the introduction of a family membership discount if more than one person in the family are GMB members.

This Congress instructs the CEC to recognise this and push this through for implementation.

CENTRAL WEMBLEY BRANCH London Region

41. GMB FAMILY MEMBERSHIP FOR FOSTER CARERS **X**

This Congress, the GMB is the largest and fastest growing union for foster carers, but still only covers a fraction of the many thousands of foster carers who need our support. Partners and birth children may share the responsibility of the children they care for and an issue that requires our support for one; affects all within the family home.

We call on our union to allow foster carers promotional joint family membership of £10 per month; that recognises this and encourages and accelerates growth in our membership, so that the GMB becomes the voice for foster carers throughout the UK.

BRIGHOUSE GENERAL BRANCH Yorkshire & North Derbyshire Region

42. COMMUNITY MEMBERSHIP

This Congress recognises the excellent work the GMB has done in organising our members in the workplace. However, many issues that the GMB has campaigned on are not just work related.

Housing, transport and so on are not only in the interest of our members, but non-union members of local community clearly benefit from the campaigns.

It's for this reason that we must now seek to join up members from the community groups and not just rely on the income and support from the workplace.

If we are to reach 700,000 members then we must look at all the areas where this increase in membership can be found.

This Conference is therefore instructing the CEC to introduce and promote community membership with a community rate of contributions.

ISLINGTON 1 & HARINGEY BRANCH

London Region

44. CONTRIBUTION RATES

This Congress calls on the CEC to look into an affordable contribution membership rate for potential future members who are unemployed.

Congress says by having affordable unemployed rates it would increase GMB membership and there are many unemployed persons who would be a valuable asset to the GMB in campaigns etc.

EAST DEREHAM BRANCH

London Region

UNION ORGANISATION UNION BENEFITS & SERVICES

50. CALL FOR HOME OFFICE SUPPORT FOR RENEWAL OF VISAS

This Congress calls on the GMB to campaign for support on the 28 day guideline for renewing a work visa, for example if the member's renewal is submitted outside of the 28 day time limit; they are dismissed from their work. This dismissal falls outside of employment law on unfair dismissals, as they are categorised an illegal.

CAMDEN APEX BRANCH

London Region

51. ORGANISATION OF WELFARE RIGHTS WITHIN THE GMB STRUCTURE

This Congress believes that we should develop welfare rights within our organisation. This Congress believes that this issue has become important within the community and requires a structure to be developed in order that we can affiliate with organisations to assist us in this role.

NOTTINGHAM NO.1 BRANCH

Midland & East Coast Region

UNION ORGANISATION EDUCATION & TRAINING

53. CAMPAIGN FOR FUNDING FOR THE FUTURE OF CLASSROOM BASED TRADE UNION EDUCATION

This Congress - Over the last 10 years the TUC national education programme has trained and developed over half a million trade union representatives. This has:

- ensured that unions are effectively organised with improved working conditions
- built solidarity amongst union reps from the affiliate Trade Unions
- enabled working class people to gain qualifications that have given them life changing opportunities.

The future of Government funding for trade union education is uncertain. Without state funding the TUC national education programme could cease to exist and could be replaced by a non-accredited short on-line course. Over 127 professionally qualified Trade Union Studies lecturers with a knowledge, experience, commitment and passion for training trade union reps face losing their jobs – a vital resource that will be lost to the movement.

Unions appear to be adopting individual approaches to this problem. This will result in a breakdown in solidarity between affiliate unions. Individual unions cannot hope to provide the scope or coverage that is currently provided by the national programme especially at a time when many unions are hard pressed and stretched. For the Trade Union movement to organise and grow it is essential that local union representatives and stewards are properly trained. The most effective way of doing this is to maintain the accredited national TUC education programme.

This Congress is asked to campaign for the following:

- To keep open the existing Trade Union Studies Units
- To protect the jobs and avoid redundancy of Trade Union Studies Lecturers.

- To keep the national TUC education programme accredited at level 1 & 2.
- To reinstate the national TUC education programme at level 3.

It is noted that when the Government previously withdrew TUC education funding in the 1990's to successfully achieve the above via the TUC funded the shortfall. It is also noted that for 2016/17 academic year the TUC has contributed towards finding the shortfall in funding.

In recognising the importance of TUC education in organising and growing our union, and recognising that this represents good value for money, Congress is asked to campaign for the continuing of a full TUC education programme until Government funding can be reinstated.

C15 GENERAL BRANCH

Birmingham & West Midlands Region

54. TRADE UNION EDUCATION C2

This Congress notes the attack on TU Education

Over the last 10 years the TUC national education programme has trained and developed over half a million Trade Union representatives. This has ensured:-

- Unions are effectively organised and deliver within the workplace
- Built solidarity amongst union reps from the affiliate Trade Unions
- Enable working class people to gain qualifications that have given them life changing opportunities

In September 2017 as a result of the withdrawal of Government funding the TUC national education programme will cease to exist and will be replaced by a non-accredited short on-line course.

Over 127 professionally qualified Trade Union Studies lecturers with a knowledge, experience, commitment and passion for training trade union reps face losing their jobs. A vital resource that will be lost to the movement.

Unions appear to be adopting individual approaches to this problem. This will result in a breakdown in solidarity between affiliate unions. Individual unions cannot hope to provide the scope of coverage that is currently provided by the national programme, especially at a time when many unions' resources are hard pressed and stretched.

For the Trade Union Movement to organise and grow it is essential that local union representatives and stewards are properly trained. The most effective way of doing this is to maintain the accredited national TUC education programme.

Therefore Congress is instructed to act to:-

- To keep open the existing Trade Union Studies Units
- To protect the jobs and avoid redundancies of Trade Union Studies Lecturers
- To keep the national TUC education programme accredited at level 1 & 2
- To reinstate the national TUC education programme at level 3

It is noted that when the Government previously cut TUC education in the 1990s affiliate Unions via the TUC funded the national education programme. It is also noted that in the academic year 2016/17 after funding was cut by 50% the TUC made-up the funding shortfall.

In recognising the importance of TUC education in organising and growing the union and recognising that this represents good value for money. The Congress is instructed to ensure that the TUC continues to fund the full TUC education programme until Government funding can be reinstated.

GMB@PCS BRANCH

London Region

55. TRADE UNION EDUCATION C2

This Congress celebrates the fact that over the last 10 years the TUC national education programme has trained and developed over half a million trade union representatives. This has ensured that –

- Unions are effectively organised and delivered within the workplace.
- Builds solidarity amongst union reps from the affiliate trade unions.
- Enables working class people to gain qualifications that have given them life changing opportunities.

In September 2017 as a result of the withdrawal of Government funding the TUC national education programme will cease to exist and will be replaced by a non-accredited short on line course. Over 127 professionally qualified trade union studies lecturers with a knowledge, experience, commitment and passion for training trade union reps face losing their jobs. This vital resource will be lost to the movement.

Unions appear to be adopting individual approaches to this problem. This will result in a breakdown in solidarity between affiliate unions. Individual unions cannot hope to provide the scope or coverage that is currently provided by the national programme, especially at a time when many unions' resources are hard pressed and stretched.

For the trade union movement to organise and grow it is essential that local representatives and stewards are

properly trained. The most effective way of doing this is to maintain the accredited national TUC education programme.

Congress instructs the CEC to act:

- To keep open the existing Trade Union Studies Units.
- To protect the jobs and avoid redundancies of Trade Union Studies Lecturers.
- To keep the national TUC education programme accredited at level 1 & 2.
- To reinstate the national TUC education programme at level 3.

Congress notes that when the Government previously cut TUC education funding in the 1990's affiliate unions via the TUC funded the national education programme. It is also noted that in the academic year 2016/17 after funding was cut by 50% the TUC made up the funding shortfall.

Congress recognises the importance of TUC education in organising and growing the union and recognising that this represents good value for money. The CEC is instructed to ensure that the TUC continues to fund the full TUC education programme until Government funding can be reinstated.

W50 WELLINGTON BRANCH

Birmingham & West Midlands Region

56. TU EDUCATION

This Congress should be ensuring that TU Education remains up to level 3. Online training is not the solution online training removes the interaction with other reps which helps our progression and learning as effective negotiating reps. All reps should where possible, be trained to level 3 by the TU teachers to ensure our reps can look after our members and negotiate with hostile management effectively.

T37 TIPTON ELECTRICITY BRANCH

Birmingham & West Midlands Region

57. GMB CHARTER FOR EDUCATION & TRAINING

This Congress asks the CEC to develop a charter for education and training.

Working class education is under massive attack from all sides:

- The Government has overseen huge cuts to education budgets and increases in tuition fees.
- The contracts for delivery of training and education offered to Colleges and training providers are unfair. For example expecting providers to work six months before they receive their first payments.

- Payments by results systems leading to uncertainty and insecurity in education and training.
- The increase in the number of private contractors now controlling large sections of the training grants needs scrutiny and accountability.
- Large management fees charged by prime contractors to subcontractors is a profit driven goal for some, not an educational one.
- Unscrupulous, even bogus, training providers exploiting the adult learner loans system at the cost of those most in need of higher education and skills and least able to afford it.
- Adult and further education colleges facing financial crisis due to funding formulas that do not respect the true cost of running training establishments.
- Increases in tuition fees leading to higher student loans.

Congress, the attack is unceasing, leading to education becoming unaffordable or unavailable to many.

We ask the Congress to highlight through the National Lifelong Learning Committee the impact these cumulative attacks are having on our members and their access to affordable education and training.

We ask the GMB to look at increasing the way in which the Union can support members to gain affordable education and training to bridge the gaps in funding and provision. This should include exploring direct and indirect funding from the Union and other resources to develop a Regional and National LLL Fund to support members and develop new approaches to education for working people.

To examine new ways to enable members to access quality accredited training through partnerships with providers and colleges.

To campaign with sponsored MP's to highlight the impact of recent changes and to get the Government to look closely at how the funding and contracting system in education is failing the real needs of people and education providers.

Congress, access to affordable, quality education and training to help people participate in our global economy is a fundamental right for all citizens not a luxury. The development of a **GMB Charter for Education and Lifelong Learning** is a first step in this process.

Q22 BRANCH

North West & Irish Region

58. A VOICE FOR APPRENTICE WORKERS

This Congress asks the national lifelong learning committee to lobby and identify ways in which workers

and potential apprentices be given a voice and practical input before the apprenticeship starts. Currently the journey of an apprentice is decided without consultation with the learner and is a transaction between the training provider and employer. Congress the current system is unfair and only takes into consideration the business gains with little or no input from the individuals whose lives are being moulded.

X02 BRANCH

North West & Irish Region

59. ACCESS TO SCHOOLS AND COLLEGES

This Congress is calling for a working party to permit GMB Lay Delegates and officers into schools and colleges. The purpose of this is to inform and educate school and college leavers the importance of belonging to a trade union, to give guidance and support with the problems that occur in every day working life.

A15 ASDA BRANCH

Birmingham & West Midlands Region

60. DYSLEXIA AND TRAINING

This Congress is called upon to provide suitable training courses for our representatives within the GMB who are dyslexic.

We need to support and offer training at our local GMB offices. Our aim would be to encourage and inspire our reps, therefore bringing strength and improvement in their role.

This condition is explicitly listed in the Equality Act 2010.

GMB are experts in training, we are calling for supportive coaching and extra tuition for representatives who need this to enable them to carry out their role to the best of their ability.

A15 ASDA BRANCH

Birmingham & West Midlands Region

UNION ORGANISATION EQUALITY & INCLUSION

61. EQUALITY IN THE WORKPLACE

This Congress notes that our union has a wide diverse membership and that the GMB has always placed equality at the core of everything we do. There needs to be a focus on building our base in the workplace and there is surely an opportunity to look how we can encourage more members from equality groups to engage into greater activity within the union.

We call on the Central Executive Council to implement a strategy and recognise the need to build involvement of equality groups from the bottom up. This should be aimed at specific recruitment campaigns to focus more activity on regional equality work as an opportunity to develop our work in a positive manner.

ASDA JOINT BRANCH

Wales & South West Region

64. BRANCH EQUALITY FUNDS

This Congress recognises the work done at all levels by the GMB on equalities. Whether it is representing individuals, supporting community events or carrying out national campaigns, the GMB has always been at the forefront in the fight for equal rights. Given the increase in hate crimes, it is becoming more important that the GMB stands up for those under attack because of their race, sex, sexuality, disability, etc. As with all campaigning, there is a financial cost.

In order to enable branches to support equality campaigns and initiatives, Congress calls on all GMB branches to have an Equalities Fund. By having an Equality Fund, branches can respond to any necessary campaigns, to highlight issues, to fight hate and support Regional Equality Forums. This will raise the profile of the GMB and help recruit more members. More members means this great union of ours can continue to campaign on important issues, such as equalities.

PARKGATE BRANCH

Yorkshire & North Derbyshire Region

68. GMB YOUNG MEMBERS NETWORK BUDGET

This Congress acknowledges that the GMB Young Members Network should be given its own transparent element of the National Equalities budget so that it can actively carry out its aims and objectives, as well as a separate budget for the Young Members Summit.

The GMB Young Members Network has been running for several years now, with all regions being active in the Network and getting involved with campaigns and other activities. Due to how active and organised this particular strand is at both regional and national levels in comparison to other strands, Congress agrees that the Network will need its own transparent budget to be able to take its campaign effectiveness further and to maximise the effectiveness of the 'Recruit, Organise and Retain' Campaign in particular and this budget should come from the part of the National Equalities Budget that is allocated for young members.

The Young Members Summit, which takes place annually, also needs a separate budget. At present, the hosting region will pay for the Summit and then try to reclaim the expense from other regions. This means that there is no certainty for the Young Members Network

on whether the region hosting the Summit will pay for the Summit in the first place and then if they do, the region that hosts could end up out of pocket. The uncertainty on whether the Summit will be paid for each year means that it is hard for the Network to properly plan a Summit, which is massively important, especially when we should be encouraging Young Members to be active and to not only be the future, but also the present. Therefore, Congress agrees that a set structure should be agreed for regions to pay each year their part towards each annual Young Members Summit.

S85 SANDWELL COMMUNITY BRANCH Birmingham & West Midlands Region

70. FUNDING TO SUPPORT YOUNG MEMBERS

This Congress calls upon the Central Executive Committee to embark funds for the financing of young members groups at regional level. We ask that the separate funding would give young members the autonomy to:

- Recruit, educate and encourage the next generation of trade unions and activists at local, regional and national level.
- Initiate and sustain campaigns that are pertinent to the issues of concern of young members regionally and nationally.
- Allow regional young members strands to focus on long term campaigns and actions rather than fundraising.
- Raise the profile of GMB for the general public, workplaces, the press and social media.

B49 BIRMINGHAM EDUCATION BRANCH Birmingham & West Midlands Region

71. THE NATIONAL WOMEN'S TASKFORCE AND ITS RECOMMENDATIONS C3

This Congress notes that there have been numerous motions and special reports addressing the under representation of women within all structures of the GMB and this still remains one of the most serious equality issues facing the union. This was acknowledged in a Central Executive Council Special Report the 'GMB Women's Project,' which was adopted by Congress in 2013. This special report contained numerous recommendations one of which was the creation of a National Women's Taskforce.

The role of the Taskforce was to oversee the implementation of recommendations contained in the 2013 report, generate further recommendations which would encourage more women to be actively involved in all areas of GMB and to identify and remove barriers that bar them from doing so. The Taskforce was formed and presented an interim special report

containing numerous recommendations to Congress 2014 and again submitted a second special report to Congress 2015, both reports were endorsed by Congress. The Taskforce have also submitted additional recommendations to the Senior Management Team.

Congress notes with disappointment that despite the continued growth in GMB female membership, the under- representation of women in our structures within GMB still continues. Congress believes that this under- representation continues as a result of GMB's inactivity. Congress consider the number of recommendations contained within the 2013, 2014, 2015 special reports and submitted to the SMT which to date have not been implemented, is unacceptable.

This Congress calls for the full implementation of each of the outstanding recommendations as a matter of urgency. Congress further calls for a report to be presented to Congress of 2017 identifying how and when each of these recommendations have been implemented along with resulting outcomes. Congress believes that the work of the National Women's Taskforce is far from complete, and that the Taskforce should continue to work for equality for women in the GMB until such time that women are equally represented at all levels of the union, including SMT.

N10 BERKSHIRE AND NORTH HAMPSHIRE BRANCH Southern Region

72. GOVERNANCE C3

This Congress is concerned that although "THE GMB WOMEN'S PROJECT" WAS ADOPTED by Congress 2013, followed by an interim report in 2014 and a second special report in 2015, which also contained recommendations to encourage more women to be actively involved in all areas of GMB, and identify and remove barriers that they believe bar them from doing so. We are still waiting the implementation of these recommendations along with additional recommendations made to the Senior Management Team. This is causing concern among female members, as membership is growing and we are pleased that the % of women membership is increasing, in line with the continuing expansion of the Service Industry. We acknowledge that two successful candidates to the post of National Secretary were female, but the underrepresentation of females in our structure and committees is continuing.

This Congress calls for the **full implementation** of the outstanding recommendations as not to do so would send the wrong signal to Congress delegates that voted and supported this Project in 2013, and subsequent Congresses.

X07 BRANCH North West & Irish Region

73. OLDER WOMEN IN THE WORKPLACE

This Congress notes the increasing numbers of older women in employment, and commends the development of structures in the trade unions which encourage and support women to become active in the union.

Congress encourages the development of workplace policies through collective bargaining which recognise the changing labour market profile; for those with caring responsibilities; health conditions requiring reasonable adjustments; training within working hours to allow new skills to be learned; and addressing specific women's health and safety issues, such as supporting women in the workplace during the menopause.

Congress calls on the CEC to build on the recent successes with regional women's conferences, and to work across all sectors in preparing recruitment and training materials which highlight the role that the trade union can play in representing the needs, and valuing the experience, of older women in the workplace.

GLASGOW GENERAL APEX BRANCH
GMB Scotland

74. WOMEN AGAINST THE TRADE UNION ACT

This Congress believes that the sustained attack on trade union organisation has made massive changes to employment and equality legislation. This is a major concern and highlights the detrimental impact on the rights of women to organise collectively in trade unions through the Trade Union Act.

This Congress calls on the Central Executive Council to implement a campaign which: -

- Raises awareness to encourage and support trade union activists
- Highlight the advantages of women self-organised in the GMB
- Raise awareness of the importance of facility time in bargaining for equality and challenging discrimination

ASDA JOINT BRANCH
Wales & South West Region

75. GENDER EQUALITY – TACKLING POVERTY

This Congress recognises that poverty is a gender issue and requires the GMB to support the world-wide promotion of gender equality and the empowerment of women.

LONDON CENTRAL GENERAL BRANCH
London Region

78. ORGANISING BAME & MIGRANT WORKERS C4

This Congress notes that following Brexit there has been far more visibility in the media of racially and religiously aggravated attacks and murders in the workplace and in communities.

The EU Referendum was fuelled by racism and hatred centring around immigration which was highly toxic, with racist and xenophobic language, both the right wing media and many MP's used.

It is BAME/migrant workers who disproportionately work on zero hour's contracts, low wages, racial bullying, instability. They experience upfront fees and have to pay debts back to paymasters, experience withholding of personal statements. The Gig economy with unpredictable and social hours, no employment rights such as sick and holiday pay and being forced to become self-employed under the illusion that it would be more beneficial. This is organised criminal activity.

The Trade Union Movement needs BAME/migrant workers as much as BAME/Migrant workers need trade unions to fight for their fundamental rights as workers.

We call upon Congress to:

1. Continue to campaign to highlight the exploitation of BAME/migrant workers
2. Consider launching a well-resourced organising campaign with affiliates to recruit BAME/migrant worker.
3. Ensure BAME/migrant trade unionists are encouraged, included and engaged in their unions.

EALING BRANCH
London Region

79. MIGRANT WORKERS POST BREXIT C4

This Congress is calling for the rights of migrant workers to remain within the UK and not to be used as pawns in the political debate. Please support.

A15 ASDA BRANCH
Birmingham & West Midlands Region

80. INDUSTRIAL ISSUES C4

This Congress and the London Security Branch believes that the divisive and inflammatory language used in the lead up to, and after the 2016 European Union Referendum has created a hostile atmosphere towards those perceived as migrants or asylum seekers.

Since the Referendum result to leave the European Union was declared we have witnessed a significant increase in the number of reported hate crimes. A situation now exists where section of the London Security

Branch is now concerned as to what the future has in store.

It is essential that we, as a progressive union, take action in order to show solidarity, and support our members who may have to deal with challenging issues in the workplace, and within the wider community.

Therefore Congress calls on the GMB Equality Department to produce a document condemning the bigotry and hatred with practical advice and providing contact details of agencies where our members can obtain further support.

GMB LONDON SECURITY BRANCH London Region

82. DEVELOPING CAMPAIGNS FOR COMMUNITY COHESION

This Congress asks that all regional and local officers, establish joint campaigning with

1. Local Churches Together Groups
2. Local inter-faith forums
3. And other groups who support community cohesion

W50 WELLINGTON BRANCH Birmingham & West Midlands Region

83. OPPRESSION OF NON-BINARY PEOPLE

This Congress raises awareness of the marginalisation of non-binary people directly oppressed by binary prejudice within society and the workplace.

Gender identity is each individual's concept of self and how they view themselves – this may not align with the sex they were assigned at birth; it may be a mix of both/fluid or neither at any point.

Binary prejudice marginalises and oppresses non-binary people within our society the workplace and media depictions. Individuals have no strong voice/platform to raise awareness of issues faced daily from being verbally addressed/recognised to washroom facilities and workplace attire. No allowances or alternatives are afforded to non-binary individuals.

I call on the GMB Union to raise a nationwide campaign to promote awareness both in the workplace and society of issues faced and the marginalisation taking place on a daily basis I would like to see the GMB campaign to improve the working environment of non-binary individuals to include unisex bathrooms – androgynous terminology and unisex uniforms.

B01 BIRMINGHAM FORWARD BRANCH Birmingham & West Midlands Region

84. USE OF HONORIFICS (TITLES)

This Congress believes that following recent feedback from our LGBTI+ members and Southern Shout we are concerned that we are excluding members and potential members who may not define as Mr/Mrs/Ms. This subject was raised at a recent Trans conference where members of the trans community explained why some people prefer to use honorifics/titles which are non-gender specific and also the limited options of male or female for sex. This has also been raised at pride events.

This Congress considers that the GMB should include on all forms the option for transgender and non-binary people to self-define their own title and sex in addition to the options that are currently being used.

GMB should instruct that in future printing of any membership or other forms, there should have an option to add a title.

G36 SECURITY BRANCH Southern Region

85. WORKPLACE DISABILITY POLICY

This Congress notes that over 20 years since the introduction into law of the 1995 Disability Discrimination Act, we still have a huge problem with workplace Disability discrimination. Every day, too many employers are breaching the disability provisions of Equality Act 2010 and unions are too often failing to hold them to account.

It is true that some progressive forward thinking employers have Disability Policies in place. These take into consideration the duty to make reasonable adjustments to company procedures, to help protect anyone with an impairment against detrimental less favorable treatment because they are living with disability. Regrettably these "disability-friendly" employers are still in the minority and even some with a Disability policy in place don't adhere to them. We need to ensure that Disability and, or Disability leave policies are as common place within our workplace as absence management and disciplinary policies.

This Congress calls on the GMB to commission a concerted national campaign to support and enable Shop Stewards and Organisers to be better informed and equipped to negotiate for the acceptance of Disability policies in all public and private sector workplaces where GMB is recognised.

B10 BANBURY NO1 BRANCH Birmingham & West Midlands Region

86. MANDATORY DISABILITY AWARENESS TRAINING

Dear Congress and Members,

I propose to put forward a motion for Mandatory Disability Awareness training, for all employees during their induction process.

Disabled People contribute over £80 million a year to the UK economy and account for up to 20% of the customer base for an average UK business. By treating them in the right way, your organisation or service is more likely to retain them and spread positive words. Organisations and Services are less likely to encounter complaints and this could save millions of pounds a year in compensation.

Staff awareness training is the most important element of delivering the right service to disabled people.

The training can focus on the legal context of disability, compliance issues, access to work, exploring the concept of people being disabled by society's barriers and attitudes and highlighting the role of the organisation in the removal of these, reasonable adjustments, customer care, etiquette, appropriate language and provide wider information on both Visible and invisible disabilities. This would enable employees to have a better understanding, broaden their knowledge base and equip them with skills to enable them to handle uncomfortable situations in the right way without feeling embarrassed or scared and making the usual mistakes.

Those whom are disabled themselves, I'm sure would respect their employer more, for taking the training seriously and because of it should be treated better by their fellow colleagues.

Advertising the training not only shows that the employer cares but also is a good look to the wider community that the employer has invested in this type of training.

I ask you today to bring this motion forward.

L26 LB WANDSWORTH BRANCH

Southern Region

87. DISABLED RIGHTS

This Congress notes the report submitted by Disability Rights UK (DRUK) in January 2017 which finds that equality for disabled people in this country "continues to be patchy and torturous" as a result of the Government carrying out cuts to social care and failing to take into account disabled people's rights in policymaking. Other issues include a shortage in accessible homes and continuing access problems on public transport for disabled people. As a result, the UK is failing to live up to the International Convention on the Rights of Persons with Disabilities which it signed in 2009.

Congress calls on the Government to follow the DRUK report's recommendations and make proper progress on disability rights and equality in society.

P41 BRANCH

North West & Irish Region

88. ALL GMB OFFICES SHOULD HAVE AT LEAST ONE UNISEX TOILET

Many schools, businesses and public buildings are now providing unisex toilets for a whole range of reasons. Toilets segregated on the basis of gender binary cause problems for many of our trans and non-binary members, but all of these problems could be alleviated by changing at least one toilet to unisex in each GMB office. In addition, many equalities activists believe that sexual segregation will one day be viewed in the same light as racial segregation, and as no-one would see a return to separate toilets for BEM and white members, neither do we need separate toilets according to gender binary.

N10 BERKSHIRE AND NORTH HAMPSHIRE BRANCH

Southern Region

89. DISABLED TOILETS AND DISABLED ACCESS

This Congress alongside the Norfolk and Suffolk Equality Forum, the GMB London Region Disability Forum would like to highlight the failings of accessible disabled toilets in the UK. Not all disabilities are visible, we must remember this, there are many needs that are just not covered when it comes to the provision of disabled toilets and disabled access to these facilities for all those who require the use of them.

We call on Congress to ensure that **firstly all** GMB regional and national offices adhere to and comply with the minimum standards set out under BS 8300. However, as a modern forward thinking 21st century trade union which is equality and diversity led and like us the NSEF alongside we would hope and expect Congress would agree that where and when possible we should go above and beyond the minimum standards.

Then to **secondly** actively campaign and to fully engage in and support meaningful consultation with the leading UK policy makers and employers utilising expert legal advice and political lobbying to ensure **all** the basic needs of the disabled community within the working environment and society are at the least maintained. However we, the NSEF alongside Congress would strongly suggest and urge that these basic needs are further increased by removing **all** disabled barriers therefore allowing self-defined disabled people full participation in the working environment and society itself affording them the dignity and respect they deserve.

KING'S LYNN NO 1 BRANCH

London Region

90. DISABLED ACCESS AT FOOTBALL GROUNDS

This Congress fully supports the work of Level Playing Field in promoting disabled access to football and other sports stadia. Football is the world's most popular sport, bringing pleasure to millions. For football fans, nothing compares to actually being at a match. However, many professional football clubs fail to provide adequate places for disabled fans at their stadia. Whilst there is an Accessible Stadia Guide, setting minimum amounts of places specifically for disabled spectators, it is not compulsory. It is morally wrong that many Premier League and Football League clubs fail to adhere to the guidelines. It has been reported that of the 20 Premier League clubs in England, only 3 have adequate places for disabled fans. Given the astronomical amounts of money in the Premier League from TV rights, surely they can spare some of their money to help their loyal fans?

To redress the balance and to allow disabled fans enjoy watching their favourite sport, Congress calls for the Accessible Stadia Guide to be made compulsory.

PARKGATE BRANCH

Yorkshire & North Derbyshire Region

91. RATIFICATION OF ISTANBUL CONVENTION – VIOLENCE AGAINST WOMEN

This Congress notes on the 7 April 2011 the Council of Europe adopted the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) and it was opened for signatures by member states on 11 May 2011.

It entered into force on 1 April 2014. The Istanbul Convention was drafted in response to the growing recognition in the early years of the 21st Century that member states had vastly differing approaches to matters of domestic violence and violence against women. The document sets out a legal framework for protecting women and girls from all forms of gender-based violence. The UK Government signed the Istanbul Convention on 8 June 2012 but has not yet ratified it and progress has stalled.

We call upon Congress to:

- 1) Lobby the UK Government and all parties to take action to overcome the remaining obstacles to full ratification.
- 2) Campaign for full ratification.

EALING BRANCH

London Region

92. ABUSE AT WORK C5

This Congress asks you to stand side by side with us in solidarity against abuse at work. There are growing numbers of people carrying out their duties who are, or have been victims of abuse in the workplace. It is too often deemed 'part of the job', and the support offered following an incident is insubstantial and often non-existent. There are many issues that contribute to abusive situations such as staffing levels and inadequate training. These incidents are widespread across all industries with the highest numbers recorded within the care sector and the emergency services. Care staff report low morale, and working lengthy hours with relentless abuse daily. Our branch calls for a zero tolerance campaign to be created and executed across all sectors that deal directly with the public or clients.

C40 CARE BRANCH

Birmingham & West Midlands Region

93. DOMESTIC ABUSE IN THE WORKPLACE C5

This Congress calls on GMB to create a domestic abuse charter and to campaign to make domestic abuse in the workplace policies mandatory. Statistics prove that 1 in 4 women and 1 in 6 men will be a victim of domestic abuse in their lifetime. For many the workplace is seen as a safe haven or as an escape. However too many will not feel safe discussing their situation for fear of reprisal or judgement and may end up facing disciplinarys whilst remaining silent.

We call on GMB to work with employers and break down these taboos, to ensure staff know where to access support and that support will be offered, and that perpetrators can also access provision for help once they recognised that their behaviour is wrong without facing prejudice.

S85 SANDWELL COMMUNITY BRANCH

Birmingham & West Midlands Region

94. DOMESTIC ABUSE C6

This Congress believes that in line with existing GMB policy on support for organisations active against abuse.

Congress resolves that the Union will affiliate to Sisters Uncut and circulate regions and branches about their work and activities.

LOWESTOFT BRANCH

London Region

95. CUTS TO DOMESTIC ABUSE

SUPPORT SERVICES C6

This Congress says that domestic abuse services are bearing the brunt of this Government's cuts. They very specialist and dedicated services which save lives are suffering.

For many women, refuges are the only option that or the streets, however despite the essential need for these services the Tory Government once again chose to take advantage of the most vulnerable in society, slashing funding available. Refuges are often full to capacity, having turned dozens of women away.

Women's Aid highlight 92 women and their 75 children were turned away from the refuge services responding to their annual survey on just one day in 2015 because they could not be accommodated (data provided by 129 refuges).

We call upon Congress to:-

- 1) Increase the awareness of the continued cuts to domestic abuse support services and the impact this has.
- 2) Challenge the continued cuts to domestic abuse support services.
- 3) Encourage regions to engage with local domestic abuse services to increase awareness of the issues they face and the support GMB can provide through networking.
- 4) Lobby Government and MPs to address this issue.

EALING BRANCH

London Region

96. MENTAL HEALTH FOR WORKERS C7

This Congress recognises that mental health is an issue for many people in the workplace today. Some employers provide support for employees who declare that they are suffering, however many do not. Some workers have to wait until they are experiencing mental health to find out what level of support they can expect. Some workers, during what can be the most challenging time of their life, find out that their employer sees mental health as an excuse to 'reduce costs'.

Conference calls on the GMB Executive to plan and initiate a campaign to raise awareness of mental health in all GMB workplaces in 2017 alongside its education programme of Mental Health First Aid training for reps. Part of the campaign should be a reasonable list of measures for employers, this to be used as a negotiating tool by workplace reps.

S75 STOKE UNITY BRANCH

Birmingham & West Midlands Region

97. MENTAL HEALTH CAMPAIGN C7

This Congress seeks to put mental health issues at the forefront of our campaigning on social care.

We want training either from GMB or in the workplace to be able to spot the symptoms and be able to support members where appropriate.

Labour has a mental health campaign, which we believe we could work with, or alongside to the benefit of our members.

ASDA STORES BRANCH

Yorkshire & North Derbyshire Region

98. MENTAL HEALTH AWARENESS C7

This Congress urges the GMB to engage with the appropriate government departments to prioritise increased funding for Mental Health Awareness, particularly in the workplace. There remains an urgent need for education on this issue, not just for employers, but also our GMB workplace reps who are often the first point of contact when a mental health issue becomes apparent.

We must ensure our reps have the ability to recognise the early signs of a mental health issue, not least when it comes to their own wellbeing.

We therefore call upon the GMB to increase the training available to our Officers, Branch Secretaries and Workplace Reps.

We must make every effort to remove the stigma attached to this issue and we can only do so through education and training.

F72 BRANCH

North West & Irish Region

99. TIME TO CHANGE

This Congress calls for the end of stigma and discrimination faced by people with mental health problems. One in 4 of us will suffer from a mental health problem at some time or another, and of that number a staggering 9 out of 10 people will suffer some form of discrimination or some kind of stigma.

The 'Time to Change Wales' is the first national campaign to end the stigma and discrimination faced by people with mental health problems. The campaign is delivered as a partnership by three leading Mental Health Charities (Gofal, Hafal and Mind Cymru) and is funded by the Big Lottery, Comic Relief and the Welsh Government.

In Wales we start this by getting our employers and workplaces to sign up the Time to Change Wales Pledge. The pledge is a public declaration that an

organisation wants to tackle mental health stigma and discrimination. It isn't a quality mark, accreditation or endorsement; it is a commitment to deliver a realistic action plan that will lead to a reduction in discrimination within your workplace and the wider community.

In other parts of the UK the GMB should campaign to get the Time to Change up and running (the website has a message saying "We'll be back soon!").

SOUTH WALES POLICE BRANCH Wales & South West Region

100. MENTAL HEALTH C7

This Congress is concerned at the alarming rise in the occurrence of mental health incidents in the UK.

At a time when there has been an increase in male suicide, an increase in young people experiencing mental health conditions and a reported increase in dementia cases across the UK, we have a Tory government who are slashing funding to the NHS. They are also cutting funding to local government so that vital community services are seriously underfunded and unable to offer any additional support leaving the most vulnerable in our society with nowhere to run to for help. This is evident in every major city where many are left unable to cope and resort to sleeping rough on the streets.

A lot of good work has been done and the Mental Health@Work guide is a great starting point but we believe there is more we can do.

We call on the GMB to raise the profile of mental health in our communities and in our workplaces by working alongside other agencies and charities who specialize in mental health and homelessness.

To ask GMB sponsored MPs to ensure mental health is high on the political agenda.

To work with local councils to see what practical help can be given regarding making empty buildings available on short term lease for the benefit of community based groups.

To maintain a high level of campaigning against the current Government and the constant attacks on the NHS in general with a focus on mental health services.

L08 BRANCH North West & Irish Region

101. SUPPORT FOR THE LABOUR CAMPAIGN FOR MENTAL HEALTH C8

This Congress acknowledges that the GMB Young Members Network have been working closely with the Labour Campaign for Mental Health and have a similar campaign themselves.

Congress agrees that GMB will engage fully and support the Labour Campaign for Mental Health and encourage GMB branches to support the Labour Campaign for Mental Health on a local level.

S85 SANDWELL COMMUNITY BRANCH Birmingham & West Midlands Region

102. SUPPORTING LABOUR PARTY CAMPAIGNS C8

This Congress acknowledges the important role played by GMB members in the Labour campaign for Mental Health and the Labour campaign to End Homelessness and calls upon the GMB to become official supporters of these campaigns.

Over the last year, GMB members have been working tirelessly with the Labour Party on a variety of important issues. Whilst workers' rights and trade union action are the most obvious ones, GMB members have been incredibly active in campaigns on other issues such as mental health and homelessness. This is because the trade union values of solidarity and social justice extend beyond the workplace.

Throughout history, trade unionists have fought against injustice in society wherever it arises and this continues to this day, where we have played our part in campaigns concerning the stigma surrounding mental health and the injustice of homelessness in modern day Britain. The campaigns mentioned above have been doing vital work, such as pressuring local councils to do more to reduce homelessness and working with MP's to raise the awareness of mental health issues.

Because of the important role GMB members play in these campaigns, Congress resolves that the GMB requests to be official supporters of the Labour campaign for Mental Health and the Labour campaign to End Homelessness.

BRIGHOUSE GENERAL BRANCH Yorkshire & North Derbyshire Region

EMPLOYMENT POLICY **HEALTH, SAFETY &** **ENVIRONMENT**

104. GOVERNMENT TELLS EMPLOYERS THEY CAN OVERRIDE GP'S FIT NOTES

This Congress notes we are constantly seeing our members being forced back in to work and the Occupational Health Adviser overriding the GP's decision. Congress, we believe it is in the Occupational Therapists interests to get as many back to work as possible to show that they can save the Company money. Congress, we are seeing colleagues coming out of the occupational therapists appointments crying.

We are very concerned there are going to be serious consequences to our members' health and well-being especially with regards to mental health issues. The little noticed change was incorporated into the guidance on the fit note published by the Government in March 2013 and could allow an employer to give precedence to the views of an occupational health practitioner over those of a GP. How can the Occupational Therapist make a decision in just a short period of 15 minutes and override a GP with medical advice, taking into consideration the GP has the person's medical history and knows that person much more than the Occupational Therapist.

The Government have produced guidance for the sole reason just to get people back to work regardless of their medical condition. Furthermore, the occupational health person does not give a specific reason as to why they have overridden the GP's decision. The member of staff is notified that there is guidance in place to override the GP's decision and therefore will not be entitled to the Company sick pay scheme and may lead to disciplinary action if they do not return to work.

Conference agrees that any incoming Labour Government should repeal this guidance which discriminates against ordinary working people.

ASDA JOINT BRANCH
Wales & South West Region

105. WORK RELATED STRESS

This Congress would like to bring your attention the significant problem of work related stress which is now one of the biggest problems for companies and unions alike. A recent report in the Welsh Ambulance Service shows that these people are more likely to suffer than most other jobs and this is just one important workforce being affected by work related stress.

This problem is present in numerous other jobs that may not be on the frontline but their mental health is affected exactly the same.

Up to one in four sickness absences from work are due to work related stress and those numbers are for people who have declared their absences as work related. There will be a large proportion for the other three in four workers who are sick but are using a different illness to cover their absences as they will be afraid or scared to admit to being ill through stress, especially male workers.

We need to get the Government the Health and Safety Executive, GMB and companies to address this problem.

We are not talking about the general pressures of daily work load that raise stress levels in the short term as this is part of a normal routine and give a rise in adrenalin to help you get past the problem for the short term need.

Currently, if a company sends an affected worker to occupational health for their stress it is deemed good enough for them to have discharged their legal responsibilities when it comes to a personal injury claim.

Most companies and unions alike are not looking at the root cause and there are no risk assessments done in most cases (and they should be the norm) for things like redundancies i.e. the mental effect on the staff going and those staying. This should take into account the extra workload, the loss of colleagues, the effect on home life and this should apply for a depot/office or factory closures. It should also not be taken for granted that moving locations for operational or rationalisation reasons will not have a detrimental effect on mental health.

Bankruptcy needs to be handled slightly differently but without losing sight of people's mental wellbeing.

We must all do more to address issues that lead to stress in the workplace. At the moment, a worker cannot claim for personal injury from their employer if they have sent them to occupational health. The only time you can claim is if you have PTSD or a diagnosed mental illness that the company have not taken into consideration. We are not saying that by allowing members to make a claim that this will get rid of the problems, as their wellbeing must come before anything else and we are aware that there are malingerers out there that will try to jump on the bandwagon but if it hits companies in the pocket it will go some way to get them to take mental health issues more seriously and address the problem.

Stress is not like a cut that you can see getting better and effect can last a very long time and in some extreme cases employers never recover so a great deal of thought and consideration should be put into changes of work patterns/workloads/moves our closures and environments that can lead to mental health issues.

So we urge Congress to support this Motion and get the appropriate departments to make it a legal requirement that all these issues are taken into account when changes are made.

WELSH WATER BRANCH
Wales & South West Region

106. ELECTRONIC TRACKING DEVICES

This Congress notes that the monitoring of employees via electronic devices has been an increasing concern to the GMB.

Congress further notes that CCTV, hidden cameras and car trackers are increasingly being used in workplaces and company vehicles. Companies are arguing that their use is designed to protect lone workers, increase safety and reduce fuel costs by monitoring driving speed. Unnecessary use of surveillance and monitoring have a detrimental effect on the workplace, reducing

the level of trust, affecting productivity and increasing work related stress.

Congress calls on the Central Executive Council to implement a campaign to ensure employers follow good practice and act legally when operating surveillance measures in the workplace. Also to ensure that workers have a clear understanding and knowledge of their rights by producing a GMB guidance document on workplace surveillance.

NEWPORT COUNTY BOROUGH BRANCH
Wales & South West Region

EMPLOYMENT POLICY PENSIONS & RETIREMENT

107. PENSION TRIPLE LOCK ISSUE

This Congress advises that the 'triple lock' has protected the incomes of the older generations since 2010. The mechanism that ensures that pensions rise by the same as average earnings, the CPI or 2.5% whichever is the highest is set to be scrapped by the Government.

Government ministers say that the 'triple lock' is unsustainable and unfair on younger families. If the 'triple lock' is scrapped then there will be a direct increase in pensioner poverty.

S75 STOKE UNITY BRANCH
Birmingham & West Midlands Region

108. CALCULATION OF STATE PENSION

This Congress believes that the level at which the State Pension is currently set is ineffective in reducing pensioner poverty.

Everyone should have the ability to live with dignity and security in retirement, yet the single, flat-rate State Pension payment does not permit that objective.

The UK's State Pension is one of the least generous in Europe, where retirement payments are worth nearly half of national average earnings.

There is no justification for the UK being one of the worst places in Europe to grow old, and the experiences of other countries demonstrates that it is possible to both pay a much higher level of state pension and maintain relatively strong public finances.

We call upon the GMB to continue to lobby and campaign for reform in order to make sure that the State Pension is set at a level which will allow pensions to fully participate in society once their working days are over. That level should be 75 per cent of national average earnings.

AVON & WESSEX BRANCH
Wales & South West Region

109. PENSION ARRANGEMENTS FOR WOMEN

This Congress demands equality for women in all forms of pension arrangements. The transition arrangements for the non-state pension that have been translated into public sector pensions and some private sector pension schemes have brought poverty to some and with no chance of addressing the issue. We ask the CEC to do all in its power to address this issue.

ESSEX PUBLIC SERVICES BRANCH
London Region

110. WOMEN'S STATE PENSION CHANGES

This Congress deplores the Government's approach to some women born in the 1950's who are suffering as a result of Government dictat to change the age at which they reach state pension age.

Congress believes this is blatant gerrymandering of the benefits system by making some 700,000 women across the country work longer before they access their State Pension. Congress calls on the Government to change this policy and calls on the Labour Party to say unequivocally that it will reverse this immoral policy on returning to power in 2020, if not before. Congress calls on the monitoring of this to be reported through the CEC.

C17 METAL BOX CARLISLE IND BRANCH
Northern Region

113. FLEXIBLE PENSION AGE

This Congress believes that current retirement provisions discriminate against those in physically demanding occupations and calls upon the Government to introduce flexible retirement and pension provisions so that those in physically demanding occupations are not required to continue working when their health and wellbeing can suffer as a result of the current situation.

Z42 SOUTHAMPTON NO. 1 BRANCH
Southern Region

115. PENSIONS

This Congress is requested to campaign for company pension deficits to be cleared before dividend pay outs to shareholders.

NORFOLK PUBLIC SERVICES BRANCH
London Region

116. WORKPLACE COMPANY PENSION CONTRIBUTIONS

This Congress is concerned about the unjust and unfair way payment of deferred earnings are not made into

company pension schemes across the United Kingdom. This matter should be made a legal requirement on all companies in the UK therefore stopping our members discovering that after working for a company for a considerable number of years their expectations of receiving a pension in retirement falls far short of what they were expecting. Together with company donations in both schemes there is a considerable donation from workers' wages/salaries.

Congress instructs the CEC to take whatever action is necessary to ensure that (a) employers can be forced to make up any shortfall into this scheme. (b) All directors to be made legally liable and subject to prosecution if the company has not fully funding these schemes. (c) That these schemes be made priority debtors in any company bankruptcy or liquidation.

W50 WELLINGTON BRANCH

Birmingham & West Midlands Region

119. PENSIONS INJUSTICE

This Congress calls on the CEC for a government review of pensions.

The way in which Pension Funds have been treated over many years is a continuing scandal and attack upon the deferred earnings of working people. It is not just industry that have been found wanting, the Government is not innocent either. The scandal of how women have been treated and the excessive period over which they will now have to work to qualify for State Pension has led to the WASPI Campaign to address this grave injustice.

Recently we discovered the Miners' Pension Scheme has had £3.36 billion taken out of it by the Government since 1994 after it acted as the guarantor for the pension scheme. They have not made any contributions but are making a profit from the fund. Why was this not given back to Miners and their families to improve their pensions.

The mis-selling of Pension Schemes to individuals and the losses they have incurred has never been properly addressed. On top of this, we find that the New State Pension will be reduced for those people who have at any time opted out. Yet for many years, people were encouraged by the Government to "opt out". These people now find themselves robbed twice, once by the Pension providers and now underhandedly by the Government. The changes to the new State Pension have never been properly discussed in the public arena with leaked documents as the source of information.

Congress, we call for the GMB to campaign for a Government review of private and State Pension regulations and legislation to assess the impact of recent changes and the health of pensions going forward. We ask that the Government urgently address this and the injustices facing women and men as a result of the way the new State Pension is being applied. The review

should also look at the fairness of the whole pension market and the costs being applied to schemes by Pension providers and funds are being managed and protected. We suspect the Pension's Protection Fund is being misused by some employers to bypass their own responsibilities. This has to stop.

The deferred earnings of working people through pension schemes must be protected and safeguarded going forward. We ask the GMB to campaign with our sponsored MPs, the TUC and Pension Lobby Groups to achieve fair pensions for all.

M01 BRANCH

North West & Irish Region

120. PENSION SURVIVORSHIP BENEFIT FOR SAME SEX COUPLES

This Congress would like GMB to back a motion to overturn a law passed by the government in respect to pension survivorship benefit for same sex couples.

In the UK the law states if you are a same sex couple in a civil partnership or marriage and one of you die that the partner left can only claim on your pension from 05 December 2005 and what's happening to all the money we have paid in up to this point I feel this is this is very unfair as there is no restriction to opposite sex couples.

PONTEFRACT & CASTLEFORD GENERAL BRANCH

Yorkshire & North Derbyshire Region

EMPLOYMENT POLICY RIGHTS AT WORK

121. SCRAP THE TRADE UNION ACT

This Congress condemns the Trade Union Act which is the biggest attack on trade unions in decades and represents a further transfer of power against workers and in favour of the employer.

Congress should discuss all options for challenging the new legislation. This should include stopping up the campaign to scrap the Act and other anti-union legislation as well as taking practical steps to support unions and groups of workers threatened by this anti-worker legislation.

Beyond repeal, there needs to be a new framework of law including: a right to organise, a right to bargain collectively with statutory support for sectoral collective bargaining and an unequivocal right to strike.

V15 BRANCH

North West & Irish Region

122. TRADE UNION ACT IN WALES

This Congress congratulates the Welsh Government intention to pass a Bill through the Welsh Assembly in Cardiff Bay that will dis-apply sections of the Trade Union Act.

The NHS, Education Sector, Local Government and the Fire Service are examples of devolved Public Services which are therefore the responsibility of the National Assembly for Wales.

If the Bill is passed by the Assembly, the imposition of an overall support threshold of 40 per cent on strike ballots, provisions on trade union facility time and conditions on payroll deductions for trade union membership, commonly known as check-off, will be repealed.

This Congress calls upon the Central Executive Council to support this Bill so it becomes an Act to campaign for similar legislation to be introduced through competence within other devolved administrations.

RHONDDA CYNON TAFF CBC BRANCH Wales & South West Region

123. RESTORATION OF A REGULATED AND INSTITUTIONALISED LABOUR MARKET

Congress calls for the restoration of a regulated and institutionalised labour market:

That it should be a criminal offence for employers and managers to impede or obstruct the human rights of workers to combine and secure collective bargaining in their workplaces. All workers in unionised workplaces regardless of their country of origin should be covered by the collective agreements secured by these workers.

That all workers regardless of their country of origin should be covered by all employment legislation and that the practices of agencies and employers to casualise workers should either be outlawed or regulated.

C28 CENTRAL BRANCH Southern Region

125. PORTAL REGARDING EMPLOYMENT DISPUTES C9

We oppose any attempt on the part of the government to introduce any type of portal system regarding employment disputes.

The portal in personal injury cases adds another layer of compliance to the litigation process that is simply another barrier to accessing justice.

In Employment Tribunals, Employment Tribunal fees, mandatory ACAS Early Conciliation and the strict time limits for lodging claims already act as barriers to accessing justice.

Adding another layer whereby individuals must use a portal system to progress any claim will only be a further barrier to accessing justice.

Any attempt to introduce a portal system to resolve employment disputes should be opposed and reversed.

C28 CENTRAL BRANCH Southern Region

126. ONLINE DETERMINATION OF EMPLOYMENT TRIBUNAL CLAIMS C9

The government is proposing to digitise the Employment Tribunal process.

We object to any digitalisation of the ET process if use thereof is mandatory.

A requirement for cases to be conducted wholly online will invariably disadvantage:

- those who have literacy issues
- those whose first language is not English
- those who don't have access to a computer
- those who have poor computer skills
- those who are unable to use a computer for medical reasons etc

Any attempt to digitise the ET process will be a further barrier to accessing justice and if such legislation is introduced, it should be reversed so that it is not mandatory for parties to use any online service.

C28 CENTRAL BRANCH Southern Region

127. DELEGATION OF JUDICIAL FUNCTIONS IN EMPLOYMENT TRIBUNALS TO CASEWORKERS C9

The government proposes to delegate judicial functions in Employment Tribunals to caseworkers.

Employment Tribunal judges are largely redundant owing to the introduction of ET fees and the subsequent drop in the numbers of ET claims being brought.

Those judges who are still working have sufficient time to deal with all the administration surrounding case work. There is therefore no need to delegate any of their current functions to non qualified caseworkers.

The government hopes to make the ET process more efficient with this process. However, the opposite is likely to happen if non qualified caseworkers make poor decisions arising out of the fact that they are not qualified and inexperienced in litigation.

With all respect, caseworkers cannot replace judges who are usually solicitors or barristers and therefore regulated by independent bodies.

Any attempt to replace the judicial functions of judges with caseworkers should be opposed and reversed.

C28 CENTRAL BRANCH

Southern Region

128. TAXATION OF INJURY TO FEELINGS COMPENSATION

Any government legislation to tax awards for injury to feelings in discrimination and other employment disputes should be abolished.

The government is legislating / has legislated so that compensation for injury to feelings in employment disputes e.g. discrimination and whistleblowing cases is henceforth taxable.

Injury to feelings can only generally be awarded where there is medical evidence to show that an individual has suffered damage – mentally or physically.

The government's legislation to seek to recoup any part of such damages is immoral, especially when any such awards have been calculated to compensate an individual for the damage they have suffered.

We call on any such legislation to be abolished.

C28 CENTRAL BRANCH

Southern Region

129. JUSTICE & EMPLOYMENT TRIBUNALS

This Congress is requested to campaign for Employment Tribunal decisions to be exempt from Limited Liability protection for Directors of companies going into receivership.

NORFOLK PUBLIC SERVICES BRANCH

London Region

130. SMALL CLAIMS LIMIT

This Congress notes that:

1. 95% of all personal injury claims are valued at £5,000, or less.
2. The current civil court system for accident claims is based on the principal that the polluter pays. This means that if a person is injured and it's not their fault any legal fees for a lawyer are paid by the person responsible for the injuries.
3. The government plans to strip citizens of this right by increasing the small claims limit up to £5,000.00. Victims of injury – anywhere, including at work – will have to pay for the legal help they need from any compensation or fight the insurers on their own.
4. This will affect nearly one million people injured through no fault of their own each year.

5. Government data shows a decrease of 41% in whiplash claims since 2010. Insurers have paid out 30% less in motor accident costs than they did in 2010, saving them over £8bn. Premiums are higher now than they were in 2010, and have increased by 14% in the last year.
6. Workplace accident claims have fallen 12% in the last decade.
7. Total number of injury cases has dropped by 6% since 2013.
8. There is no suggestion of a problem with fraudulent workplace accident claims and yet the changes will affect anybody injured anywhere, including at work.
9. The government has announced that implementing its policy will lose the Treasury £135 million.
10. If these reforms go ahead insurers are set to profit from an additional £200 million per year.
11. In 2015, the then CEOs of four insurance companies received packages ranging from £4.55 million to £11.55 million.
12. The government admitted that it won't force insurers to pass on the suggested savings they make to consumers.

This Congress believes:

13. Whiplash claims have nothing to do with workers being injured at work. The government is using a so-called "whiplash epidemic" as a fig-leaf to attack peoples' legal rights on behalf of the insurance bosses.

This Congress resolves:

14. To oppose an increase in the small claims limit or any decision by the government that reverses the principal that the polluter pays.
15. To call on all GMB Sponsored Labour MPs to act in accordance with this motion.

LEEDS GENERAL BRANCH

Yorkshire & North Derbyshire Region

131. END TO ZERO HOURS' CONTRACTS AND ATTACKS ON WAGES

This Congress should continue to campaign nationally against the exploitation of workers through the distasteful use of zero hours' contracts.

Time and time again we hear of employers in all sectors introducing zero hours' contracts with reduced basic pay rates alongside previously negotiated ones.

These changes are leading to the degrading of all trades and positions which is a smack in the face to GMB postholders who have, over the years passionately

and tirelessly negotiated pay, with terms and conditions bringing them up to an acceptable living wage and work life balance.

These measures implemented by employers have in one swift blow, wiped out years of pay and conditions agreed by both parties in the spirit of peaceful and harmonious negotiations.

The GMB has rightly exposed conditions at Sports Direct and ASOS and also highlighted concerns about treatment of couriers and drivers at Uber, Hermes and Deliveroo.

We have all seen growing evidence of agency workers and those working in the gig economy being exposed to poor working conditions. This growing trend raises questions over employment status and lack of workers' rights.

Although ministers have ordered a crackdown via an enquiry on companies using large numbers of self-employed or agency workers, businesses up and down the country are jumping on the band wagon and following suit.

Parliament must decide whether the hidden costs to the state and the routine casualisation of labour in the UK are acceptable and question whether some of the extreme employer practices identified are actually legal.

This enquiry will be long and drawn out, so we urge members in the meantime to contact their branch secretaries and alert them to employers who "choose" to go down the route of zero hours and reduced pay packets to new employees who can in turn inform their regional secretaries, so they ascertain the full extent of the distasteful introduction of these working practices and pass this information on to the appropriate persons/bodies carrying out the enquiry into zero hour contracts.

RIPON AND THIRSK GENERAL BRANCH Yorkshire & North Derbyshire Region

132. ZERO HOURS CONTRACTS

This Congress says in September 2016 the ONS produced figures which showed that nearly 3% of workers were on zero hours contracts. We have seen the increasing use of abuse of zero hour's contracts.

In Britain there is more poverty in every ethnic minority group than among the white British population. Congress believes that a major cause of this poverty is race discrimination faced by black workers in the UK labour market. The lack of access to employment and to training and promotion opportunities has also consistently undermined the financial well-being of black communities in the UK.

TUC research also indicates that workers from ethnic minority groups have been disproportionately engaged in agency work in the UK following the recession.

According to data from the Office of National Statistics, these contracts disproportionately impact on particular workers, such as cleaning and caring work. However, there is increasing use across all fields, including widespread use throughout the NHS and generally in the public sector.

The Government has been challenged to close the loopholes which allow employers to exploit those on zero hour's contracts, and although they have taken some limited action, there is still glaring inequality.

There is evidence of employers:

- Forcing workers to be self-employed and are told by agencies of the "benefits" of being self-employed, but not of the negative impact;
- Changing the job titles/roles of workers in a minor way, so they can avoid time limits for employment rights – particularly easy to do for admin/clerical workers;
- Avoiding redundancy payments by changing staff to zero hours contracts but then failing to offer any hours of work – effectively forcing them to leave;
- Manipulating working hours so that workers are unable to meet the threshold for occupational pension schemes.

We call upon Congress to:

1. Raise awareness of the loopholes which allow employers to exploit those on zero hours contracts;
2. Issue guidance to branches on how to work with employers to ensure that unfair practices are eliminated.
3. Lobby the Government for further legislative change to close the loopholes and create a level playing field so that all workers benefit from all employment rights.

EALING BRANCH London Region

133. ZERO HOURS CONTRACTS

This Congress calls upon the GMB, at all levels throughout the organisation to oppose the use of these insidious employment practices and calls upon our GMB sponsored MP's to relentlessly raise questions in the House of Commons to expose them for what they actually are.

The scourge of modern employment is Zero Hours or Low Hours Contracts.

A62 BRANCH North West & Irish Region

134. EMPLOYMENT RIGHTS ZERO HOURS CONTRACTS

This Congress agrees GMB to campaign for zero hours contracts to be abolished in the first term of a labour government.

B43 BIRMINGHAM CITY GENERAL BRANCH Birmingham & West Midlands Region

136. AGENCY WORKERS EMPLOYMENT RIGHTS

This Congress notes that agency workers are being encouraged to take annual leave entitlement as paid time; this paid time is being added to wages in employees' hourly rates which are spread over the financial year. This artificially increases workers hourly rates and could potentially hide the fact that an employer is not actually paying the minimum/living wage.

We therefore call on Congress to outlaw this practice and insist that employers allow their agency staff to take annual leave and the rest and recuperation from work that it is intended to be.

CAMBRIDGE 2 BRANCH London Region

137. UMBRELLA COMPANIES

This Congress is concerned about the increase of umbrella companies used within the construction and other industrial sectors. The Treasury reforms which were introduced in April 2016 have resulted in a massive financial disadvantage being placed on workers forced to operate under umbrella companies.

Congress believes that these forms of non-standard employment need to be stopped in order to make sure workers can exercise their employment rights, understand their employment status and freely access other employees benefits such as, auto-enrolment pension system.

Congress calls on the Central Executive Council to lobby political parties to gain a commitment for detailed legislation that ensures workers are not exploited by being forced into employment where the distinction between the employer and the employee is not accurate and transparent.

MOTIL PLASTICS BRANCH Wales & South West Region

138. FOSTER CARE AND BOGUS EMPLOYMENT

This Congress, we call on our union to campaign for the end to bogus employment practices within local authority foster care and ask that Council's recognise that although not defined by statute as employees, foster carers are treated as employed. Even where Council's allow foster carers to seek employment separate to their foster care commitment, and many do not, the requirement to be available at all times whilst caring for a child makes separate employment impossible. Holiday allowances and respite and 52 week payments should therefore be enshrined in all local authority foster care agreements.

BRIGHOUSE GENERAL BRANCH Yorkshire & North Derbyshire Region

140. DISCRIMINATION OF THE LOWER PAID YOUNG WORKFORCE

This Congress recognises the London Region Equality Group's campaign for equal fair pay to young workers.

We feel that this campaign is worthwhile, to be supported at Congress.

We urge Congress to support a campaign nationally and petition Parliament to get justice for our young colleagues.

STANSTED AIRPORT BRANCH London Region

141. NON PAYMENT OF NATIONAL MINIMUM WAGE

This Congress is appalled that hundreds of thousands of workers are being paid less than the National Minimum Wage and the National Living Wage in catering, cleaning, care and many other low-paying sectors of the economy and that tight-fisted employers are also failing to pay thousands of workers their wages and paid holidays to which they are legally entitled.

Congress calls upon the Central Executive Council to make this abuse of low-paid workers a major campaigning issue over the coming year, to produce detailed advice and guidance to help low-paid workers to fight for fair pay and to involve all units or organisation and representatives in making the campaign a resounding success

HENDON BRANCH London Region

142. LOW PAID WORKERS TIPS

This Congress believes that the ongoing unfair tipping practices in the UK must change now as it has continued for far too long. This Congress instructs the CEC to push the campaign started in the London Region and to be led by the London Region nationally, join forces with all Trade Unions, relevant organisations and the Labour Party until staff are receiving 100% of card tips/service charge and receive no less than the minimum of the real living wage or fall in line with our £10 per hour national campaign.

FULHAM 1 BRANCH
London Region

144. INTERNSHIPS

This conference agrees that the GMB should lobby the Government to make it a legal requirement that all Internships are paid and are paid fairly.

SOUTH WALES POLICE BRANCH
Wales & South West Region

145. HOLIDAY PAY

This Congress notes that there is evidence that many employers are failing to include regular overtime earnings, when calculating employee's holiday pay. As a result many of our members will be being underpaid.

Congress declares that the GMB will support members wishing to bring legal claims for underpaid holiday pay to Employment Tribunals where employers fail to respond to requests to amend holiday averages, so that they include regular overtime payments.

D30 DURHAM GENERAL BRANCH
Northern Region

146. SICK PAY FROM DAY ONE

This Congress asks the GMB to campaign for sick pay from day one in all companies that have GMB members and recognition.

LONG EATON CFTA BRANCH
Midland & East Coast Region

147. THE REMOVAL OF SICK PAY

This Congress calls upon the CEC to campaign for the removal of sick pay, and instead fight for the right for all workers to be paid their wages no matter how long they are ill for, as they do in some other countries.

Therefore, workers will not fall into the poverty trap of SSP when on current sick leave and fall into the hands of pay day loans and money lenders.

ALFRETON NO.1 BRANCH
Midland & East Coast Region

148. COMPANY VOLUNTARY ARRANGEMENTS

This Congress notes the way in which Company Voluntary Arrangements (CVA) schemes are being used by some unscrupulous employers to avoid their responsibilities in paying full redundancy pay. This has been particularly the case with some large multi nationals who are based offshore and seek to avoid paying their workers what is owed to them.

Congress understand the CVA scheme in the way it was set up, but feels that the time is now right to block those companies who are potentially using the CVA as a ruse, when the scheme was designed for companies who genuinely become insolvent. Congress calls on Government to change the law and regulations to prevent the CVA process being abused and calls on the Labour Party to signal its support for such a change as part of its Manifesto.

Z21 HEBBURN 1 ENG BRANCH
Northern Region

149. PREGNANCY DISCRIMINATION

This Congress notes under the present Government we have seen the erosion of many employment rights which were put in place to protect workers. Employers have taken the opportunity of lax employment laws to justify their failure to follow basic principles which have resulted in discrimination.

Pregnancy and the maternity period (which includes breastfeeding) has been used by many employers to discriminate against women as they frequently fail to consult properly with women who are on maternity leave, are not carrying out workplace risk assessments and are treating women differently if they are of childbearing age.

It is not appropriate to allow these discriminations to go on unchallenged.

According to a report published in the Equality and Human Rights Commission in 2015 around 54,000 women are losing jobs every year in Britain due to pregnancy discrimination, almost twice the amount since the initial study in 2005.

We need to challenge pregnancy discrimination whether it be intentional or not. What may begin as unintentional, if it goes unchallenged, will become

the panacea and will be accepted more widely in the workforce? We are protected by the Equality Act, protecting women during pregnancy and maternity and these should be enforced.

We ask Congress to:

- 1) Provide guidance on challenging pregnancy and maternity discrimination in the workplace
- 2) Produce a code of good practice to support women who are pregnant or during the maternity phase which branches can use to support these women
- 3) Provide pregnancy and maternity discrimination training sessions to activists
- 4) Increase awareness of pregnancy and maternity rights

EALING BRANCH

London Region

150. STOP MATERNITY RELATED DISCRIMINATION AGAINST WOMEN AT WORK C11

This Congress is concerned by the rise in the number of women experiencing pregnancy discrimination and maternity-related discrimination at work since the last report into this issue in 2005 by the Equality and Human Rights Commission (EHRC). Last year EHRC found that one in nine mothers reported that they were either dismissed; made compulsorily redundant, where others in their workplace were not; or treated so poorly they felt they had to leave their job. This works out as around 54,000 women each year if the figure is applied to the whole population. The national charity Maternity Action Group has also reported that the number of women calling their advice line increased by 18% in one year alone.

This is whilst the TUC has reported that only 1% of women who are discriminated against in pregnancy take a claim against their employer to tribunal, mainly as a result of tribunal fees introduced by the Government in 2013. Congress calls on the Government to meet the TUC's demand that they stop charging women up to £1200 to take a pregnancy discrimination claim to tribunal and extend the 3-month time limit for new mothers to bring a claim.

M15 BRANCH

North West & Irish Region

151. OUTDATED DRESS CODE

This Congress calls upon the Government to substantially increase the fines of firms for enforcing discriminatory dress codes despite being unlawful.

T10 TAMWORTH BRANCH

Birmingham & West Midlands Region

INDUSTRIAL & ECONOMIC POLICY COMMERCIAL SERVICES

152. ASOS C12

The CEC calls for the expulsion of the so called union "Community" from the TUC of its recent action in agreeing a sweetheart deal with the company ASOS, a large online clothing warehouse. This agreement is nothing short of a disgrace and a form of scabbing.

Other Unions such as UNITE, USDAW much to their credit when approached refused the sweetheart offer by the company, but the scabs at Community accepted.

ASOS scampered off to Community because of the on-going recruitment campaign by the GMB's Yorkshire Region, whose hard-work and determination over the past 2 years have gained many members of ASOS staff, whose terms and conditions are a national disgrace, and call out for a strong union at the warehouse.

Many will say that this is the wrong time for an internal row within the TUC with all the problems the movement faces, but unity cannot be at any price, and actions such as Community's should put them outside of our movement.

CENTRAL EXECUTIVE COUNCIL

153. ASOS COMMUNITY C12

This Congress calls upon the Trade Union Council plus the Select Committee to call for the decommissioning of the union namely (Community) for siding with management of ASOS removing the rights of GMB union members to the freedom of association, by way of dirty tactics.

CAMDEN APEX BRANCH

London Region

154. ASOS C12

This Congress notes that in January 2017 ASOS/XPO Logistics did a “sweetheart” deal with Community Trade Union to sign up all staff free of charge for 6 months to Community and then after 6 months the staff members have to opt out. This deal was done behind the back of the GMB and behind the back of the TUC who are backing the GMB in their campaign on the “gig economy” at ASOS.

The GMB calls on the TUC to put pressure on Community to back out of this “sweetheart” deal and if they won’t they must expel Community from the TUC for undermining the GMB’s work at ASOS. Members choose the union they wish to join, not their employers.

ISLINGTON APEX BRANCH

London Region

157. UTILITIES CONTRACTORS

This Congress believes that a national forum for contractor workers engaged in work for the utility companies should be formed.

Contractors often undermine the terms and conditions of our direct labour members in the water industry, because of their inferior pay, terms, conditions and pensions.

Health and safety is often inferior with lip service being paid in order to cut corners.

These contractors are often brought in to work alongside our members or members are TUPE’d to these contractors which results in the loss of members pay and pensions.

We believe that a sustained national campaign targeting these contractors to organise, gain recognition and to improve their pay and pensions is the way to stop the utilities from seeing these contractors as an easy way to attack our members’ pay and conditions.

EAST OF ENGLAND WATERWORKERS BRANCH

London Region

159. IN-HOUSE SECURITY PERSONNEL MUST BE LICENSED

This Congress, as it pointed out, there are two sides to the question of whether in-house guards should be SIA-badged, the same as contract officers. The Private Security Industry Act 2001 stipulates that if a person provides a licensable activity in connection with any contract then he or she requires a licence to do so (Section 3(2)). In-house security staffs are not required to have a licence, of course. One assumes because they are not providing this service under contract. Surely this concept needs to be challenged?

The SIA are designed to access a person’s criminal record which is usually restricted under the provisions of the Rehabilitation of Offenders Act 1974. However, as it is in the public interest for SIA to have full disclosure of a person’s criminal record in order to assess their suitability for a licence, SIA are exempt from this restriction and are allowed full access to your criminal record.

There are many In House Security working at schools, supermarkets without DBS check which is not safeguarding for children.

We therefore call for Congress to lobby vociferously, constantly and commendably for the inclusion of in-house security officers within the Terms and Conditions of the Private Security Industry Act 2001. If the SIA has researched the in-house sector, and there is recognition that this issue does indeed demand to be tackled sooner rather than later, why cannot a formal plan of action be put in place for the industry at large? The SIA will have to put a business case to the Home Office justifying the inclusion of in-house regulation.

GMB LONDON SECURITY BRANCH

London Region

160. CHANGES OF RESTRICTIVE SIA LICENCE RULES

This Congress calls for changes to the SIA licence rules wherein a holder/applicant of a SIA licence has their licence revoked/rejected even if they receive or have a minor police caution or conviction.

We feel that a licence holder/applicant should not have their licence revoked/rejected for minor offences and therefore lose their livelihood for something that has no bearing on their ability, honesty or integrity in carrying out their employment duties.

SCOTTISH SECURITY & AVIATION BRANCH

GMB Scotland

161. CUTTING THE RED TAPE WITHIN THE SECURITY INDUSTRY AUTHORITY

This Congress says the profession needs to be able to debate technical operational security issues with suitably qualified staff from within the SIA. The London Security Branch is strong supporter of the Regulator, and feel both sadness and frustration when members attend security conferences and listen to senior practitioners outlining serious operational difficulties that they are now facing because they cannot find a point of contact within the SIA both available to them and capable of understanding specific security issues.

Regulation does not have to mean burdensome red tape.

At present, licensed door supervisors can work as licensed security officers, but licensed officers cannot work as licensed door supervisors, is that right?

The constant frustration of skilled and experienced practitioners stems largely from the fact that the contradictions inherent in some of these areas need to be looked at by regulatory staff and GMB who understand the not entirely simple business of security. The profession with the help of GMB needs to be able to debate technical operational security issues with suitably qualified staff from within the SIA.

GMB LONDON SECURITY BRANCH London Region

162. FAIR LIVING MINIMUM WAGE FOR SELF-EMPLOYED DRIVERS C13

This Congress believes that the time has come for a Fair Living Minimum Wage for self-employed drivers. At the moment some operators see it fit to lower the minimum fare rates at the expense of their drivers receiving lower pay. The operator's commission remains constant yet the driver has to accept lower pay and work longer hours just to maintain a regular income. This can cause many to compromise their duty of care to themselves and put public safety at risk.

Congress calls upon our National Officers to lobby MPs and campaign for a Fair Living Wage/Fare for self-employed drivers.

GMB PROFESSIONAL DRIVERS BRANCH London Region

163. IMPROVED WORKING CONDITIONS FOR PRIVATE HIRE DRIVERS C13

This Congress notes the outdated working conditions of many GMB Private Hire Drivers. Private Hire Drivers need to have more facilities where they can access at least one hot nutritious meal/refreshment a day, if not subsidised then at reasonable cost; especially for those who work longer than 8 hour shifts per day. There should also be access to spaces for exercise and even sleep pods. It is common knowledge that those who live a highly sedentary lifestyle are more at risk of premature death than those who smoke cigarettes. The statistics for sedentary workers show that 5.3 million out of 57 million deaths worldwide in 2008, could be attributed to inactivity; 5.1 million deaths were attributed to smoking.

The fact that drivers are compelled to work more hours for less pay, there should be access to places of rest and exercise and better resources in training/personnel and professional development in order to improve their employability. With the introduction of driverless cars, this could radically change the need for drivers to keep themselves in a state of good health and with the openness to learn new skills. Therefore access to occupational workshops is vital to prepare a workforce to develop transferable skills. The industry needs to unite and grow stronger and take action to create a better future.

Congress therefore calls upon our full-time officers to negotiate better conditions and work with employers to ensure there is a workforce fully trained for the 21st Century.

GMB PROFESSIONAL DRIVERS BRANCH London Region

164. DRIVER BENEVOLENT SCHEME

This Congress is aware of the need to introduce a national scheme to replace the existing benevolent scheme which is not operating in all regions. This will benefit the entire driver membership rather than a few.

GMB PROFESSIONAL DRIVERS BRANCH London Region

165. LONDON LIVING WAGE FOR WORKERS AT LONDON HEATHROW AIRPORT

This Congress believes that all contracted workers at London Heathrow Airport should be paid the London Living Wage which currently stands at £9.75 an hour. GMB have always supported and campaigned for the Heathrow expansion and welcomed the Government's decision on giving the go-ahead for the expansion that will see the creation of up to 180,000 jobs. 40,000 jobs in the local area double the apprenticeships at Heathrow, to a total of 10,000 and up to £211bn in economic benefits across the UK by 2050. It is only right that many low paid workers at Heathrow should benefit from the expansion and be paid the London Living Wage and above.

The GMB understands that the Davis Commission report on the expansion contained a condition for Heathrow to demonstrate leadership as a community employer by adopting the London Living Wage as part of the planning consent for the Heathrow expansion. Heathrow Airport has accepted this condition and is committed to moving forward to become a London Living Wage community.

Heathrow Ltd should be in a position now to implement the London Living Wage at Heathrow Airport that will see low paid contracted workers benefit from the Government's support for the Heathrow runway. Heathrow Airport is the largest airport in the world and is a vibrant economic gateway to the rest of the world and it is only fair and proper that low paid workers and contracted workers at world class Heathrow should not be paid below living standard wages in London.

HOUNSLOW BRANCH London Region

INDUSTRIAL & ECONOMIC POLICY MANUFACTURING

166. SUB CONTRACTED AGENCY WORKERS POST EU REFERENDUM

This Congress notes that companies in some EU countries are continuing to win contracts and use sub contracted EU labour at the expense of British workers. This is especially the case in key areas of manufacturing, such as in shipyards where facilities are being reprogrammed for the Offshore Windfarm sector.

Congress believes that it is a scandal that many local skilled GMB members are not being allowed to apply for work when they patently have the skills to do so and that as a consequence Manufacturing in the UK is in even further decline and local skilled labour being exploited or discriminated against.

Congress calls on a campaign to be launched in localities where our members are affected to highlight this disgraceful practice and to call on the Labour Party to support such campaigns locally as they take effect. Congress notes our duty to our members industrially and the fact that our members post the 23rd June 2016 Referendum, will not forgive us if we fail to defend our members' vital skills and fail to fight exploitation within the EU.

Z26 MIDDLESBROUGH ENG BRANCH Northern Region

167. SUB CONTRACTED CONTRACTS

This Congress notes that it is a scandal that contracts are still being awarded and sub contracted in the UK where non British Labour are being used on shore and off shore to deprive GMB members of work.

Congress calls on an immediate revisit of these regulations particularly now that we are in the process of establishing Brexit so that members in key areas of Construction and Manufacturing know that they have the support of their Union in campaigning to end the use of EU legislation to outsource work to non UK companies.

Z26 MIDDLESBROUGH ENG BRANCH Northern Region

168. GMB SUPPORTED EMPLOYMENT STRATEGY C14

This Congress we call upon to set out their stance on supported employment and come up with a viable strategy and a new policy of the GMB on supported employment which can be presented to the next Labour government.

Ideally any such policy needs to reflect the abilities of the working disabled and emphasise specifically the contribution that those with disabilities can make in today's society if given the opportunity. i.e. workplaces run by disabled people for disabled people.

The previous policy centred around the Remploy network needs to be resurrected, modified and modernised to reflect a new positive way forward and find a place for a modern supported employment program which through ring fenced finance can provide a support structure for long term meaningful employment.

All too often, disabled people are left by the wayside – we believe that not-for-profit, social enterprises such as Enabled Works Limited are one way forward for Supported employment.

WEST YORKSHIRE MANUFACTURING BRANCH Yorkshire & North Derbyshire Region

169. EMPLOYMENT OF DISABLED PEOPLE AND THE MINIMUM WAGE C14

This Congress recognises the massive decline in employment opportunities to people with disabilities brought on by this and the last Government.

The reduction in supported employment placements for disabled people from 22,000 in 2006 to just a small handful, has left people with disabilities without a choice of employment.

Furthermore the increase in the living wage has also affected people with disability employment. Large or medium sized companies are giving less opportunities to disabled people because of the cost.

The only way forward is to develop and encourage more not for profit organisations which can offer support and meaningful work.

GMB can be proud of its record in the field of supported employment, we are there for calling on the CEC to campaign with the Labour party for the introduction of a subsidy for social enterprises such as Enabled Works and York Disabled Workers Cooperative of 50% of the living wage.

This would mean job security for disabled people, a hand up is better than a hand down, when Remploy closed its doors, the Government saved a £150 million a year a pure job subsidy would bring back into the workplace without costing anything near the 150 million pounds.

We ask for Congress to endorse this motion.

W87 BRANCH North West & Irish Region

171. THE PARKER REPORT

This Congress agrees the importance of placing the UK naval shipbuilding industry on a sustainable basis for the long-term future by way of developing and introducing a coherent strategy.

We call upon Congress, therefore, to give its full support to the recommendations of the Independent Parker Report into the country's national shipbuilding strategy.

DEVONPORT BRANCH

Wales & South West Region

172. COMMERCIAL SHIPBUILDING IN THE UK

This Congress calls upon the GMB, by all means possible, to campaign for the return of a viable commercial shipbuilding industry, now that the UK has voted to leave the EU and therefore will not be bound by any directives affecting commercial shipbuilding.

B05 BARROW 5 BRANCH

Northern Region

173. NORTH SEA DE-COMMISSIONING

This Congress notes the publication of the report *Status, Capacity and Capability of North Sea De-Commissioning Facilities*, commissioned by GMB Scotland and the fact that UK taxpayers will be liable for a significant share of the North Sea de-commissioning costs over the next Forty Years.

Recent estimates associated with fields across the UK Continental Shelf mean an increasing financial burden will be placed on the Treasury in the form of Tax refunds to Oil and Gas companies, potentially as much as 75% of the out-turn costs.

Average costs for North Sea de-commissioning expenditure are growing by 14% per year, with the final cost of decommissioning now expected to be in excess of £100 billion.

The report authors, CRF Consultants, propose that urgent focus should be placed in three key areas - Life of Field Extension, Decommissioning Execution, and Job Retention – and have identified where Scotland could realise significant value and compete against more established foreign competitors.

This Congress supports every effort to extend the life of North Sea Fields and to sustain production and maintenance jobs but believes that if we don't act fast on decommissioning too then it could mean the worst of all worlds: A chance to boost economic and employment prospects lost and the Tax payer paying for the clean-up of the North Sea while other countries profit from decommissioning at our expense.

This Congress therefore calls for the UK and Scottish Government to bring forward an **urgent** investment programme to get UK and Scottish Ports and Fabrication Yards "decommissioning ready", allowing the country to compete for a "market share" it will ultimately pay for.

ABERDEEN CITY A13 BRANCH

GMB Scotland

174. DEFENCE INDUSTRY IN SCOTLAND

This Congress notes the publication of the report *The Defence Industry in Scotland* commissioned from the Fraser of Allander Institute at Strathclyde University by GMB Scotland and its conclusion that there are 38,400 directly employed jobs in the Aerospace, Defence, Marine and Sector in Scotland, including nearly six thousand jobs supported by defence shipbuilding on the Upper Clyde and nearly four thousand jobs in the Firth of Forth, these defence shipbuilding activities alone provide more than £267 million in wage payments across Scotland. Congress further notes the conclusions of the *Parker Review* of naval shipbuilding in the UK which calls for UK shipyards to work even more closely together to deliver upon the substantial opportunities to build world-leading defence ships for export.

This Congress believes in the vital importance of the defence industry in Scotland and the need for Scottish and UK politicians to face up to the need for the long-term planning for the success of this industry against a backdrop of continued constitutional uncertainty, vague political aspirations for diversification, and the frustration of workers in the ship and dock yards at defence contracts being used as a political football.

This Congress therefore calls on the UK Government to make clear its commitment to UK sovereign capability in defence shipbuilding by committing to the building on the UK of the three planned Royal Fleet Auxiliary support vessels, maintenance and routine refitting of the two aircraft carriers built by the Aircraft Carrier Alliance at Rosyth in the Forth and the delivery of the Type 26 frigate programme in full and in line with the promises that were made to shipbuilders on the Clyde in advance of the 2014 referendum on Scottish independence.

CLYDEBANK NO3 ENGINEERING BRANCH

GMB Scotland

176. TATA SPECIALITY STEELS

This Congress cautiously welcomes the announcement on 28th November, 2016 of a Letter of Intent for Liberty House Group to negotiate the purchase of the Speciality Steel division of Tata Steel. After a long period of uncertainty, it has raised the morale of employees and brings the possibility of job security. However, whilst welcoming the interest of Liberty to purchase, Congress cautions both Tata and Liberty, whatever the final outcome of any negotiations, not to attack the terms and

conditions of the hard working, loyal workforce. In recent years, Tata employees have seen attacks on their terms and conditions, particularly the pension scheme. The GMB, together with its sister unions in the steel industry, have stood up to Tata to defend their members interests. It is prepared to stand up to any employer attacking our members.

Congress calls on the GMB to carry on defending members against any attempt by any employer in the steel industry to attack their terms and conditions. It calls on Tata, Liberty and other owners to commit to the long term future of the British steel industry. Further, Congress calls on the government to become pro-active in supporting the British steel industry.

PARKGATE BRANCH

Yorkshire & North Derbyshire Region

177. SUPPORT THE UK BRICK INDUSTRY / BUILD HOUSES

This Congress notes the huge contribution the GMB members make in the production of bricks in the UK.

Congress believes that currently the UK Brick Industry is in an extremely difficult situation and one to which as a country if we are not careful could see a decline in jobs in future years.

Congress also notes that too much imports of bricks are coming into the UK and therefore the Government needs to act to stem the amount of imports and therefore enable the brick industry to survive and prosper.

Congress is appalled at the on-going housing crisis in the UK and demands that the present Government start building houses before crisis gets even worse.

Congress we therefore need to campaign for

1. Increase private/council sector home building
2. Ensure stable house prices that do not outstrip affordability or trap buyers
3. Affordable mortgages for first time buyers
4. Ensure a very substantial increase in social house building – local authorities to be able to raise finance to build
5. Ensure that UK construction supply chain gets maximum benefit
6. Quality employment in housing construction and supply chain
7. Cutting the amount of imports coming into the UK

K10 KIDDERMINSTER BRANCH

Birmingham & West Midlands Region

178. LONDON LIVING WAGE FOR ALL FOOD FACTORY WORKERS IN LONDON

This Congress states that all food factory workers in London should receive the London Living Wage as a minimum. It has been recognised that for so long food factory workers have been exploited by being paid low wages by food companies that have made vast profits at the expense of the workers and this should stop now.

Food factory workers should be paid a London Liveable wage working in London especially with the ever rising cost of living and increasing transport costs.

This Congress instructs the CEC to implement this motion and to support a campaign to get the London Living Wage in all Food Factories in London.

HARROW GENERAL BRANCH

London Region

179. SCOTCH WHISKY INDUSTRY

This Congress notes that Scotch whisky is the single biggest net contributor to the UK's balance of trade in goods. Ninety per cent of Scotch whisky is exported outwith the UK and of £3.8 billion whisky exports last year, almost a third was shipped to the European Union. The United Kingdom's vote to leave the EU has implications for Excise Duty and for VAT payable in other markets and will see the UK lose tariff reductions which have been negotiated through EU agreements in some parts of the world including countries in the Far East, South America and Southern Africa unless transition arrangements are put in place and new deals negotiated separately. Continuing uncertainty over the outcomes of the UK-EU Brexit negotiations are therefore creating uncertainty in an industry which, as well as being a vital component of UK exports, is also a major employer with 13,000 Scottish jobs directly reliant upon Scotch Whisky, 7,000 of these jobs are in rural or isolated communities.

This Congress believes that union jobs in the Scotch Whisky Industry are vital to the success of both the Scottish and UK economies and that Brexit negotiations and UK trade and industry policy must give the same priority to the Scotch Whisky industry as to other high-profile sectors of the UK economy such as the automotive industry.

Congress therefore endorses the GMB Scotland campaign to ensure that the jobs of GMB members in the Scotch whisky industry and calls on both the UK and Scottish Government to work together to understand the challenges of Brexit for Scotch Whisky and to secure open markets for UK exports regardless of where in the UK the jobs are concentrated.

CLYDE BONDING BRANCH

GMB Scotland

180. TIED PUBS AND THE SCOTTISH BREWING INDUSTRY

This Congress notes that the provisions of the UK Pub Code Regulations 2016 and the powers of the Pub Code Adjudicator, which GMB was instrumental in campaigning for, do not apply to Scotland and therefore welcomes the campaign by GMB Scotland and the Scottish Licensed Trade Association to secure overdue reform of the Scottish tied pubs market. Whilst the Scottish tied pub market is substantially different from that in other parts of the UK, many of the same issues do arise and the current arrangements are iniquitous for many tied pub tenants in Scotland and disadvantageous for many smaller brewers, including Tennent Caledonian, who find their products locked out of tied pubs.

This Congress believes that the Scottish pub market should not be more vulnerable to the expanding tied pub model without the protection of a statutory pub code or tenants having access to full market option if they choose. Nor should smaller brewers be disadvantaged by a market model which puts the interests of the big PubCos first, rather than the local brewing industry which is an important part of Scotland's distinctive food and drink sector. In the case of Tennent Caledonian, employing more than 500 people in the East End of Glasgow and brewing some of Scotland's most popular pub brands.

This Congress therefore calls on the Scottish Government to stand up for Scottish tied pub tenants, workers in the Scottish brewing industry, including GMB members in Tennent Caledonian, and consumer choice by supporting a statutory pubs code for Scotland as proposed by West of Scotland MSP, Neil Bibby's Tied Pubs (Code and Adjudicator) (Scotland) Bill.

GLASGOW 5 BRANCH
GMB Scotland

INDUSTRIAL & ECONOMIC POLICY PUBLIC SERVICES

181. POSITIVE APPROACH TO PUBLIC SERVICE DELIVERY

This Congress notes that, despite facing common challenges the devolved Scottish and Welsh Governments have created a more constructive approach to public services delivery than the UK government. Both devolved governments have established structures which enable regular on-going workforce engagement and trade union participation.

Congress calls on the Central Executive Council to promote and share good practices and outcomes and that GMB experiences in Scotland and Wales are more widely shared, evaluated and understood. This should help support in the long term a more positive approach, irrespective of changes in the political climate.

HENGOED ENGINEERING BRANCH Wales & South West Region

182. ETHICAL PROCUREMENT

This Congress is concerned that Public Services employers are responding to the austerity costs by Westminster Government by using external contracts to run all or part of the services.

To offset this, the procurement procedure should always have an ethical consideration built into it. This would include no zero hour contracts, the Foundation Living Wage (not the pretend one from Westminster), mandatory access to the relevant pension scheme, travelling expenses and time included, no umbrella Companies (direct employment only) and no black listing company to be awarded any contracts.

This Congress calls upon the Central Executive Council to provide information and training for all activists so that they can influence the procurement process to the benefit of our members.

RHONDDA CYNON TAFF CBC BRANCH Wales & South West Region

185. EXPOSING SCOTLAND'S AUSTERITY SHAME C15

This Congress notes that across the UK, Local Government has been under severe pressure to deliver local public services, against a backdrop of politically driven austerity. In Scotland, the Scottish Government have chosen to pass the cuts they have seen to their own budget, to Local government and in fact, have gone further by disproportionately cutting local government budgets and creating a crisis for Scottish Councils. This year, Scottish Local Government will face, in a real term cut of £327m, according to the *Scottish Parliament's Information Centre* independent evaluation of the Scottish Government's draft budget. The price for these cuts is being paid by some of the most vulnerable, the most reliant and local public services and by communities at large, with cuts to school budgets, at a time of declining attainment, social and community services, homecare, refuse and roads. Tens of thousands of Scottish Local Government jobs have gone and those workers who remain face increased workload pressure, declining standards of living as a result of stagnating wages and unprecedented attacks on terms and conditions. GMB Scotland is clear the blame for austerity resides with the UK Government, but also condemns politicians in the Scottish Parliament, who have claimed to oppose austerity in the UK but actually increased it for Scottish Local Authorities. This

is all at a time, when strengthening of the Scottish Parliament has resulted in the availability of progressive income tax powers allowing Scottish politicians to make different choices from the Tory government in the UK.

This Congress believes that the cuts crisis in Scottish Local Government was avoidable and supports GMB Scotland's activists-led campaign to Expose Scotland's Austerity Shame by calling out Scottish politicians, who claim progressive values but refuse to use progressive means to challenge austerity, defend communities and stop the council cuts.

This Congress therefore calls on all Scottish Councillors, to stand with their communities and Council workers and for the Scottish Government to use the powers to oppose austerity and stop passing on Tory cuts.

FIFE PUBLIC SERVICES BRANCH

GMB Scotland

186. ORKNEY ISLANDS FIGHTING BACK AGAINST AUSTERITY

This Congress regrets the political choice that has been made to force austerity cuts onto low paid workers delivering our public services across the length and breadth of Britain and believes that the Union must stand firm in defence of hard earned terms and conditions in local government, for decent local services and on the side of those vulnerable members of our society who are most affected when vital services are cut or withdrawn.

This Congress therefore supports the campaign which has been run by GMB members in the Orkney Islands Council to defend their jobs, terms and conditions and local services.

Congress notes that this campaign defeated a Council proposal to slash the pay of frontline staff by up to 10%, reductions in core hours, holiday entitlement and overtime payments and involved the Union by challenging local politicians to "Walk a mile in our shoes" to see the reality of workload pressure on those staff who are left to deliver services when staff numbers and budgets are cut.

This Congress believes that austerity in local government results from ideological decisions taken at national level. But refuses to stand by and allow the price of austerity to be paid by local government workers; delivering the services which are most relied upon by communities all over Britain and encourages all local government branches to organise against cuts and to take action ensuring those in power at every level, take responsibility for the reality of austerity in our communities.

HIGHLANDS & ISLANDS BRANCH

GMB Scotland

187. END OF 1% PAY CONSTRAINT WITHIN PUBLIC SECTOR

This Congress, we at Beith Engineering would like to propose that the unfair and unjust and detrimental pay constraint imposed on the Public Sector be removed.

For example, paltry increases imposed within Defence Equipment & Support (DE&S) trading entity, where increase on average equated to 0.06% non-consolidated payment, which in effect led to further pay cut and further loss of membership?

B38 BEITH ENGINEERING BRANCH

GMB Scotland

188. STOP FORCING AMBULANCE WORKERS TO WORK PAST THEIR SHIFT FINISHING TIME!

This Congress calls on the CEC to stop forcing ambulance workers to work past their shift finishing time.

NHS Ambulance workers across the length and breadth of the country invariably work past their shift finishing time, commonly known as shift overruns. Often, emergency calls are stacked up in the ambulance control centres waiting for an emergency ambulance to come free – sometimes when the crew arrive at the patient's house, that patient has been waiting a number of hours for an ambulance. Frequently, an ambulance crew will arrive at an address (well past their finish time) to be greeted by a patient's relative who says I called for this ambulance many hours ago!

Imagine working on a 12 hour shift, where you started work that morning at 6 a.m. and you have been extremely busy throughout the shift and, if you were fortunate, you may have been able to take your half-hour (unpaid) break. However, because of the sheer volume of emergency calls that the ambulance service receives daily, you may not have been able to have your break at all during that shift.

Well, picture yourselves as part of an ambulance crew today; it is now a couple of minutes to 6 p.m. (your end of shift time) and the alarm on the radio alerts you to another emergency call. You are then compelled to attend this call – you cannot refuse it. Having treated the patient, you are further obligated to remain with this patient until you can hand them over to hospital staff, however long this may take!

On reaching the hospital, you may then be put into a queue before you can hand over your patient to a qualified nurse or doctor.

Now the downside, you may need to queue with your patient from between a few minutes and anywhere up to a few hours and in some exceptions – 8 or 9 hours (and we have seen in the press how ambulance staff have to queue on hospital corridors waiting for a scarce hospital trolley)!

So, whereas your shift should have ended at 6 p.m. it may now be 8, 9 or even 10 p.m. or in some cases even later. This would then impact further on the oncoming crew being unable to respond through lack of available vehicles and the late finishing crew unable to start their next shift until at least 11 hours between finishing their shift, because of the rightful (European) working time directive not to mention the impact on Ambulance staffs' work/life balance. Furthermore ambulance crews with small children often don't get a chance to see their children when working because they leave the house to go to work very early and often don't arrive home until very late.

This is not a unique scenario but often a regular occurrence and for many ambulance crews, it happens on each and every shift they undertake. This is not only a risk to the ambulance workers' health and well-being, but could also put the lives of the patient and public at risk, by having a tired and exhausted ambulance crew driving to an emergency call, or to the hospital with our loved ones.

Ambulance employers could significantly reduce emergency calls being given to crews in order to prevent shift overruns if they employed more ambulance workers and allowed them to attend to emergency calls immediately instead of the stacking up of calls to wait for an available ambulance which many ambulance services operate because of lack of funds.

The North West Ambulance (N61) Branch calls on Congress to support our motion to stop NHS ambulance employers compelling and forcing ambulance workers to continue past the end of your shift finish time.

N61 BRANCH
North West & Irish Region

189. NHS WORKERS ^{EP}

This Congress deplores the Tory strategy of privatisation and underfunding in our NHS. There are serious impacts for workers within our NHS such as pay freezes, pay cuts, along with huge and often un-negotiated changes in Terms and Conditions. Workers are under pressure from Government imposed cuts with jobs under threat and austerity measures affecting their daily lives.

GMB pledges its support for all NHS workers and union members. We will work with and campaign alongside our sister health unions and their members locally and nationally in the fight to maintain and improve working conditions.

S75 STOKE UNITY BRANCH
Birmingham & West Midlands Region

190. UNDERSTAFFING IN THE NHS ^{C16}

This Congress notes the survey of Yorkshire and North Derbyshire NHS staff that found that their three main concerns were;

1. Staffing levels
2. Morale at Work
3. Work related Stress.

Together, these three create a vicious circle: understaffing is leading to low morale in the workplace, causing stress, leading to sickness, resulting in more absence, thus more understaffing.

It is time to break the circle. Proper staffing levels would improve morale at work, lowering stress levels and in turn reducing sickness levels. Instead of increasing funding to improve staff levels, hospitals are facing cuts, which in turn cause people to leave under the strain, reducing staffing levels all the more, increasing workplace stress and creating higher sickness levels.

Congress calls on the GMB nationally to hold a national health conference bringing together all NHS workers, politicians, health campaigners and health and social care providers to develop a GMB national strategy so that our members can see that even if this government are hell bent on destroying our NHS that we are not.

SHEFFIELD HEALTH BRANCH
Yorkshire & North Derbyshire Region

191. BULLYING AND HARASSMENT OF NHS WORKERS ^{C16}

This Congress calls on the GMB to have a clear policy and national campaign to stop the constant Bullying and Harassment of our hard working members in the NHS.

G50 ST. GEORGE'S NHS BRANCH
Southern Region

192. PROTECTING SOCIAL CARE WORKERS ^{C17}

This Congress

(1) commits GMB to seeking for all engaged in the provision of residential and domiciliary care (a) the payment of the living wage; (b) fair terms and conditions of employment; (c) payment for time spent travelling between the homes of those under care, not merely payment for time spent in the house, and (d) such structuring of employment as will provide adequate and recognised training;

(2) calls upon an incoming Labour government to ensure local authorities have funds to provide residential, supported and sheltered accommodation and home care.

In support of (1):

Those at the lowest levels of care provision are those who most frequently engage with those receiving care. Poor conditions (including poor pay) mean that there is a natural seeking of financial improvement and a consequent drift from the sector. It is blackmail to say 'This is a vocation so pay shouldn't matter'. A steady change of care staff is bad for the recipients as familiarity and time are needed for the establishment of relationships and the development of communication and sensitivity to forms of need. Many of those going to people's homes have to travel at their own expense and are not paid for time spent travelling. A social worker doing a home visit would not be expected to accept a deduction from their salary for the time spent between the office and the client's home! A good structure of employment may provide an incentive for people to stay and develop skills if they know these skills will be recognised and rewarded.

In support of (2)

The introduction of the private sector as a major provider (and in some areas the only provider) of such care has inevitably meant that a layer of non-productive profit has had to be factored into the cost of provision, so that funding for such care is reduced from the start.

The private sector's involvement has led to a reduction of available beds, as private companies have sought to make profit and by the provision of their homes have encouraged the closure of council homes, so that, when private homes have closed (owing to unprofitability, not lack of need) there has been no alternative provision available. This means there will be a severe shortfall in the number beds available to meet predicted need in the next few years. Shortage of beds in this sector has meant also that the number of 'step-down beds' available to the NHS has been reduced, and this has contributed to the 'bed blocking' found in hospitals.

Local authorities are in a position to adjust provision to the predicted demand in terms of numbers and social needs of a given area. While supported living (sheltered housing but with greater support of various kinds) is now seen as a way forward, there will always be a need for residential care for those with chronic physical or mental health problems and for those requiring respite care. Without an impact on the resourcing of the service, this cannot be provided while there is a requirement that profit be derived from the service.

It would be impractical to legislate against private provision, and certain kinds of provision outside the public sector by charitable bodies have always had an honoured place in the system. (Not only does this include the homes founded by or run by religious bodies. It also includes such specialist facilities as are

found in Sue Ryder Homes or the special clientele of such as the Star and Garter homes.) Nevertheless, the funding of local authority provision of a high standard will force the private sector to improve its provision or give up. It will, in short, use the Tory argument about the value of competition as a way of improving services against the private sector.

BRIGHOUSE GENERAL BRANCH

Yorkshire & North Derbyshire Region

193. EXPLOITATION OF CARE WORKERS C17

This Congress expresses its alarm at the scale of underpayments of the National Minimum Wage in the Care Sector.

Congress notes that in 2016 a total of 3,400 Care Workers received back pay due to them being paid below the Minimum Wage. Furthermore, that the campaigning group The Resolution Foundation estimates that 160,000 care jobs are paid an average of £815 a year below the Minimum Wage and that much of these underpayments involve carers who were not paid for the time they took travelling between jobs, or who were underpaid for the hours they spent delivering live-in care.

Congress believes that Governments financial squeeze on local authorities who commission domiciliary care can only add to the pressure on our member's workload and pay.

Congress therefore resolves to:-

- a) Seek out test cases to challenge exploitation in the Care Sector, and
- b) Organise regional conferences that bring together our Care Sector members to promote the GMB and plan union recruitment.

D30 DURHAM GENERAL BRANCH

Northern Region

195. COLLECTIVE BARGAINING FOR SCHOOLS AND ACADEMIES

This Congress notes that many school academies, or multi academy trusts, continue to follow the pay and terms and conditions of the local authority.

This Congress notes that where a local authority consults GMB over possible changes to the pay scales or Terms and Conditions relating to the LA maintained schools, any changes implemented will have a knock on effect to the Academies who follow their pay and T&Cs. However, the staff who work for the Academies affected are not included in the consultation.

Congress believes that failure to include staff working for Academies who follow LA pay scales and T&Cs in any consultations places those employers outside the

duty to consult in their recognition agreement, and deprives GMB members of their right to be consulted.

This Congress resolves that GMB will, in these circumstances, encourage, and where possible require, employers who share the same pay scales and T&Cs to formally combine to form a joint employer side negotiating team.

This congress resolves to encourage, where appropriate, sectoral bargaining to cover school support staff across LA maintained schools and Academies within local geographical areas.

W15 WILTSHIRE & SWINDON BRANCH Southern Region

196. THE USE OF INAPPROPRIATE APPRAISALS FOR SUPPORT STAFF

This Congress notes that schools are using the teacher's appraisal policies for support staff, this policy should not be used in this way as it is designed for teachers and is linked to their pay and conditions.

There is no benefit for our members to have an appraisal based on teacher's standards.

Support staff will not get a pay rise for reaching targets; they will be more at risk at being taken through a capability process.

We need a national campaign to highlight the issues and pitfalls of this sort of appraisal brings. We should promote a proper CPD that gives our members a proper route for professional development that is relevant to their role in school.

LEEDS SCHOOL SUPPORT STAFF BRANCH Yorkshire & North Derbyshire Region

197. TWO-TIER APPROACH TO DISCIPLINARY AND GRIEVANCE POLICIES

This Congress believes that there is a two-tier Disciplinary and Grievance Policies in schools.

More and more support staff are being suspended from schools pending an investigation. If a child or parent makes an allegation against a member of support staff they are suspended. The usual reason given is that it is a safe guarding issue and the school has no other option.

Yet when a complaint is made against a Head Teacher little or nothing is done, they are very rarely, if ever suspended, and the investigations go nowhere.

When a complaint is made against a member of staff a full investigation is usually the next step, and if upheld, it is followed by a disciplinary. This is rarely the case when a grievance is raised against a head teacher.

All staff should be treated the same whether they are support staff or Head Teachers. This two-tier approach to policies has made it easy for support staff to be made scape goats and many are forced out by the draconian ways disciplinary and grievances are used against them.

LEEDS SCHOOL SUPPORT STAFF BRANCH Yorkshire & North Derbyshire Region

198. THE INSTITUTIONAL BULLYING OF SCHOOL SUPPORT STAFF IN SCHOOLS

This Congress notes that there is an unprecedented rise in the bullying of our support staff in schools.

Staff who already work over and above their contractual obligations are being bullied by Head Teachers and Senior Leadership Teams to provide cover, take whole classes but are employed and paid at a lower level.

Staff are forced to work with SEN pupils with little or no training. Many staff are attacked, injured and abused on a daily basis.

When they complain or ask for support they are told it is their job and if they can't deal with it then they should find alternative employment.

Every school will have a bullying policy, which would appear in practice not to include our support staff. They are fair game to the school bullies of Head Teachers, Principals, Deputy Heads and Business Managers.

We need a campaign to name and shame these bullies and for the consistent offenders we should be dragging them through tribunals.

LEEDS SCHOOL SUPPORT STAFF BRANCH Yorkshire & North Derbyshire Region

199. HIGHLAND COUNCIL'S LACK OF PROVISION FOR CHILDREN WITH ADDITIONAL SUPPORT NEEDS

This Congress notes with shock and disgust the lack of support for children with additional support needs.

The level of Pupil support staff who deliver the support to these children have found their jobs and hours cut due to the austerity cuts forced on Highland Council as part of the Westminster ideological destruction of our educational and local council funding structure.

Due to the last round of budget cuts pupils designated in the lower tariffs had their funding cut to support the higher tariff pupils, in effect taking them out of the system and denying them support. This in turn put increased pressure on the support staff and their ability to carry out their role and the pressure of job cuts has had a knock on effect of reducing the number of support staff in main stream schools. This has also had an increased impact on the number of reportable

violence at work incidents because of fewer staff being available to deal with pupils needs. Children need continuity in their lives to feel safe, strong and free.

This Congress is requested to put pressure upon both the Scottish government and Westminster government to ensure that education is fully funded to provide the level of care and support these children need to fulfil their lives and future potential.

HIGHLANDS & ISLANDS BRANCH GMB Scotland

200. ADMINISTRATION OF MEDICATION IN SCHOOLS

This Congress agrees that the administration of medication and medical complications some children have in our schools has now reached a stage where nurses, more than ever, are needed back in them. These duties should not be added into school support staff job descriptions and then see them bullied, harassed and intimidated into taking the responsibility on.

Congress calls upon GMB to intensify its campaign and force the government into providing schools with the funds needed to employ nurses.

BEDS COUNTY BRANCH London Region

202. DUDLEY COUNCIL'S PLANS TO SCRAP SCHOOL CROSSING PATROLS

This Congress is asked to campaign against Dudley Council's plans to scrap school crossing patrols. In November 2016 it was announced that Dudley Council who currently fund the school crossing service, say the continuing reductions in funding from central government has prompted a review in an effort to save £395,000.

The Council's proposals are for the schools to instead fund the crossing sites which service their pupils, while operation of the service would still be overseen by the local authority.

Earlier in November 2016, the council's consultation with schools came to an end. Schools were asked to rate options including ending the school crossing patrol completely, retaining a crossing patrol operated and managed by the council at an estimated rechargeable cost of £6,500 and retaining a crossing patrol site with staff who are directly employed and funded by schools, with estimated fee of £1,500 payable to the council. The results of the consultation will go to full council in March 2017, but whatever the outcome the schools will find it almost impossible to fund the crossing themselves.

As a union we should be protecting our children and their right to be able to go to school in a safe manner. As the song says, "Children are our future, teach them well and let them lead the way" but we can't get them across a road safely to go to school. When are we going to say to the Government, No More Cuts? We cannot and should not put our children's safety at risk for the sake of trying to save a few pounds.

C15 GENERAL BRANCH Birmingham & West Midlands Region

204. WORKPLACE STRESS – BUDGET CUTS – REAL COST SAVING (OR NOT)

This Congress agrees to hold this Government to account for the true cost of their so call austerity measures. Over the last 6 years, nationally, there has been a reduction of 25 per cent in Police budgets which has meant 20,000 less Police Staff and 15,000 less Police Officers.

The knock on effect – and true impact – to our members is seen in the rising levels of stress in the workplace where department are being cut back to the bare minimum staffing levels and leavers not being replaced so remaining staff being expected to carry extra workloads.

We are constantly being expected to 'do more for less' but this is having a real impact on the health and well-being of our members, and ultimately on the service we are able to provide the public.

This has to stop, our members deserve better and so does the public!

SOUTH WALES POLICE BRANCH Wales & South West Region

INDUSTRIAL & ECONOMIC POLICY **GENERAL**

208. INDUSTRIAL STRATEGY

This Congress notes that the Government's announcements in recent months are an implicit criticism of previous Governments who have failed to adequately address long term solutions to the need for Vocational Qualifications and Apprenticeships, as complimentary qualifications to University Degrees.

Congress, however, notes that the Government seems intent on pursuing an economic model post Brexit of a low tax economy as well as a potential race to the bottom in jobs and wages. Congress is also appalled that within the Government's Green Paper proposals there is no mention of the role of key social partners such as Trade Unions.

Congress therefore calls on Government to clarify where it feels Trade Unions fit in within its Industrial Framework and Congress calls on the Labour Party to clearly state where its policy is on this key area of the UK economy as part of its policy making process for its general election manifesto.

Congress calls on the CEC to monitor progress with the implementation of this motion.

C17 METAL BOX CARLISLE IND BRANCH Northern Region

209. PRODUCTIVITY & AUTOMATION

This Congress calls on the GMB to investigate the threat of job losses, due to productivity and automation in the Government's autumn statement.

NOTTINGHAM TEC BRANCH Midland & East Coast Region

210. FREE MOVEMENT OF LABOUR

This Congress notes, with concern, that since 1980 Britain, like most other "advanced economies", has become more unequal. The share of the wealth taken up by the top 1% has steadily increased at the expense of the majority of our members.

Increasing inequality has been brought about by undermining the position of labour.

The means have included the conscious weakening of the trade unions, privatisation, technological and work pattern changes, the outsourcing and exporting of jobs to cheap labour countries, underpinned by the free movement of labour.

Our members have grasped the simple truth, that a surplus of labour drives down wages.

The employers know this, they are not supporters of the free movement because they are in favour of people experiencing different cultures, they support it because it benefits them economically.

Our members are asking the question, who benefits in relation to economic matters, they see the free movement of labour as helping to create an atmosphere of job insecurity and yet another way of holding down wages and terms and conditions of employment.

We clearly see the employers and our own rich and powerful class taking advantage of people, both EU migrants and our own workers. There is nothing socialist or inherently progressive that free movement of labour brings to a capitalist society.

Congress calls upon the Labour Party, to pursue in Parliament the regulation of all aspects of labour conditions and help those of our people, whose lives are dominated by insecurity and lack of hope.

Z48 SUNDERLAND 1 ENG BRANCH Northern Region

211. FREE MOVEMENT OF CAPITAL C18

This Congress notes that, during and after the referendum on EU membership, the main focus seems to be about the free movement of labour. However, Congress also notes that nothing has been said about the movement of capital. This issue is as important, if not more so, that the movement of labour. Congress recognises that the issue is not clear cut. On one hand, the movement of capital has allowed inward investment from companies such as Toyota. However, it also means that money can also flow out of the UK, for example, whilst James Dyson is happy to see Brexit and for foreign workers denied the ability to seek a better life here, he is quite happy to invest in countries with low wages to increase his profits. We need a serious debate about the movement of capital to formulate an alternative to simply accepting the status quo.

Congress, therefore, calls on the Labour Movement to debate and discuss the movement of capital as a step towards producing alternative economic policies to the Tories.

PARKGATE BRANCH Yorkshire & North Derbyshire Region

212. EQUALITY BETWEEN LABOUR & CAPITAL C18

This Congress is requested to campaign for Labour to have the same right to free movement as Capital.

NORFOLK PUBLIC SERVICES BRANCH London Region

213. OFFSHORING JOBS

This Congress should be recognising that offshoring jobs undermines the hopes, aspirations and job security of millions of low-paid working people across most sectors in the UK today.

The primary beneficiary being the millionaire corporate class whose objectives are diametrically opposed to that of the organised working class. Too often Unions looked the other way as millionaire hotshot men have destroyed the financial future of working class communities up and down the country by shipping jobs overseas. We must be front and centre from now on opposing this every time they attempt it. The people who actually do the jobs know the truth, they know offshoring functions and jobs actually make customer

service worse. They are the ones that have to deal with the endless delays and errors that come back from outsourced, offshoring processing areas. Where we work, in the Energy Sector, this problem is widespread. All of the "Big 6" are engaged in wholesale offshoring in the search for ever greater profits at the expense of all else.

Congress we need to oppose this at every opportunity.

SCOTTISH GAS BRANCH GMB Scotland

214. TAXPAYERS HAVING TO MEET THE COSTS OF BAILING OUT THE BANKS AGAIN

Congress calls on the CEC to study the proposal from the previous Bank of England Governor Mervyn King to avoid the taxpayers having to meet the costs of bailing out the banks as they did in 2008.

The Governor calls for the Bank of England to adopt the role of Pawnbroker for all seasons whereby banks are able to borrow money from the central bank against assets but like in any Pawnbrokers the borrower does not get the full value of the assets used as collateral.

The Governor calls for clarity on the issue "of too big to fail" and says that banks as private sector organisations must pay the full market prices for compulsory insurance from the publicly owned central bank and that the Pawnbroker for all seasons role provides a market based solution to keep the costs away from the taxpayers.

Congress recognises that the issues involved are not readily understood but are crucial to avoid a repetition of 2008. Congress also calls for GMB MPS to press for Parliament to examine the proposal from the Governor for the Pawnbroker for all seasons role for the Central Bank to achieve this objective.

C28 CENTRAL BRANCH Southern Region

INDUSTRIAL & ECONOMIC POLICY TAXATION

215. ABOLITION OF UPPER LIMIT ON NATIONAL INSURANCE CONTRIBUTIONS

This Congress calls to support lobbying for the removal of the upper limit on NI contributions, using the extra monies raised to fill the budgetary gaps within the NHS.

S37 SOUTHAMPTON BRANCH Southern Region

217. PANAMA PAPERS ON OFFSHORE ANONYMITY

Congress considers that the Panama Papers which has exposed the sheer scale of the wealthy elite across the world who use shell companies and devices like bearer shares and nominee directors etc to hide the assets of beneficial owners, demonstrates that the efforts of previous Labour Governments to deal with tax avoidance and tax evasion has been a total failure. A whole new approach is necessary and Congress calls for Parliament has to use the criminal law to deal with these matters.

Although many United Kingdom based law firms and accountants were identified.

C28 CENTRAL BRANCH Southern Region

219. INEQUALITIES IN TAXATION OF PUBLIC SERVICE PROVIDERS

This Congress recognises the harm privatisation is doing to the NHS and calls upon government to look closely at tax legislation, particularly VAT and corporation tax and close loopholes which allow private companies favourable taxation conditions.

The private companies have huge tax advantages which public service employers do not have. NHS organisations are setting up "arm's length" private provider organisations and hiving off parts of the NHS to themselves. Privatising whole swathes of the NHS without any procurement process or public consultation in the guise of "saving money."

BARNESLEY HEALTH BRANCH Yorkshire & North Derbyshire Region

220. SEASONAL BUSINESS RATES FOR COASTAL AREAS

This Congress is to instruct the CEC to campaign for a reduction in business rates in coastal holiday towns whose income is based on the full one year annual business rate but where income is over a shorter period.

Many coastal town businesses rely on the tourist industry, which is reducing in British coastal towns forcing small businesses to close.

Business rates should be charged based on the income of these small businesses and not the measurement of the property so as to keep the small businesses running to the benefit of local people.

ISLINGTON 1 & HARINGEY BRANCH London Region

POLITICAL GENERAL

221. ENSURING GMB MEMBERS ENTER POLITICAL LIFE

This Congress, it is now more than ever that our members need to be encouraged to run for political office be that council or as an MP. Whilst appreciating that the GMB does a great deal to assist members who demonstrate an interest I feel that more should be done to encourage workplace activists that they have a place in elected office together with educating all members to realise that they can effect real change by standing for political office.

Parliament and our Local authorities should reflect the communities they represent and as many obstacles as possible should be removed by GMB. Congress, I further suggest that GMB sponsored Councillors and MP's actions should reflect GMB policies and tie in to current GMB campaigns. Being a GMB member is a lifelong commitment and not a rung on the ladder which can be forgotten when elected.

BRIGHOUSE GENERAL BRANCH
Yorkshire & North Derbyshire Region

222. FEMALE MP'S FEAR OVER RISE IN THREATS

This Congress calls upon the Government to help protect our women MP's and the police force to take these threats more seriously, in light of MP Jo Cox's death.

T10 TAMWORTH BRANCH
Birmingham & West Midlands Region

223. ANTI-CORRUPTION IN HEALTH

This Congress expresses serious concern over the involvement of any senior cabinet ministers and members of parliament who have been reported to have links with health care companies and GP's premises. This ought to be raised in Parliament, particularly in light of the anti-corruption and bribery legislation (Anti-Bribery Act 2010) which came about in the last Parliament.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

224. U-KIP A DANGEROUS OPPONENT

This Congress is to support our labour party in campaigning and organising against the rise of U-Kip.

U-Kip candidates are after labour seats in various areas of the UK. New U-Kip leader Paul Nuttall is known for his hard-line views on NHS privatisation, climate change, abortion, gay rights and immigration. These views go against all the values that we as labour supporters stand for. The working people of Britain are being targeted by U-Kip as they did in the Brexit vote with scaremonger tactics and racist views, fuelling them with false hope that they are the party to give Britain a better future.

This challenge needs to be met head-on in the streets of Britain with campaigning and a labour presence on the streets. Immigration, movement of people and terrorism has given rise to this racist party. U-Kip needs stopping in its tracks or the dream of one day Britain becoming a multi-cultural, multi-integrated country will be dead and buried.

C80 DUDLEY BRANCH
Birmingham & West Midlands Region

POLITICAL THE LABOUR PARTY

225. LABOUR PARTY

This Congress calls on the Union to fully get behind Labour Leader Jeremy Corbyn and help him become the next Prime Minister of this country.

We believe the time has come for unity within the Labour Party and further believe the GMB should be leading the way by putting out positive information about the policies and positions which Jeremy Corbyn and the GMB share.

BARNESLEY GMB BRANCH
Yorkshire & North Derbyshire Region

226. LABOUR RE-SELECTION

This Congress welcomes the re-election of Jeremy Corbyn as Labour Party Leader, as a reflection of the general mood in the Labour movement against austerity.

However, we condemn the attempts of right wing Labour MPs, in cahoots with hostile sections of the media to de-stabilise and remove Jeremy Corbyn from his democratically elected position, despite his overwhelming mandate from Party members, affiliated and registered supporters.

We believe these attacks are designed to return Labour to a pro austerity position.

MPs have not got jobs for life. They represent their constituency, but ultimately are selected and are accountable to their Constituency Labour Party. To ensure democratic accountability and the rights of Party members to select candidates that reflect their views, Congress supports the need for mandatory re-selection of Labour MPs in each Parliament as essential.

We also call on the GMB to support moves to bring more democracy into policy making by returning powers to the Party conference.

BEVERLEY BRANCH

Midland & East Coast Region

POLITICAL LABOUR PARTY CONSTITUTIONAL ISSUES

229. REINFORCING EQUALITIES IN THE LABOUR PARTY

Given examples such as discriminatory comments made by Caroline Flint MP against the transsexual community on 1st December 2016, this Congress calls on the Labour Party to follow the approach taken to the previous anti-Semitism enquiry to investigate all equalities issues in the Party.

This Congress requests that an investigation takes place and action be taken against all members of the Party found to hold discriminatory attitudes towards any group protected by the Equality Act 2010.

D30 DORSET BRANCH

Southern Region

230. THE ROLE OF CONSTITUENCY LABOUR PARTY TU LIAISON OFFICERS

This Congress believes that the role of affiliated trade unions in the Labour Party is vital in rooting the party in the real life experience of working people.

This Congress notes that the move by many Constituency Labour Parties to open meetings, rather than delegate based General Committee meetings has weakened the role of delegates from affiliated unions at constituency level. This has weakened the voice and influence of organized labour in the party at local level.

This Congress notes that there can be communication difficulties between the different unions and the Labour Party, such that CLP secretaries may not be adequately informed who the TU delegates to their CLP are.

This Congress notes that in some CLPs there may be no Trade Union liaison officer elected, and that the party does not clearly define the role or expectation.

This Congress notes the example of best practice by South West TULO, which has organized periodic meetings of CLP TU liaison officers for that region, improved communication links between unions and CLPs at a regional level, and has encouraged CLP TU liaison officers towards a better understanding of their role.

This Congress resolves that GMB will support and encourage CLPs to develop active Trade Union liaison officers.

This Congress resolves that GMB will pursue a rule change for the Labour Party, such that under Chapter 7, Clause VIII.2, the TU liaison officer becomes a voting executive officer of the CLP.

This Congress resolves that GMB will pursue a rule change for the Labour Party, such that under Chapter 7, Clause VIII.4, election of a TU liaison officer becomes a requirement, not an option for a CLP. Preference should be given in elections to the post of CLP TU liaison officers to delegates from affiliated trade unions.

This Congress resolves that GMB will engage with the Labour Party, and encourage improvement of processes for the notification to CLP secretaries of TU delegates, for example, Membersnet could be improved such that the secretary can search for TU delegates in the membership system, and unions could advise of TU delegates to the party nationally or regionally so that the information can be included in Membersnet.

W15 WILTSHIRE & SWINDON BRANCH

Southern Region

233. LABOUR PARTY DISCIPLINARY PROCEDURES C19

This Congress notes the large number of Labour Party members who were suspended or expelled during 2016, many of whom have now been readmitted to the party.

This Congress believes that in some cases decisions were made at either regional or national level that could feed into suspicions of political partiality in the disciplinary process.

This Congress notes the conclusions in the Chakrabarti report, published in 2016 by the Labour Party that "there is a lack of clarity and confidence in current disciplinary procedures from all sides of the party, including on the part of those who have complained, and been complained against"

This Congress endorses the spirit of the recommendations of the Chakrabarti report relating to internal discipline in the Labour Party, and GMB urges the Labour Party to draw up and adopt an improved disciplinary policy and procedure.

In particular, this Congress resolves to encourage the Labour Party to include in its disciplinary processes and procedures, the following:

That the Party's disciplinary policy should be readily accessible and understandable

That the Party's disciplinary policy should be consistent in its application

That the Party's disciplinary policy should, in the words of the Chakrabarti report, "seek to uphold the strongest principles of natural justice, however difficult the circumstances and to resist subjecting members to trial by media"

That the Party should use a wider and more creative range of disciplinary sanctions, in the words of the Chakrabarti report, "these may include a warning, the requirement for apologies and/or some other form of sensitive reparation to another member or person or persons, a public warning or reprimand, suspension from the Party for up to two years, and expulsion."

That the Party needs internal legal expertise, in the words of the Chakrabarti report, in the form "of a General Counsel or other staff lawyer to the Labour Party to give initial advice, including and in particular on disciplinary matters and to take responsibility for instructing external lawyers as appropriate."

That individuals who have been suspended or expelled should have the right for a review by a legal panel of that decision, and that the legal panel should have the power to refer the decision back to the National Constitutional Committee.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

234. LABOUR PARTY, CHAKRABARTI REPORT C19

This Congress notes the large number of Labour Party members who were suspended or expelled during 2016, many of whom have now been re-admitted to the Party. This Congress believes that in some cases decisions were made at either regional or national level that could feed into suspicions of political partiality in the disciplinary process.

This Congress notes the conclusions in the Chakrabarti Report, published in 2016 by the Labour Party that "there is a lack of clarity and confidence in current disciplinary procedures from all sides of the Party, including on the part of those who have complained, and been complained against".

This Congress endorses the spirit of the recommendations of the Chakrabarti Report relating to internal discipline in the Labour Party, and GMB urges the Labour Party to draw up and adopt an improved disciplinary policy and procedure.

In particular, this Congress resolves to encourage the Labour Party to include in its disciplinary processes and procedures, the following:

- That the Labour Party's disciplinary policy should be readily accessible and understandable;
- That the Party's disciplinary policy should be consistent in its application
- That the Party's disciplinary policy should, in the words of the Chakrabarti report, "seek to uphold the strongest principles of natural justice however difficult the circumstances, and to resist subjecting members to trial by media"
- That the Party should use a wider and more creative range of disciplinary sanctions, in the words of the Chakrabarti Report "these may include a warning, the requirement for apologies and/or some other form of sensitive reparation to another member or person or persons, a public warning or reprimand, suspension from the Party for up to two years, and expulsion".
- That the Party needs internal legal expertise, in the words of the Chakarabarti Report, in the form "of a General Council or other staff lawyer to the Labour Party to give initial advice, including and in particular on disciplinary matters and to take responsibility for instructing external lawyers as appropriate".
- That individuals who have been suspended or expelled should have the right for a review by a legal panel of that decision, and that the legal panel should have the power to refer the decision back to the National Constitutional Committee or other appropriate body.

LONDON CENTRAL GENERAL BRANCH
London Region

POLITICAL DEMOCRACY & CONSTITUTIONAL REFORM

236. SCOTLAND'S CONSTITUTIONAL FUTURE AND FULL DEVOLUTION OF LABOUR RIGHTS AND WORKPLACE PROTECTIONS

This Congress notes the differing results of the June 2016 European referendum in the nations and regions of the United Kingdom and particularly the aim of the Scottish Government to achieve a differentiated settlement with the European Union and the UK government following Scotland's vote to Remain, but the UK's vote to Leave. Congress further notes the immediate calls that were made for a second

referendum on Scotland's place in the UK, or for further reform of Scotland's relationship with the other nations and regions of the UK to create a form of federalism. Congress recalls the Union's previous support for Scotland remaining in the UK, and the UK remaining in the EU, but acknowledges the continuing primacy of the constitutional question to Scottish politics and the implications of this for working people and for the pursuit of progressive change.

This Congress therefore calls for the fullest possible debate on the distribution of power in the UK, following the vote to leave the EU, including by the establishment of a UK Constitutional Convention; and commits GMB to fighting for a response to Brexit which seeks to address the concerns and interests of members in every part of the Union, and specifically affirms the right of people in Scotland to choose their own constitutional future.

This Congress also recognises that its first responsibility is to advance the interests of working people over any party political or constitutional position. Congress therefore declares it time to demand that full powers over employment law and health & safety now be devolved to Scotland. Congress believes that a stronger Scottish Parliament without control over labour rights and workplace protections will continue to see Scottish politics compete for the support of working people without any need to deliver real advances in the workplace, and leave Scottish workers to suffer the consequences of a UK government determined to further attack their rights at work, the ability to organise and the capacity to defend their interests.

Congress further believes that the empowerment of the Scottish Parliament to stand up for workers, and the challenge to Scottish politicians to move beyond rhetoric, can act as a counterbalance to the actions of the UK government by safeguarding freedoms, rights and advancing collective bargaining and demonstrating that the only response to the challenge of Brexit, and the forces which gave rise to it, is not capitulation to international capital but rather decent regulation, willingness to intervene and promoting the rights of workers to organise, defend their own interests and light a way for others.

BATHGATE BRANCH
GMB Scotland

237. NO BREAK UP OF THE UK

This Congress, we at Beith Engineering would like to propose that GMB remain committed to no break-up of the UK, either by Scotland, Wales, Northern Ireland or indeed England becoming an Independent Country.

Not only does the Ship Building jobs on the Clyde/Rosyth rely on our country being united our Labour friends and colleagues within GMB would never again see a Labour Government in Westminster.

Traditionally, Scotland voted our Labour colleagues into power and until the SNP fall from grace or indeed Labour re-invents itself then it will be a long hard road until we see a favourable government that would benefit our members.

If indeed Scotland (or any other part of the UK) was to become Independent then, sadly UKIP/Tories will have the ascendancy on what is left of UK.

Colleagues UNITY is STRENGTH used to be GMB motto, let it now be our watchwords.

B38 BEITH ENGINEERING BRANCH
GMB Scotland

POLITICAL HONOURS

240. THE CIVIL HONOURS SYSTEM

This Congress believes that the civil awards system needs to be changed.

At present the system is unfair, if a person is currently offered a civil award they have to either accept it and go through a civil award ceremony or decline it and receive no award.

Congress believes that if a person has merited the offering of an award that they should not be penalised for not wanting to go through this ceremony.

Some people feel that the notion of Empire Medals is outdated and needs to be changed. Others do not believe we should have a Monarch.

The current system is very complicated and there are lots of awards. To change the entire system in one go would be incredibly difficult and could therefore fail. This motion aims to change the awards that our members are most likely to be offered and proposes the option of equivalent Peoples' awards to OBE, MBE and CBE.

Many of our members do incredible work worthy of honour without prejudice.

Past motions have called for the abolition of the award but they have failed.

This motion offers a credible alternative.

LONDON ZOOLOGICAL BRANCH
London Region

POLITICAL

IMMIGRATION & MIGRATION

241. IMMIGRATION

This Congress recognises the tremendous contribution and benefits that immigrants have given to the UK and therefore calls upon the CEC to mount a vigorous campaign to counter the negative propaganda spewed out by most of the mass media.

B16 BRANCH

North West & Irish Region

POLITICAL

RACISM & FASCISM

244. HUMANITY AND RACISM

This Congress recognises the importance of Standing Up to Racism in modern day Britain.

The current political climate, aided by the media has given rise to an increase in hate crimes and there has been a 200% rise in anti-Muslim hate crimes since 2012 (Myriad Foundations).

This conference believes that GMB should affiliate and work with MEND (Muslim Engagement and Development). MEND is an organisation that is grass roots based, helping the local communities to come together irrespective of religious beliefs, race, ethnicity, sexual orientation and politics. MEND believes in educating and empowering the people to challenge hate in all its forms through positive channels such as engagement with local MPs and Councillors, as well as media forums - including writing to the tabloids to challenge negative rhetoric.

This Congress is proud of our Union's history and involvement in campaigning against racism. We have been central to many campaigns with great success for and on behalf of our members. Recent anti-Trump demonstrations are evidence of the need to combat increasing Islamophobia and therefore there is a greater need for GMB's support of MEND.

BRADFORD DISTRICT CARE TRUST BRANCH

Yorkshire & North Derbyshire Region

245. POLITICAL CAMPAIGNS

This Congress condemns the racist, misogynistic, disablist and other divisive language used by right-wing politicians during and in the wake of the European Referendum, the USA Presidential election and in political campaigns across Western Europe.

Congress notes that the scapegoating of under-represented workers is fuelling the flames of division across Western democracies and emboldening the hard right-wing political agenda.

Congress calls on the CEC to work with sister trade unions throughout the world and organisations such as Hope Not Hate, Unite Against Fascism and Show Racism the Red Card to counter scapegoating, promote an inclusive agenda and to ensure that all political representatives govern in a responsible and fair manner.

GLASGOW GENERAL APEX BRANCH

GMB Scotland

246. HATE CRIME

This Congress notes that following the European Union Referendum it now appears to be acceptable to express hateful views under the guise of "free speech", and use terms such as "alt right" to legitimise far right groups.

We call on the GMB to continue and indeed increase our efforts to expose such views to our membership as abhorrent in a civilised 21st Century society.

BASF CHEMICALS BRANCH

Yorkshire & North Derbyshire Region

247. FIGHTING FASCISM

Congress, there has been a recent rise in far right attitudes expressed by the tabloid media and leading politicians. The main targets attacked by these views are migrants and Muslims who have members within both of these groups.

This motion proposes that training is given on this issue through GMB Education, that also GMB uses its social media to present factual information and news articles that display these groups in a positive light.

L16 LB GREENWICH BRANCH

Southern Region

POLITICAL

EUROPEAN UNION

248. BREXIT

This conference recognises the deep divisions caused by the vote to leave the EU in the referendum on 23rd of June, and that many GMB members voted leave but not to scrap the working rights and equalities protections that have defended trade union members against successive UK governments.

Conference notes the Supreme Court's ruling that rights bestowed cannot be taken away without parliamentary approval.

Conference also recognises that GMB members have diverse backgrounds and origins in Europe and round the world and underpin our social care, agriculture and many other sectors. Conference believes the government's approach to be ill-thought through, and total rejection of free movement risks damaging parts of the economy and the labour market, thereby jeopardising the security of GMB members and their families, and to the many sectors that rely on GMB migrant workers.

Conference insists that unscrupulous employers should be held to account for undercutting wages and breaking labour law.

It demands that government fully maintains all rights and privileges enjoyed by UK workers due to EU legislation. Conference calls on the CEC and General-Secretary to take its public and political awareness campaign into workplaces across the country and ensure rights at work are preserved after Brexit.

B59 BRUSSELS BRANCH Southern Region

249. PROTECTING WORKER'S RIGHTS IN THE EU BREXIT

This Congress believes that the purpose of the trade union movement is to ensure that workers' rights are protected, sustained and developed. We must oppose any assault on these rights as a result of the decision to leave the European Union.

This Congress is asking the GMB and Central Executive Council to campaign for the recognition of trade unions as key stake holders in the Brexit negotiations, and to implement a campaign to ensure that the British Government does not repeal any current rights guaranteed by the EU, or water down Trade Union and worker's rights.

MID GLAMORGAN C&T BRANCH Wales & South West Region

250. BREXIT

This Congress is calling on this union to do all in its power to be a powerful and persuasive advocate of workers' rights, in particular in the context of the Conservative Government's ongoing negotiations with the European Union to facilitate the departure of the United Kingdom from the EU.

Almost all of the rights which British workers still have are largely underwritten by EU Regulations and we are concerned that the Tories will immediately seek to revoke and undermine these basic rights.

We strongly reject the views of those on the right that we should somehow compensate for the inevitable damage that will be done to the British economy, by making these Islands a repository for companies seeking a low wage, low regulations and bargain basement tax haven.

HUNTINGDON & WISBECH BRANCH London Region

251. PROTECTION OF WORKERS RIGHTS POST BREXIT

This Congress calls upon the GMB, through its membership of the TUC and other affiliates, plus the shop floor organisation of the union, to mount a campaign to protect all workers' rights after the UK leaves the EU.

B05 BARROW 5 BRANCH Northern Region

252. WORKERS' RIGHTS AFTER BREXIT

This Congress calls on the Government to allow Bills to be debated on workers' rights.

These Bills need to be heard and discussed in the House of Commons as a single agenda.

Assurances on our rights need to be given and documented. Filibustering on trivial points to block these Bills has to stop. The Prime Minister's promises about maintaining all existing workers' rights must become Law.

HULL PAINT & ENGINEERING BRANCH Midland & East Coast Region

253. BREXIT

This Congress calls on the CEC to campaign to get the Labour Party to uphold and fight for the employment rights and terms and conditions that working men and women have gained from Europe.

To campaign to get the Labour Party to make sure ALL employment rights are included in any exit plan that this Tory government is working on.

The CEC need to educate members on what is at stake and campaign to make sure members are aware of the disaster if we lose our rights. We know some of our GMB members must have voted to leave and they need to be aware of the GMB concerns for the future of working men and women.

P42 BRANCH

North West & Irish Region

254. EUROPEAN UNION

This Congress accepts the vote of the country to exit the European Union. However when negotiations are concluded this Congress believes the people should have the final say on the outcome rather than Parliament and the Lords.

R35 ROCESTER JCB GENERAL BRANCH

Birmingham & West Midlands Region

255. POST EU REFERENDUM - BREXIT

This Congress notes that the decision of the British People on 23rd June 2016 was to vote to leave the EU. Congress fully understands the extreme complexities involved in the process leading to the UK eventually exiting the EU. However, Congress also notes with apprehension the problems involved for the Trade Union and Labour Movement in failing to produce a definitive position on Brexit now that it is a reality in the making.

Congress is particularly alarmed at the growing trend in the UK for political parties in the Centre and on the Right to have positions either opposing hard Brexit or going for hard Brexit. Congress, unfortunately, notes that within the Labour Party there appear to be at least four positions. Firstly, those opposed to any controls on immigration. Secondly, those opposed to the ending of free movement of labour. Thirdly those who want to have a second referendum and fourthly those who want some form of curbing on free movement.

Congress notes that whilst the Brexit negotiations are being undertaken it cannot be right for the Labour Party as the main opposition to be continuing in turmoil and across left, right and centre of the Labour Party if this continues, GMB members and voters will be very unforgiving of any political party that seems unable to produce coherent positions on the most important decision the UK has taken probably since the outbreak of World War Two.

Congress calls on the Labour Party to provide very urgent clarity on its position, for this to be communicated so GMB Members, their Families and

Communities can understand Labour's position and for the CEC to monitor the implementation of Labour's position and report back to Congress 2018 which will be before the date of Brexit which is anticipated to be on or around 1 April 2019.

C52 SOUTH EAST NORTHUMBERLAND GENERAL BRANCH

Northern Region

256. PROTECTING EU LAWS

This Congress recognises the hard work many GMB stewards, staff and members put into the EU referendum to try and keep the UK in the EU. They all did this for many reasons but protecting workers rights was one of them.

Millionaires will still be millionaires after the UK leaves the EU but your average hard working men and women will be the ones that pay the price of "Brexit".

We call upon the GMB to look at every EU law that is in place to protect working people and find out exactly which ones are at threat from leaving the EU. Once we know what is at risk then the GMB must engage with branches to campaign to ensure these protections are enshrined into UK law.

DUNDEE 1 BRANCH

GMB Scotland

257. WORKERS' RIGHTS

This Congress calls on the UK Government to announce as a matter of urgency, that it will write into UK Law, all of the EU Workers' Rights as part of its negotiations leading to Brexit in 2019.

Congress calls on the Labour Party to set out its policy in this area as part of its approach to Brexit and the writing of the next Labour Manifesto for the next General Election.

Congress calls on the CEC to monitor progress on the implementation of this motion, as part of any GMB campaigning in this vital area of policy.

X15 NEWCASTLE GENERAL APEX BRANCH

Northern Region

258. LAWS UNDER THREAT FROM BREXIT

This Congress is to lobby this government to adopt laws from the European Union before Brexit negotiations are triggered ensuring British workers are protected against unscrupulous employers who are waiting in the wings for these laws to go. Below are just a few laws at risk from Brexit.

- Collective consultation, including the right for workers' representatives to be consulted if major changes are planned that will change people's jobs or result in redundancies (as have been used in recent major announcements in the steel industry).
- Working time rules, including limits on working hours and rules on the amount of holiday pay a worker is entitled to.
- EU-derived health and safety regulations.
- Transfer of Undertakings (TUPE), i.e. the EU-derived protections to the terms and conditions of workers at an organisation or service that is transferred or outsourced to a new employer.
- Protections for agency workers and other 'atypical' workers, such as part-time workers.
- Current levels of compensation for discrimination of all kinds, including equal pay awards and age discrimination.

The European six pack regs are also at risk these back the Health and Safety at Work Act. Can we really afford to lose all this protection for Britain's workers?

C80 DUDLEY BRANCH

Birmingham & West Midlands Region

259. EU EQUALITIES LEGISLATION

Since the founding Treaty of Rome in 1957 and through the Lisbon Treaty of 2007, the European Union has enacted a range of equality directives and requirements for member states. The UK's equality act in 2010 was structured to ensure compliance with these obligations.

Conference is concerned by the threat posed by the proposed 'Great Repeal Act' in the wake of the vote to leave the European Union.

Conference expresses that this act may be used by the Government to disband equalities legislation that is viewed by some sectors as 'red tape' rather than as fundamental rights.

Conference is also concerned by the discussions around repealing the Human Rights Act as governed by the Council of Europe.

Conference demands that should the government look to repeal EU legislation, GMB must campaign for equalities legislation to be directly transposed into UK law, or where applicable improved upon as in the case of discrimination in access to goods and services.

GMB must demand an impact assessment from the government on all areas of the great repeal act that could have consequences for minority and vulnerable groups.

B59 BRUSSELS BRANCH

Southern Region

260. WORKERS' RIGHTS POST REFERENDUM

This Congress calls on the Government to guarantee all employment rights that are currently supported by EU Directives and Case Law.

Congress notes that the decision to leave the EU creates uncertainty especially at a time when the Posted Workers' Directive continues to undercut UK workers' ability to obtain local employment in their fields of expertise.

Congress calls on the Government to say how these rights will be enshrined and at the same time Congress calls on the Labour Party to explain clearly their plans for protecting the rights of workers as we move towards Brexit.

T25 NEWCASTLE & NORTH TYNE GENERAL BRANCH

Northern Region

262. PUBLIC PROCUREMENT POST EU REFERENDUM

This Congress calls on the Government to confirm what are its plans in terms of public procurement now that we are leaving the EU.

Congress notes that EU regulations have been available for use but not been used by UK Public Bodies in relation to procurement. This has led to swathes of contracts being awarded that have been essentially based on price and little else.

Congress calls on the Government to write into British Law all the protections that EU regulations currently provide in relation to public procurement and to signal the date by which such protections would be enforced. Congress also calls on the Labour Party to announce what its proposals are on public procurement and current EU protections.

H22 HARTLEPOOL 2 BRANCH

Northern Region

264. BREXIT

This Congress calls on the CEC and the government to make sure manufacturing is not affected by the Brexit leave negotiations..

Manufacturing needs to keep the present output and should not be affected by any negotiations or principles that this government is working on to leave Europe.

We must protect jobs and the only way is to protect the production we have at present and make sure our terms and conditions are protected.

Future profit should not come from our jobs or our terms and conditions.

P42 BRANCH

North West & Irish Region

265. BREXIT – DUTY FREE

Congress recognises that Theresa May and the Tory Government have unequivocally indicated that their interpretation of the vote to leave the European Union is a 'Hard' or 'Clean' Brexit. It is their intention to leave the Internal Market, leave the Customs Union in its complete form and end the jurisdiction of the ECJ.

It was the Maastricht Treaty, The Single European Act and the creation of the Internal or Single Market which end the sale of Duty Free Goods for travellers between the nations of the EU. Duty Free has not end in a global market, but has been replaced by a Tax Paid regime within the EU.

Congress wishes to see the return of a Duty Free market between the UK and the countries of the EU. If the UK exits the Internal Market and there is a restoration of relationships that exist prior to the changes driving the end to EU Duty Free there is no reason not to re-establish UK EU Duty Free.

Congress urges the GMB leadership to work with TU partners and use all political influence to raise this issue within the Brexit negotiations and work to restore a UK EU Nations Duty Free market.

The loss of Duty Free in 1999 was a major blow to our Shipping, Ferries, Airline and Airport businesses which are vital for supporting the movement of people and goods all year around. Providing trade and travel on a 24/7 – 365 basis is highly expensive and Duty Free sales provide valuable revenue streams which support vital infrastructure. This can only be of benefit to our GMB members working within these industries.

X23 DOVER FERRIES BRANCH

Southern Region

266. UK PORTS

This Congress notes that the result of the EU Referendum will lead to Brexit.

Congress notes that whilst there is some excellent work being undertaken in the current UK port infrastructure to facilitate trade, the result of Brexit and the potential trade deals that may be negotiated, will require much more investment in UK ports, to enable all areas of the UK to be able to be in a position to be fully engaged in any trade deals.

Congress notes that this approach could increase employment opportunities within the UK for local workers which have been hitherto ignored by this Government.

Congress therefore calls on the UK Government to urgently announce its investment strategy to support UK Ports development in the run up to Brexit. Congress also calls on The Labour Party to clearly state its policy

on UK Port Regeneration and Investment as part of its manifesto development for the 2020 General Election. Congress calls on the CEC to monitor this policy development and to report back to Congress 2018 with progress.

W01 WELLSTREAM BRANCH

Northern Region

267. NEW NUCLEAR POST EU REFERENDUM

This Congress notes GMB policy on new nuclear build. However, given the consequences as a result of the EU Referendum, Article 50 being triggered, negotiations and finally Brexit, Congress calls for urgent clarification of the Government's intentions across the UK for a low carbon nuclear new build.

Congress notes the alleged financial situations of several key companies who may be involved in new build and asks for urgent reassurance and announcements by Government on new nuclear build sites throughout the UK, so that GMB members, their families and their communities can have some clarity and certainty as to their futures. Similarly Congress calls on the Labour Party to urgently clarify its position as they ready themselves for developing a Manifesto for Government.

N31 NORTHERN UTILITIES BRANCH

Northern Region

268. BREXIT AND THE BORDER BETWEEN NORTHERN IRELAND AND REPUBLIC OF IRELAND

This Congress demands that following the Prime Minister's announcement in January 2017 that the UK will leave the EU single market and customs union, Congress is concerned about the impact this decision will have on border arrangements between Northern Ireland and the Republic of Ireland including the movement of people and goods.

The Prime Minister has said that the UK will seek special arrangements to maintain a Common Travel Area across the border but such arrangements on trade and movement of workers are dependent on securing a new customs deal with the EU.

The Prime Minister should provide further details on what such arrangements after leaving the EU will mean for the future of jobs that rely on the movement of goods and people across the border between Northern Ireland and the Republic of Ireland.

D78 BRANCH

North West & Irish Region

269. BREXIT LEGISLATION IN THE UK

This Congress urges the CEC to support UK citizens in their fight against the legislation that forced the Tories and Democratic Unionist party to ignore the views of the Northern Ireland people and other devolved administrations. The UK government through this legislation has silenced 56% of the population in Northern Ireland and 62% of the population in Scotland from voicing their concerns. The latest Supreme Court ruling will prevent a number of our elected political groups a voice in the future impact of Brexit.

We call on Congress to support this motion and lobby the UK government to give Northern Ireland, Scotland and Wales a voice to contribute in the future of their country and not be dictated to by the Tories and their cronies. This flawed legislation is an affront to democracy and we must call on MPs to address this issue.

B91 BRANCH

North West & Irish Region

270. EU CITIZENS

This Congress notes:

1. There are approximately 3 million EU citizens, representing 27 countries, living in every town and city in the UK.
2. The rights of EU citizens were guaranteed by all sides during the referendum campaign.
3. Amongst many other things, the referendum vote to leave the European Union has put the rights of EU Citizens living in the UK at risk, as well as the rights of 1.2 million UK citizens abroad at risk.
4. Parliament's Joint Committee on Human Rights, the British Chamber of Commerce and the TUC called on the Government to guarantee EU citizens' rights before article 50 is triggered.

This Congress believes:

5. That the vote to leave the EU is likely to have led to many EU citizens resident in the UK to feel anxious and worried about their future, as well as unwelcome.
6. Our trade union movement's principal of solidarity means that EU citizens are not bargaining chips. They are people, with friends, family and lives here.
7. That EU citizens living in the UK now should be guaranteed the right to remain in the UK post Brexit.

This Congress resolves:

8. To ask it's sponsored MPs to support a unilateral guarantee of the rights of EU citizens currently living lawfully in the UK to remain in the UK after the UK leaves the EU.

9. To ask the CEC to consider supporting an appropriate national campaign or lobby group on this issue.

LEEDS GENERAL BRANCH

Yorkshire & North Derbyshire Region

271. RIGHT TO REMAIN FOR EU CITIZENS ALREADY IN UK

This Congress notes that there are an estimated 3.6 million EU citizens residing in the UK. Under current UK law, more than 80% of these EU citizens will have achieved the 5 year qualifying period for right to permanent residency by the expected date of the UK leaving the EU in 2019.

This Congress notes that there would therefore be around 720000 EU citizens who were resident in the UK prior to the triggering of Article 50, who would not automatically be entitled to permanent residency at the point the UK is expected to leave the EU.

This Congress believes that many of those with this unsettled residency status will have contributed to the UK's social, economic and cultural life, and indeed many will be GMB members themselves, or are the friends, neighbours and work colleagues of GMB members.

This Congress believes it is wrong for the Conservative government to use these EU citizens with uncertain residency status as a bargaining chip in negotiations with the EU.

This Congress resolves to call upon the government to make a clear and early unilateral move to guarantee the right to remain of EU citizens who were residing in the UK prior to Article 50 being triggered.

W15 WILTSHIRE & SWINDON BRANCH

Southern Region

272. WORKERS' RIGHTS AND BREXIT

This Congress believes that after BREXIT that GMB should campaign to ensure the rights of workers are protected and ensure and that they are not unfairly treated. This Congress believes that all existing EU workers in the UK of which many have joined UK Trade Unions including the GMB should have the right to remain and work in the UK without the need to take out UK citizenship.

This Congress also believes that UK citizens working in other EU countries should also have the right to continue to live and work in these EU countries without the need to take out citizenship. The GMB should work alongside the TUC and the ETUC to ensure that these workers' rights are protected.

C60 CROYDON BRANCH

Southern Region

273. OPPOSITION TO THE COMPREHENSIVE ECONOMIC AND TRADE AGREEMENT

This Congress reaffirms its opposition to The Transatlantic Trade and Investment Partnership (TTIP) and agrees a similar position opposing any UK involvement in The Comprehensive Economic and Trade Agreement (CETA) recognising it as a clear threat to workers' rights and public services".

NORTH WEST LONDON BRANCH
London Region

SOCIAL POLICY GENERAL

274. DBS CHECKS BEING FORCED BY WAY OF FAMILY ASSOCIATION/JOB ROLES/OR LIVE IN ACCOMMODATION

This Congress believes that the guidelines within the Disclosure and Barring Services, "imply" although not definitive, anyone with regulated activity with children. The ambiguous wording is (regulated). However this impacts on family members as well as children over the age of sixteen, in that, whether they work for local authority, or not, they are forcibly required to comply, this is against the Human Rights Act, and also not in line with data protection as those individuals are not in employment within the local authority, and are only partners or children over sixteen years of age.

CAMDEN APEX BRANCH
London Region

275. ABOLISHMENT OF 'SUCKER LISTS'

This Congress calls upon the GMB to spearhead a UK wide campaign to urge the Government to intervene and make illegal the compiling, selling and misusing of 'sucker lists'.

These lists are compiled by fraudulent tele-marketers and sold to the highest bidder. These lists are responsible for thousands of our most vulnerable friends and family being 'scammed' repeatedly, by conmen.

HULL PAINT & ENGINEERING BRANCH
Midland & East Coast Region

278. STOP THE USE OF BEEF PRODUCTS IN £5 NOTES

This Congress urges the CEC to lobby the Government to stop the use of tallow in the production of the new 5 Pound Note and any future bank notes.

ESSEX PUBLIC SERVICES
London Region

279. TREATMENT OF LIVESTOCK

This Congress asks the CEC to lobby the Government to improve the legislation to protect the rights of livestock whilst being transported to and from farms and slaughterhouses and during the slaughter process.

ESSEX PUBLIC SERVICES BRANCH
London Region

280. 5p CARRIER BAGS

This Congress says that since the Government introduction charging 5p plus for plastic carrier bags has resulted in some of the manufacturers closing down resulting in some of our GMB members becoming unemployed.

Congress calls for a campaign to get these charges withdrawn.

EAST DEREHAM BRANCH
London Region

281. CEMETERY SPACES CRISIS

This Congress – It was announced this year by the Ministry of Justice that cemetery space will run out completely within 20 years. For some councils this has resulted in an 80% cost increase within the last 10 years and some cemeteries in different parts of the UK are full right now. While some alternatives have been explored, woodland and sea burials being promoted as ecologically friendly and while more people are leaving their bodies to science, one organisation is suggesting the compositing of human bodies. This is less radical than the suggestion made back in 1873 that bodies be cremated which now accounts for 3 out of 4 burials.

Unfortunately none of the above processes represent a significant change in body disposal given the increasing population and environmental degradation while the suggestion of new disposal processes, "ecolation and promession" (freeze drying) are in the early stages of development and have zero impact on the environment while having regard for the feelings of the deceased person's family sensibilities. It is felt that society has become more open to different ways of disposing of the dead and comment has been made that if everyone took part of a day within a year to think about the disposal of their mortal remains this would be a good thing.

I am calling on Congress to promote awareness of this looming crisis and to ask members to consider different ways in the disposition of their bodies

B01 BIRMINGHAM FORWARD BRANCH
Birmingham & West Midlands Region

282. GARDEN WASTE COLLECTION CHARGES

This Congress is concerned that a large majority of councils are now charging for the collection of garden waste. This is putting a huge strain on society and the residential community; the elderly, the unemployed and residents with large families, who are already finding it very difficult to cope. Financial demands with extra added pressure will definitely see families on low income or no income struggling to meet these high levels of demands.

Garden waste has always been collected as part of our weekly refuse collection, which is already being paid for through the Council Tax charges, so why are we being forced to pay again.

Many Councils that have introduced a charge said they have had to cut costs to cope with a reduction in government funding, Whether you pay and how much you pay depends on where you live in England, this means some pay and some don't

The GMB calls on the government to abolish these charges.

AVIATION SECURITY BRANCH
London Region

SOCIAL POLICY JUSTICE

283. CAMMELL LAIRD STRIKE 1984

This Congress calls on the CEC to demand through Labour MPs that they ask the question of this Government:

"Why have you not apologised for the jailing of 37 GMB members in 1984 for a month in top security Walton jail, on top security "I" wing for 23 hours a day, for carrying out legitimate trade union activity in defence of jobs and the shipbuilding industry, as per the demand of the European Court in 2014", and further:-

To seek compensation for all those who were denied redundancy payments for supporting the strike.

Z15 BRANCH
North West & Irish Region

284. JUSTICE FOR THE INNOCENT

This Congress believes victims of crime deserve support & justice. It also believes those accused but not convicted of crimes should also receive support & justice.

It is a principle of UK Law, that those accused of crimes are presumed are innocent until proven guilty. However, all too often those who have been found not guilty, along with their families, suffer hardships, such as loss of income and jobs. As it is deemed that the justice system has worked, they cannot claim redress for their losses. In many cases, those remanded in custody are kept outside their locale, making it difficult for family visits. In order that the innocent and their families should not suffer unduly. Congress calls for:

1. Remanding in custody should only be used as a last resort, taking into account the severity of the alleged crime & the safety of the general public & the accused. In addition, remand centres should be locally based to allow ease of familial contact
2. Reversal of the closure of magistrate & other local courts and a return to the traditional British value of Justice being dispensed locally
3. A degree of employment & income protection for those accused awaiting trial so they and their families do not suffer financial hardship and to aid in a return to normality after the trial.

Justice not only has to be done but seen to be done for the innocent as well as the guilty.

LEEDS CIVIC BRANCH
Yorkshire & North Derbyshire Region

285. JAIL WITHOUT END

This Congress understands that IPP (Indeterminate Sentence for Public Protection) became law in April 2005 and was designed to protect the public from serious offenders, whose crimes did not merit a life sentence. Thousands of UK prisoners are being held with no release date despite serving their minimum sentence, because of an "absurd" law which has since been repealed by Parliament.

An example of this injustice is shown in the case of a prisoner who was initially sentenced to a 10-month term, but is still in prison almost 10 years later due to the now defunct Imprisonment for Public Protection (IPP) law. In preparation for proving themselves "safe" for release, prisoners must complete a number of courses. However, the prison system lacked the resources to allow these prisoners access to these courses, placing them at a disadvantage. More than 4,000 inmates, some with mental health problems, are routinely denied release from prison by parole boards because they cannot prove they are not a danger to the public.

Former Conservative Minister Clarke abolished IPP sentences as Justice Secretary in 2012, but offenders who were jailed under the legislation can only be released by a parole board, which in turn must be satisfied the prisoners are safe. Clarke said "It is quite absurd that there are people who might be there for the

rest of their lives, in theory, who are serving a sentence which Parliament agree to get rid of because it hadn't worked as anybody intended a few years ago".

For those who have been released on licence, they will remain monitored, in the system for a further 10 years. They only have to be in the wrong place at the wrong time to be recalled to prison to serve the remaining 10 year sentence. This is worse than a life sentence and many have not even committed crimes to warrant this. Is this what our legal system has been reduced to? It is inhumane and no thought has been given to these prisoners or their families' future.

We want to see a retrospective retraction for every prisoner on IPP with those who are a real threat to society or those with mental health issues receiving a revised sentence fitting to their crime. We want the Government to take ownership of the mistake they made and put matters right, not brush it under the carpet.

As a Union, we need to campaign to support this cause so that justice can be done.

HARROW PUBLIC SERVICES BRANCH
London Region

287. STRONGER LEGISLATION AND MAXIMUM SENTENCE FOR ANIMAL CRUELTY

This Congress believes that the current animal welfare laws in this country are totally inadequate, and that the penalties for cruelty are far too lenient.

There can be no doubt that those responsible for inflicting harm or injury upon animals should receive far tougher sentences, and we call upon the GMB to campaign for a change in the law to ensure that offenders are dealt the punishments that their heinous crimes deserve.

ASDA JOINT BRANCH
Wales & South West Region

SOCIAL POLICY

NHS & HEALTH ISSUES

288. INVESTMENT IN NHS

This Congress recognises the NHS is facing a decline in its financial situation and that the impact from the deficit of over £500 million last year will result in cuts to services and staff, and that a decrease in morale amongst staff, who are currently experiencing an increase workload, stress and a decreasing ability to provide high quality care that patients need, despite their best efforts.

This Congress calls on the Central Executive Council to lobby the Government to increase investment in the NHS both now and long term, and to recognise the important links between health and social care and the need to invest in both. This is to ensure the needs of the whole population are met to the standard we should expect in a country as wealthy as the UK.

MID GLAMORGAN C&T BRANCH
Wales & South West Region

290. END NHS PRIVATISATION EP

This Congress agrees GMB to campaign to end NHS privatisation and restore a comprehensive free NHS for the future.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

292. NATIONAL HEALTH SERVICE BEDS C21

This Congress believes the campaign and trend to close community hospital beds has had a negative impact on the NHS.

We therefore call on Congress to lobby the appropriate bodies to review this situation with a view to free up badly needed facilities.

R35 ROCESTER JCB GENERAL BRANCH
Birmingham & West Midlands Region

294. CLOSURE OF ACUTE HOSPITAL AND MENTAL HEALTH BEDS C21

This Congress supports a GMB campaign to lobby the government and individual organisations to stop the closure of hospital beds.

Barnsley Hospital closed more beds in November 2016, in a period of the year when beds are so desperately needed. This resulted in record breeches in A + E 4 hour wait in December and January and there is no end in sight to the problem.

The 4 hour target is set to ensure that hospitals admit patients in a timely manner and get them to the specialities that they need. When patients get to hospital that are ill and hope that they are going to be helped by an organisation which they have funded by taxation and National Insurance contributions. In the present climate patients are likely to be kept waiting in unsuitable conditions in ambulances, on corridors, or anywhere a trolley can be squeezed into until a bed can be found. During the time that they are waiting for a bed their health is deteriorating and they are suffering unnecessarily. Sometimes not just for 4 hours but for 12, 16 or even 24 hours!

The 4 hour wait is a crucial target in the NHS and a good indicator in how well the hospital is delivering its care. There are multiple reasons for organisations not being able to achieve the target, however, closing acute beds is bound to have a negative effect on the hospital's ability to provide safe effective care to our patients.

BARNSELEY HEALTH BRANCH

Yorkshire & North Derbyshire Region

295. NHS INTERNAL COMPETITION

This Congress agrees GMB to campaign to abolish internal competition for NHS services.

B43 BIRMINGHAM CITY GENERAL BRANCH

Birmingham & West Midlands Region

296. MENTAL HEALTH SERVICES

This Congress agrees GMB to campaign for a fully funded mental health service with the emphasis on helping young people and others who need immediate help and assistance.

B43 BIRMINGHAM CITY GENERAL BRANCH

Birmingham & West Midlands Region

297. MENTAL HEALTH

This Congress deplores the cutbacks in the General Practitioners Mental Health budget.

We urge the relevant committees within the GMB to pursue a reversal of this trend.

R35 ROCESTER JCB GENERAL BRANCH

Birmingham & West Midlands Region

298. NHS CUTS AND PRIVATISATION

This Congress believes that against the backdrop of continued cuts and closures, private companies seek to gain even more of a foothold within the NHS. Continued pay restraint has seen the value of NHS salaries drop by 14% since 2010 and the increase of 25,000 nurses and 3,500 midwife vacancies in NHS England alone. The Tories demands for yet more austerity represents a real risk to the safety of patients. The sustainability and transformation plans are being used as a smokescreen for more cuts and privatization. These plans will see 44 footprint areas being set up nationwide and this is a serious attempt to drive back NHS spending to pre 2000 spending levels which would see the NHS have one of the lowest spending levels in Europe. As part of these plans, commissioners and providers are expected to come together to draw up drastic cuts to balance the books by 2020.

There is a mood to fight against attacks on the NHS as we have seen in campaigns in Huddersfield, Leicester and Gratham. Two Labour Councils have refused to sign up to the STP plans.

This Branch resolves to work with other unions to fight STPs, affiliate to the Health Campaigns Together", support all calls for national action on the NHS, call on Councils to refuse to back STPs that propose cuts and privatization, calls on the National union to draw up a campaign to fight the STPs up to and including industrial action.

W32 WIMBLEDON BRANCH

Southern Region

300. NHS

This Congress notes the continuing devastating effect of Tory policy on the NHS be it staff or patients. Congress calls upon all unions to join with the Labour Party and all other campaigners to fight the privatisation at any and every opportunity. The Tory Government appears to continue unopposed in its rampant privatization; STP's being the latest dangerous phase.

We call on Congress to network with all our GMB sponsored MP's and Councillors to organise a concerted and sustained opposition both in parliament and in all local councils.

BRIGHOUSE GENERAL BRANCH

Yorkshire & North Derbyshire Region

301. CCG AND STPS IN THE NHS

This Congress calls for Clinical Commissioning Groups to do what it says on the tin and commission health services in its local community. The government led strategy to cluster these groups together and develop Sustainability and Transformation Plans is abhorrent. The development of these plans has one consideration, which is to save money.

The saving of money is an already overstretched system which is causing the patients, that the NHS serves, unacceptable delays and distress and leads to unsafe levels of care provision and ineffective patient care.

The GMB calls upon its members and supporters to oppose STPs at every opportunity and our MP's and Councillors to do everything in their remit to prevent STPs from processing their evil Plans.

BARNSELEY HEALTH BRANCH

Yorkshire & North Derbyshire Region

302. NHS REINSTATEMENT BILL C22

This Congress is appalled that under the Sustainability and Transformation Plans NHS in England is being starved of funds, dismantled and privatised. The National Health Service has since its birth provided a cost effective, universal health service, free at the point of need to all people irrespective of their background, circumstance or ability to pay. Over recent years however this founding vision has been systematically eroded. The Health and Social Care Act 2012, has enforced a commercialised model on the NHS in England and conveniently removed many of the secretary of state's responsibilities.

On 13th July 2016, the NHS Reinstatement Bill was successfully presented in the House of Commons, by Margaret Greenwood, Labour MP for Wirral West. The Bill is scheduled for a second reading on Friday 24th February 2017.

This congress believes that campaigning to reinstate the founding vision is critical and that only a change to the law can stop the damage that sees the NHS as we know it in intensive care.

We demand that all politicians of all political parties who claim to care about the NHS and local hospitals, to do what is morally right and openly support for this bill at every stage. This would re-establish the Secretary of State's legal duty as to the National Health Service in England to provide the key NHS services throughout England, and declare the NHS to be a "non-economic service of general interest".

B10 BANBURY NO1 BRANCH

Birmingham & West Midlands Region

304. HOSPITAL PARKING CHARGES EP

This Congress is to agree to lobby the current government on the outrageous cost of parking at hospital sites across England.

Some hospital trusts in England are making more than £3m a year from car parking fees, Freedom of Information (FOI) requests have shown. Of more than 90 trusts that responded to FOI requests, half are making at least £1m a year, the news agency Press Association (PA) found.

The Patients Association said the charges were "morally wrong".

But many trusts defended their revenues, saying some or all of the money was put back into patient care. The investigation showed hospitals were making increasing amounts of money from staff, patients and visitors – including those who are disabled – who used their car parks. It also found hospitals were giving millions of pounds to private firms to run their car parks for them, with some receiving money from parking fines.

Others are tied into private finance initiative contracts, where all the money charged from car parks goes to companies under the terms of the scheme.

Seven NHS trusts earned more than £3m in 2014-15 from charges, another eight made more than £2m a year and a further 33 earned more than £1m a year.

Almost half of all trusts also charged disabled people for parking in some or all of their disabled spaces.

Katherine Murphy, Chief Executive of the Patients Association said: "The money is never reinvested in frontline services. Hospital car parks are often managed by private contractors who take a huge percentage of the profits."

"This is morally wrong – and charging disabled people is a disgrace".

C80 DUDLEY BRANCH

Birmingham & West Midlands Region

307. HOSPITAL CAR PARK CHARGES EP

This Congress calls upon this government to support a reduction of car park charges at NHS sites.

ASDA SOUTH BRANCH

Yorkshire & North Derbyshire Region

311. NHS BED SORES

This Congress calls upon the Quality Care Commission, NHS, care professionals and organisations to commit to addressing the challenge of bed sores and its impact on people.

Sadly in 2012 there were 96 deaths where bed sores were the underlying cause of death. A further 771 deaths mentioned bed sores as a contributing factor. Congress, this is too high a cost. The effective care and treatment of patients can help avoid the majority of these deaths or contributing factors. The prevalence of bed sores can also point to failures of proper care and handling procedures for the elderly, infirm and those with restricted mobility.

The cost to the health budget of bed sores and associated conditions is significantly running into millions per annum for the NHS budget. The cost to the patient is also too high with longer recovery times, difficult care procedures and longer periods of hospitalisation for people.

We ask the GMB to support the Campaign to improve the recognition and treatment of bed sores early and to ensure proper training for care staff and health professionals is implemented especially where we have members in the care sector.

We ask the GMB to lobby the Care Quality Commission and other care oversight bodies to include scrutiny of bed sores within their quality assessment of care homes and NHS establishments. This will help to identify poor practice and the failure of quality care. Bed sores is a quality of life and care quality issue which needs urgent attention.

Finally, we encourage care professionals to help with this important issue and to ask for proper training or to highlight bad care practice in areas where they work in order to significantly reduce this unnecessary burden on people and costs to the NHS.

M53 BRANCH

North West & Irish Region

312. PROSTATE CANCER

This Congress notes that prostate cancer is the biggest form of cancer amongst men and trans women in the UK, with the charity Prostate Cancer UK estimating that 1 in 8 will suffer from prostate cancer at some time in their lives. This figure rises to 1 in 4 if you are a member of the black community or have a history of prostate cancer in the family.

Congress calls on the Central Executive Council to support Prostate Cancer UK and promote awareness in GMB communications, in particular publicising PSA testing. In addition Campaign for national screening programmes for prostate cancer to be implemented across the UK.

CARDIFF 1 BRANCH

Wales & South West Region

313. IDIOPATHIC PULMONARY FIBROSIS

This Congress recognises the devastating effects of Idiopathic Pulmonary Fibrosis (IPF), a fatal lung disease, little understood and with no known cause, rapidly on the increase with a preponderance of incidence in the UK's industrial areas and calls on the GMB to lobby the Government to commit more resource for research and improved medical care pathways. We also call on the GMB to lobby the Labour Party to support this campaign.

LONDON CENTRAL GENERAL BRANCH

London Region

SOCIAL POLICY

SOCIAL CARE

314. END THE SOCIAL CARE CRISIS

This Congress calls for immediate action to deal with the care crisis. A combination of the availability of

adequate social care facilities, increasing costs and cuts in local authority funding have led to so-called bed blocking in hospitals, leading to further pressure on the NHS. As Vicky McDermott, Chair of the Care and Support Alliance said, "The funding crisis in social care is heaping needless pressure onto the NHS. A third of bed days lost to delayed discharge are due to social care and the biggest reason for social care delays is patients awaiting a care package in their home." Ending the crisis in social care would go a long way to easing the pressures on the NHS.

There is also the problem of staff turnover in the care sector. Those working in care, including many GMB members, are hard-working and dedicated, yet get little reward. As workloads increase, the pressure mounts, leading to increased stress. This results in staff leaving for both financial and health reasons. Staff turnover impacts on those reliant on care, particularly those who require a degree of continuity. Whilst there are some unscrupulous care providers, there are also many who seek to provide a good service. As a result of the need to make a profit, even those who consider themselves as decent providers are under pressure to cut costs. Social care, like health care, is too important to leave to the whims of the market.

The government's response is to allow local authorities to pay for social care by increasing council tax, provided the money is clawed back by future, lower council tax increases. Congress believes this is only a short term solution. To solve the crisis, it needs long term, workable solutions, not sticking plaster to paper over the cracks. Social care, suitable to the needs of the individual, should be available to all. There needs to be a system that both provides proper care to those that need it and to meet the aspirations of those working in care, not the needs and aspirations of directors and shareholders.

To alleviate the immediate crisis, Congress calls for increased government funding for social care. It calls for a complete re-think about how care is provided. The whole structure of care provision needs overhauling, if necessary, care provision should be nationalised. Congress also calls for a more holistic approach to social and health care in order to solve the crises in both.

PARKGATE BRANCH

Yorkshire & North Derbyshire Region

315. SPENDING ON SOCIAL CARE

This Congress notes GMB policy of a taxpayer funded social care provision. Congress, however, is alarmed that the Government has sought to use the local government funding regime to direct resources to the sector.

Congress notes that there is a duty on Government to ensure that the elderly and the vulnerable are not left to the mercy of the market when they need help the most.

Congress notes that the Dilnot Commission Report in 2011 recommended urgent steps to rectify structural problems within the sector.

Congress calls on the Government to urgently boost the level of resources for provision of affordable care and support within the sector, to also ensure that the sector does not continue to be characterised as a low wage sector and so that social care is given the parity of esteem that the NHS has within the eyes of the British Public.

Congress calls on the CEC to monitor this policy and asks for a report back at Congress 2018, so we can develop campaigning in this area of important social policy.

T25 NEWCASTLE & NORTH TYNESIDE GENERAL BRANCH Northern Region

316. NHS CRISIS CARE SECTOR FUNDING

This Congress notes with increasing concern the number of hospitals on black alert this year due to bed blocking. This is due mainly to insufficient funding in the care sector.

Due to the under-funding of the care sector, NHS patients who no longer require a bed, but do require ongoing care, cannot be placed, so the burden is passed back to the NHS until funding can be found from the social care budget.

Congress, we ask that a rigorous debate be mounted, using whatever resources we have at our disposal to force a debate over NHS social care funding.

MIDLAND HEALTHCARE BRANCH Midland & East Coast Region

317. SOCIAL CARE C23

This Congress calls on the lawmakers at Westminster to urgently agree to bring Social Care budgets within the NHS. Congress notes that GMB policy is to provide Social Care out of taxation, free at the point of use. However, the sector is typically a minimum wage sector with residents paying for their care. Congress believes this situation needs urgent attention and asks for the Labour Party to take a lead in promoting and implementing this policy.

C20 CARLISLE & CUMBRIA LOCAL AUTHORITIES BRANCH Northern Region

319. FUNDING FOR CARE HOMES EP

This Congress asks the Government to fund Local Councils so they can provide Care homes at a

reasonable cost to those in need, rather than allowing Private enterprise to grow rich at the expense of the elderly and vulnerable.

AVON & WESSEX BRANCH Wales & South West Region

321. SOCIAL CARE C23

This Congress calls on the CEC to work with the Labour Party to speak with our GMB members who work in social care to find out what type of care service is needed and how it should be provided.

Not for profit but for the people who need social care and make time to be able to talk to the service users and make them feel valued.

This should be funded as a service on its own, not taking money from the NHS or from the Council budget.

S02 BRANCH North West & Irish Region

SOCIAL POLICY EDUCATION & TRAINING

322. SCHOOL FUNDING CUTS C24

Congress, the way school funding is changing, the reason behind these changes is to make it "fairer". This will result in an average of 12% cuts in virtually all urban areas. To add to the problem, a 1% teacher pay rise, an increase in employer-paid pension contributions, a 1% pay rise to support staff and higher national insurance rates for employers have all been unfunded. In real terms the value of the funding cuts will reach as high as 18% to 20%.

As the average schools spend 85% of its total budget on salary, you can see that this change in funding will be devastating for school support staff. Redundancies will on average affect one third of current support staff. Action is needed now. The GMB should design a campaign with possible Strike Action to combat these changes before it is too late.

L16 LB GREENWICH BRANCH Southern Region

323. SCHOOLS FUNDING FORMULA C24

This Congress calls upon the Central Executive Committee to condemn the current fair funding formula as being disproportionately unfair for children from working class and disadvantaged backgrounds. It

aims to cut funding in real terms from schools budgets with the greatest needs. It will also put additional strain on those inner city and socially deprived areas. The Congress calls upon GMB National Office to put political pressure on the Government to finance all education settings and schools in a more socially responsible and equitable way.

B49 BIRMINGHAM EDUCATION BRANCH

Birmingham & West Midlands Region

324. SCHOOLS FUNDING C24

This Congress calls upon the Government to return and redistribute the £384million to our schools which was taken back by the Treasury this year. This money was part of the £500million set aside for schools last year by George Osborne and just because the DFE's failed Academy plan was ditched it does not give them the right to deny our schools the money which they are in desperate need of.

BEDS COUNTY BRANCH

London Region

325. ACADEMISATION LEGISLATION AND SCRUTINY EP

This Congress calls upon the Central Executive Committee to utilise all of its influence within the Labour Party to support a change of legislation surrounding academisation of schools to ensure that failing academies are able to be taken back to local education authorities. It urges the CEC to use any means available including writing to The Secretary of State for Education and actively mounting a campaign at all union levels.

B49 BIRMINGHAM EDUCATION BRANCH

Birmingham & West Midlands Region

326. LASTING OLYMPIC LEGACY VERSUS SOLD OFF SCHOOL PLAYING FIELDS

This Congress agrees that the absolute commitment given by the Coalition Government that there would be a lasting Olympic legacy following the 2012 London Games is in tatters owing to the relentless sell off of school playing fields.

All applications to sell school playing fields must be approved by the Government. Between 2001 and pre-Olympics in 2012, 271 applications to sell school playing fields were approved. That was less than 1 every 2 weeks. Post Olympics, the rate of sell off is getting on for 1 a week.

How can there be a lasting Olympic legacy if there are no playing fields to ensure that legacy? Participation in sport is as important for children, as lessons. Because of the horrendous cuts to education budgets, schools have to sell assets to maintain academic standards and

playing fields are an easy touch.

This motion calls on the CEC to work with councils and Government to stop the sale of playing fields and restore the lasting Olympic legacy.

HOME COUNTIES GENERAL BRANCH

London Region

327. OPPOSE GOVERNMENT PROPOSALS ON FAITH SCHOOLS

This Congress opposes the proposal, in the government green paper "Making Schools Work for Everyone", to abolish the 50 per cent cap on pupil entry to faith schools. The cap was there to ensure diversity and prevent ghettoisation. The removal of the cap will allow faith schools to be filled with pupils exclusively from its own faith group. Instead of preventing ghettoisation, if this proposal is adopted, it will cause it. As pointed out by Bernard Trafford, "how can a 100 per cent faith school hope to encompass pupils from a variety of backgrounds." (TES 16th September, 2016).

Education should be inclusive not exclusive. All pupils should be exposed to different cultures and belief systems. The easiest way to do this is to have pupils from different backgrounds mixing together and learning from each other. Education should break down barriers between people of different faiths and beliefs; not reinforce them. Congress calls on the government to listen to those who know and care about our children's education and, drop the proposal.

PARKGATE BRANCH

Yorkshire & North Derbyshire Region

328. SAFETY IN SCHOOLS

This Congress notes in many of our inner cities children are falling victim to school gate stabbings particularly at the end of the school day. We urge the GMB to campaign for the provision of home to school transport services across all local authorities, to deliver our children safely to and from school. Going to school in the morning should not expose you to the risk of injury or death in the evening.

ISLINGTON APEX BRANCH

London Region

329. ADULT LEARNING

This Congress notes that the Conservatives when they came to power in 2010 and since they became a majority government in 2015, have reduced the budgets and availability of resources for post education adult learning.

Congress believes that if the UK is to make a success of Brexit, for future generations of adult learners, it is vital that a fresh approach with requisite resources for

adult learning must be urgently made available and the disastrous cuts since 2010 reversed.

Congress calls on the Government to urgently address this huge gap in adult skills development post education and Congress calls on the Labour Party to signal its intentions on this matter as part of its manifesto development for the next General Election.

N33 NEWCASTLE LA BRANCH
Northern Region

330. UNEMPLOYMENT AND TRAINING

This Congress is requested to campaign for:

- (i) The abolition of unemployment in favour of training or retraining
- (ii) And for this to be modular and funded by industry levies.

NORFOLK PUBLIC SERVICES BRANCH
London Region

SOCIAL POLICY

THE ENERGY MARKET

331. FRACKING AND SUSTAINABLE ENERGY

Congress agrees that the issue of fracking is unarguably controversial. Since it became a hot topic in the UK, the first test caused a small earthquake. In the USA, videos of people 'lighting' the water from their kitchen taps have been viewed by millions of people and public opinion in the safety, cleanliness and usefulness of shale gas from fracking has been shown to have plummeted in the last few years. The most recent UK opinion polls show that only 19% of the public support fracking and that the current trend are public awareness has shown that this figure will continue to fall the more that people learn about fracking.

This year, the GMB has made public statements supporting fracking. This has caused severe discontent with some of our members and our Workplace Organisers. It hinders our recruitment efforts, and it shows the GMB to be vastly out of step with public opinion - particularly young members - and scientific findings on the damage caused to the environment by fracking. We call on the GMB to not promote or endorse the fracking industry in any way and to focus instead on a longer-term industrial strategy for job creation in sustainable energy industries.

N10 BERKSHIRE AND NORTH HAMPSHIRE BRANCH
Southern Region

333. GREEN GAS

This Congress calls on the current government and future governments to invest in the development and deployment of green gas.

Gas has been used in the UK for 200 years. As a result the UK has the world's leading Gas Grid network currently supplying energy to approximately 85% of UK homes.

The natural gas we use currently accounts for almost 50% of non-transport energy for power generation and heat, it can also give us the necessary flexibility to back-up renewable energy. Unfortunately, it accounts for 40% of UK greenhouse gas emissions and therefore change is required in our Gas consumption if the UK is to meet its climate change commitments under the Paris Treaty.

Although largely ignored by the coalition government and the current Conservative government, there have been many advances in green gas technology with trials taking place throughout the country.

Biomethane and Synthetic natural gas (SNG) both use waste products to create gas that can be used directly in the existing gas grid network.

Hydrogen whilst it is possible to inject small amounts of hydrogen into the gas grid it can be used as a more local solution. This is the cleanest gas with no harmful emissions nor carbon produced.

Whilst these gases are at trial stages we owe it to ourselves and future generations to campaign for government to invest in these proposals.

L34 BRANCH
North West & Irish Region

334. CARBON CAPTURE AND STORAGE

This Congress is concerned by the collapse of the Government's carbon capture scheme, an important step to using new technology to absorb and dispose of carbon dioxide from power stations and heavy industry to reduce emissions.

CCS is important to building an energy sector that meets our emission reduction targets whilst keeping the lights on. According to the UN's Intergovernmental Panel on Climate Change, the costs of halting global warming would double without CCS. A cleaner and diverse energy sector is important to both jobs and the environment.

Congress calls on the Government to put Carbon Capture and Storage back on the agenda for a strong and cleaner UK energy sector.

L34 BRANCH
North West & Irish Region

335. INCREASING UTILITY COSTS EP

This Congress notes, that each winter, one older person dies needlessly every seven minutes. Many older people die from, or are admitted to hospital, with ailments linked to damp and cold housing.

These deaths and health problems could be prevented if everyone lived in a warm home. Wales has some of the worst levels of home energy efficiency in Western Europe. Other colder countries have lower death rates because homes are more efficiently insulated.

Often older people in poverty have to choose between eating and keeping warm. Women in particular are hit hard because they are at greater risk of pensioner poverty with low incomes in retirement being linked to a life time of low pay and having to take time out from work.

Congress calls on the Central Executive Council to support charities and implement a campaign to prevent thousands of older people in the UK suffering needlessly and to lobby the Government to make homes more energy efficient, starting with the poorest and most energy inefficient homes.

DWR CYMRU WELSH WATER BRANCH
Wales & South West Region

SOCIAL POLICY HOUSING

336. FUNDS FOR SOCIAL HOUSING

This Congress, in 2014 adopted a clear programme for investment in social housing to alleviate the crisis of soaring rents, poor conditions and rising homelessness.

For decades, successive Governments have failed to build the homes that we need, and the lack of affordable, decent homes is affecting families across the entire country.

Our programme recognised the need for urgent reform, and GMB has been campaigning tirelessly to solve this crisis. However, the Government retains an obsessional faith with the power of the markets to provide a solution, but this fails to accept the need for council housing to be a matter of long-term investment.

There must be a change of approach to house-building, to include allowing councils to both borrow money and lend money to housing associations. The policy should be both bold and innovative, and should also make provision for funding to come from pension funds.

Housing can be a good investment, as shown by Islington putting money from its pension fund, offering a tax-efficient way of investing without major risks and

helping with the delivery of social objectives, too.

This motion calls upon the GMB to lobby Government to further relax investment cuts so that LGPS funds can invest a greater percentage of their assets to invest in our housing infrastructure.

AVON & WESSEX BRANCH
Wales & South West Region

337. FUTURE HOUSING BENEFIT CRISIS

This Congress – It has been recognised for some years that this country has a housing crisis – in Manchester right now home ownership is down from 72% in 2003 to 58% which is the same drop in ownership rates as outer London. Following on from “Brexit” this is only going to get worse with the construction industry contracting at its fastest rate in six years resulting in higher pressure on the rented and housing stock already in the market.

Before “Brexit” it was predicted that the retirement housing benefit would reach £8bn by 2060 with 3.5 million pensioners claiming this benefit but that figure is now seen as an inaccurate estimate. There is a feeling among some experts that failing to tackle this problem right now could potentially bankrupt the welfare state.

I call upon this Congress to bring pressure on the government through Parliament to initiate the mass building of state-subsidised private homes for purchase at sub-market rates to avert in years to come an astronomical increase in Housing Benefit claims.

B01 BIRMINGHAM FORWARD BRANCH
Birmingham & West Midlands Region

339. DEMOCRATIC CONTROL OF HOUSING

This Congress calls for all Housing Associations to be taken under democratic control within Local Authorities. All empty dwellings should also be taken over through compulsory purchase powers by the Local Authorities after being empty for a six month period; and Local Authorities should build houses year on year until the need has been exhausted.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

340. ESTATE DEMOLITION/REGENERATION C25

This Congress deplores the instances of local councils in London approving in concert with developers plans for demolishing and regenerating council estates without regard to the opinions and interests of tenants and leaseholders.

Congress calls upon the Mayor of London to ensure it includes in any future guidance/policy the commitment that “an independent ballot of estate residents would be

undertaken which would inform of any final proposals to demolish" – as was recommended in the findings of the GLA Housing Committee report into estate regeneration "Knock it down, or do it up".

GMB/UNITE BRANCH

London Region

341. ESTATE REGENERATION C25

Congress is concerned about the push by property developers to get local authorities to agree to demolition of council estates especially in London and the South East. Congress is aware that up to 80 estates in London face this threat.

Congress calls for all GMB branches and regional bodies to support members in estates facing the threat of demolition and to campaign for the following policies:

Don't demolish good homes - let all residents have vote to approve or reject any [demolition] plan
 Stop social cleansing - no [net] loss of social housing.
 Council and housing association for rent or lease should be included in assessing the number.
 London Mayor's guidelines should include the Government's new guidance that all residents should have a vote.
 Leaseholders should not be subject to compulsory purchase of their homes for the purpose of developers making money
 Rents need to stay at council 'social' rent levels - up to 80% market rents and shared ownership are not a substitute
 All residents whatever tenure should have a say at every stage of any redevelopment
 Right of return must be contractually enforceable
 Advisors should be independent of landlord - councils should pay and residents should have right to de/select them
 All technical and financial information about estates to be made public.

Congress welcome robust guidance from the Mayor of London for existing as well as new redevelopment sites - and wants it to deliver on the Mayor's election manifesto promise which said " I will require that estate regeneration only takes place where there is resident support, based on full and transparent consultation, and that demolition is only permitted where it does not result in a loss of social housing, or where all other options have been exhausted, with full rights of return for displaced tenants and a fair deal for leaseholders'.

Z39 NORTH KENT ENG. BRANCH

Southern Region

342. ALTERNATIVE RELIEF ON INNER CITY HOUSING

This Congress is to get the Government to invest money into the old mining/distillery areas that have been

closed down and the communities that have suffered as a result of the closures which has resulted in job losses and people going onto benefits, it has also affected small local businesses and them having to close because of the communities getting smaller and having to go to where the work is.

Just with the investment from Government into relocating/building colleges and universities would boost local businesses, create jobs in the area and encourage new businesses to come. The students could also use the void properties as student accommodation this would then free up properties in the inner city areas for social housing.

There would be more opportunities for education for local people; there would be no effect on the greenbelt.

ISLINGTON 1 & HARINGEY BRANCH

London Region

344. R.I.P. SOCIAL HOUSING

This Congress deplores the latest ruling on social housing brought about by the introduction of the 'overall benefit cap'.

This cap will render more people and families homeless, due to every Housing Association and Council landlord in the UK saying 'no' to DSS.

HULL PAINT & ENGINEERING BRANCH

Midland & East Coast Region

345. SUPPORT FOR HOMELESS PEOPLE

This Congress calls for better support for homeless people in society by the provision of more and better housing, increased spending on social care and the removal of the stigma regarding homelessness promoted by the Tory government.

LEICESTERSHIRE 2000 BRANCH

Midland & East Coast Region

SOCIAL POLICY TRANSPORT

346. YES TO RAIL INVESTMENT, NO TO HS2 EP

This Congress calls into question the benefits of the HS2 project. For the sake of saving a few minutes for a few people in 20 years' time, billions of pounds will be spent. In a number of places, houses will be demolished, businesses closed and communities broken up. The money could be better spent. Existing rail links should be improved and expanded. Freight services should be developed to take heavy loads off the road, helping to reduce carbon emissions and

other pollutants. Better directed investment in rail would create jobs and opportunities, benefitting the economy at national and local levels.

Congress calls on the government to abandon HS2 and use the money to improve and expand existing links and, to promote rail freight.

PARKGATE BRANCH

Yorkshire & North Derbyshire Region

347. GTR/SOUTHERN RAIL FRANCHISE SHOULD BE TRANSFERRED TO THE MAYOR OF LONDON

It is clear that the existing GTR/Southern rail franchise is a disaster and the DfT has awarded the franchise to a company that can't deliver a reliable service to its passengers. GTR/Southern are operating under the instruction of the DfT in a bid to undermine workers' rights and passengers' safety.

The service provided by GTR/Southern has been substandard since it took over the service in July 2015. It is clear that there is no simple resolve to its dispute with the railway trade unions all the time it is doing the Government's bidding and not free to negotiate a settlement with the trade unions..

This Congress believes the only resolution to this dispute and for a reliable train service in London and Southern England is for the Southern Metro and Suburban train services to be transferred to the Mayor of London. To date the Mayor of London runs some of the most reliable train services in London and has proved to make a success out of a number of failing franchised services.

This Congress also demands that the Prime Minister sacks Chris Grayling MP the Secretary of State for Transport for writing to the previous Mayor of London saying he did not want to transfer any more services in London to the Mayor in case a Labour Mayor was seen to run them better than the Tory Government.

C60 CROYDON BRANCH

Southern Region

348. LONDON UNDERGROUND STAFFING LEVELS

This Congress will recall item 250 of Congress 2014 which was carried dealt with the closure of London Underground ticket offices and deplored the then Mayor of London's decision to implement these cuts which would lead to the inevitable worsening of the service with increased safety, crime and vandalism risks and greater difficulties to the travelling public.

The last paragraph of that resolution read as follows: "Congress calls on the GMB not to support any Labour Mayoral candidate unless they pledge not to implement these draconian cuts or reverse them".

Congress therefore calls on the GMB to remind the Mayor of London of this policy and calls on him to implement this and condemns his lack of support to our colleagues in the rail unions taking industrial action in order to provide a better safer tube service for all".

NORTH WEST LONDON BRANCH

London Region

349. CALL TO BAN DRIVERLESS VEHICLES – GIG ECONOMY

This Congress notes that the effect of globalisation and the internet is to destroy jobs causing falling pay and conditions for workers. However, the one positive aspect of recent changes is that 100,000 new driving jobs have been created in the British economy, to deliver packages for companies such as Amazon, and for UBER.

However, we now expect driverless cars to be the next technological development. This will destroy those newly created jobs as people are replaced by robots.

The advantage of this development is that internet shopping will be slightly cheaper, but the jobs are of greater to the current economy than are cheap deliveries.

The GMB should call upon the British Government to pass a law that bans robot cars for general commercial use. This would mean that all companies would need to hire drivers for their vehicles. or private use people can still have robot drivers for their cars. We don't object to the technology, only to the loss of jobs.

LONDON CENTRAL GENERAL BRANCH

London Region

350. DRIVERS CPC TRAINING

This Congress notes that drivers CPC training is currently undertaken by all professional LGV drivers to maintain their commercial licence, currently payment for time and training is interpreted by individual employers as to who (employee/employer) pays for the time training.

We believe that Congress should support a campaign to insist that employers pay their CPC time and training in line with all other types of training that they are required to do as work related training.

CAMBRIDGE 2 BRANCH

London Region

351. CROSS BORDER HIRE 

This Congress supports the need for amendments to the 2015 Deregulation Act which allowed a proliferation of drivers unlicensed in local authority jurisdiction to carry out work that was quasi pre booked and that in effect this then stops licensing authorities from carrying out their work and local drivers from earning a reasonable living as a result of over supply by outside drivers.

MPs must lobby Parliament for a change in this regime. This change is supported by Transport for London.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

352. CROSS BORDER TAXI HIRE 

This Congress further considers:

“We Campaign Nationally for Reform of Taxi Laws to End Cross Border Hiring (De-regulation Act 2015), Lobby Parliament and work with other trade unions/ Associations in partnership to end this ridiculous situation in the country”.

SHEFFIELD SOUTH YORKSHIRE BRANCH
Yorkshire & North Derbyshire Region

353. BLUE BADGES 

This Congress expresses extreme concern over the actions of most local authorities in the changes they have made to the applications for both new and renewal of disabled members blue badges. The Councils are now instructing those requiring either a new, or to renew a blue badge that this must be done online and can be done at a library. The library's do not have or have limited access to cameras for taking photographs or the facilities for scanning in the photograph and other documents that are required by the local authority to enable them to award a blue badge. These people are disabled and most have severe problems with mobility.

Congress instructs the CEC to take this matter up with all local authorities to either provide full facilities at libraries or to provide facilities at local authority contact points together with a local authority employee who can assist with all aspects of renewal.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

SOCIAL POLICY

WELFARE RIGHTS & SERVICES

359. REDUCING INEQUALITIES AND POVERTY

This Congress is requested to campaign for:

- (i) The DWP budget to be used to secure bulk discounted products and services for low income people.
- (ii) And for this discount to be shared with the not-for-profit advice sector to secure sustainable funding to advise the former.

NORFOLK PUBLIC SERVICES BRANCH
London Region

INTERNATIONAL

362. HUMANITARIAN CRISIS

This Congress is gravely concerned about humanitarian crises in conflict areas and;

- (i) deplores any action by a standing army or other armed group which deliberately targets, or takes insufficient care to ensure the safety of, civilians;
- (ii) deplores any action by a standing army or other armed group which deliberately targets, or takes insufficient care to ensure the safety of, healthcare personnel and healthcare facilities;
- (iii) deplores any use of white phosphorus, neurotoxic gasses and anti-personnel mines as weapons in urban environments;
- (iv) calls on the GMB to lobby the relevant bodies to ensure each party in a conflict allows for free passage of medical supplies to the victims;
- (v) calls on the GMB to lobby the relevant bodies to hold to account those who prevent access to healthcare.

LONDON CENTRAL GENERAL BRANCH
London Region

363. REFUGEES – DISMANTLING OF CALAIS CAMP

This Congress notes in October 2016 the refugee camps in Calais were destroyed and all refugees dispersed throughout France. The authorities began to dismantle the camp with bulldozers and armed officers moving in to clear the settlements with buses being summoned to take the refugees to temporary

shelters across France. The tents, makeshift restaurants, libraries, places of worship and safe spaces were all dismantled.

The real situation and current plight of the refugees is not being reported. It is only from voluntary organisations on the ground in Calais that we learn that many of the refugees are not housed in shelters but are out on the streets sleeping rough. There are laws implemented prosecuting anyone seen helping the refugees.

The conditions for the refugees is much more dire than it was when there were settlement areas in Calais. Many do not know where they are or have lost contact with their family and friends. There is no clear information on the child refugees and where or who is caring for them.

The refugee crisis is a real humanitarian crisis. It is also a trade union issue.

We call upon Congress to:

1. Work with organisations in Calais and through France and offer support and solidarity.
2. Highlight the plight of the refugees
3. Support solidarity with refugees

EALING BRANCH

London Region

365. HUMAN RIGHTS IN TURKEY

This Congress notes with concern the Governments' view that the Turkish President is 'an important NATO ally', and the extent to which Britain may go to with future trade deals.

Whilst acknowledging that a deeper trading relationship might help the securing of British jobs, the facts are that there were clear human rights abuses during the attempted coup and the perpetrators must be brought to justice.

Recep Tayyip Erdogan has been an autocratic leader who has silenced anyone who has opposed him, and his presidency prevents the achievement of political and social freedom in Turkey.

Congress agrees that trade relations with Turkey should not be at the expense of breaches of human rights, and that the British Government should ensure that Turkey upholds its human rights obligations as a condition of developing a post-Brexit trading agreement.

AVON & WESSEX BRANCH

Wales & South West Region

366. SET THE KURDS FREE

This Congress notes that the Kurdish people have come close after both World Wars to achieving real independence.

Iraq's Kurds have been able to show that they have the economic and democratic viability to be able to gain independence, yet Turkey and Iran particularly remain opposed to an independent Kurdistan carved out of Iraq.

Congress agrees that the Kurds have earned a country of their own, but the US and its Western allies continue to oppose independence because of fears that it could destabilise the already volatile Middle-East area.

We call upon GMB to support the right of the Kurds to govern themselves.

AVON & WESSEX BRANCH

Wales & South West Region

367. STOP BRITISH BOMBS FALLING ON YEMEN

This Congress believes that the inhumane bombing of Yemen is a national disgrace. The bombs are made and supplied by British companies breaking Arms Trade Treaty.

We call on the GMB to lobby and apply pressure to halt the supply of arms to the Saudi led coalition.

BASF CHEMICALS BRANCH

Yorkshire & North Derbyshire Region

368. QATAR 2022 WORLD CUP

This Congress notes that migrant workers in Qatar working on preparations for hosting the 2022 FIFA World Cup have been subject to appalling workers' rights violations and poor working conditions by employers since the country was awarded to host the football competition in 2010. In 2014 the ITUC reported that 1200 workers have already died from work-related incidents since 2010 and estimated that a further 4000 workers could die before a ball is kicked at the World Cup in a few years' time, if employers do not improve. Qatar's "kafala" sponsorship system is akin to modern slavery as migrant workers cannot change jobs or leave the country without their employer's permission. In 2016, Qatar announced it ended this system, though the ITUC and Amnesty International have reported that reforms leave the existing system of exploitation intact.

The GMB has done great work so far to raise awareness of this issue, though there is always more to do. Poor working conditions and deaths at work continue, one of the most recent being the death of a 40-year-old British man in January 2017 whilst working on the Khalifa Stadium. Football fans from across the UK and Ireland attending the World Cup or watching at home should be made as fully aware as possible of the terrible treatment of workers that are making this tournament in Qatar possible. Congress calls on the GMB to develop its work on this issue with a high-profile awareness raising campaign in the UK leading up to the tournament and to support a full ILO inquiry into Qatari labor law and the treatment of migrant workers there, so that tragedies like this never happen again.

L50 BRANCH

North West & Irish Region

369. US PRESIDENT'S TRAVEL BAN

This Congress notes on the 27th January 2017 the US President signed an Executive Order banning entry from seven majority Muslim countries into the US.

There was no public condemnation from the Tory Leader indicating complicity. We must stand up against this ban which is clearly wrong. A petition calling for a ban on the US President visiting the UK was signed by over 1.7 million people.

We call upon Congress to:

1. Visibly campaign to condemn this Order as morally wrong.
2. Work with GMB backed MP's to not allow a platform for the US President at least while the ban remains in force.
3. To ensure that any members affected by this travel ban are give information and guidance through resources for members such as UnionLine.

EALING BRANCH

London Region

GMB NATIONAL EQUALITIES CONFERENCE MOTION

370. INEQUALITIES OF WORKING DOGS AND VAT

This Conference notes that Working Dogs, such as Racing Greyhounds, Sheep Dogs and Gun Dogs, the owners of which, do not have to pay VAT, on their dogs food. However, those owners who have Guide Dogs, Guide Dogs for the Blind and other dogs for the disabled, have to pay VAT. These dogs are essential for normal day to day living, for those affected by blindness, deafness and other disabilities. These "type" of dogs, regardless of breed, are working dogs.

At this time, Guide Dogs for the Blind, have a campaign, to lobby the Government, to make them aware and understand, that these type of dogs ARE working dogs. Guide Dogs for the Blind is a non profit making association and receive no subsidies from the Government.

At this time, Guide Dogs for the Blind, have a campaign, to lobby the Government, to make them aware and understand, that these type of dogs ARE working dogs. Guide Dogs for the Blind is a non profit making association and receive no subsidies from the Government.

Conference calls on GMB to:

- Campaign for equality for these types of dog owners, not to pay VAT for food.
- Lobby all MSP's/MP's, to have the legislation changed, to allow VAT free food for ALL working dogs.

NATIONAL EQUALITIES CONFERENCE

RULE AMENDMENTS INDEX

RA383	RULE NO: 20 RESERVED SEATS ON REGIONAL COUNCILS
RA386	RULE NO: 33 PAYING EXPENSES
RA388	RULE NO: 35.7 BRANCHES
RA389	RULE NO: 35.8 BRANCHES
RA390	RULE NO: 38 BRANCH EQUALITY OFFICER
RA391	RULE NO: 38 BRANCH EQUALITY OFFICER
RA392	RULE NO: 38 BRANCH RETIRED MEMBERS OFFICER
RA397	RULE NO: 47A.4 RETIRED LIFE MEMBERS
RA398	RULE NO: 49.1 STRIKE BENEFIT
RA399	RULE NO: 49.1 STRIKE BENEFIT
RA400	RULE NO: 53.1 FUNERAL BENEFIT
RA401	RULE NO: 53.1 FUNERAL BENEFIT

RULE AMENDMENTS

(LINE NUMBERING REFERS TO RULES AS PRINTED IN THE GMB RULEBOOK)

Rule 20 Reserved seats on regional councils

2 Two representatives will be elected to seats on regional councils reserved for black and minority ethnic members of the regional equality forum. Only black and minority ethnic members of the regional equality forum will be eligible to be nominated for election under this clause. One of the two seats under this clause will be reserved for women, and only black and minority ethnic women members of the regional equality forum will be eligible to be nominated for election to that seat.

RA383

Rule No. 20 Reserved seats on regional councils
Clause no. 2, Lines 2, 3, 4, 6

Delete "regional equality forum"

Insert "region"

MIDLAND HEALTHCARE BRANCH

Midland & East Coast Region

Rule 33 Paying expenses

The Central Executive Council will set scales of payments for expenses, fares, subsistence and loss of working time for members, representatives and officials who carry out our business.

RA386

Rule No. 33 Title Paying expenses
Clause – New clause 2. Existing content of rule 33 becomes clause 1

Insert after existing content

Words to be inserted:

The expense rate payable for lay members using their own vehicle for union business will not be less than the equivalent rates per business mile specified by HM Revenue and Customs (HMRC) for the calculation of Mileage Allowance Payments used by employers paying expenses to employees using their own cars for business travel.

W15 WILTSHIRE & SWINDON BRANCH

Southern Region

Rule 35 Branches

7 All branch officers, and the branch committee, will be elected at the last meeting in June every four years. Nominations can be made at any of the three meeting nights before the general meeting, and should be displayed clearly in the meeting room. If no nominations (or not enough nominations) are made

at any of the three meeting nights before the general meeting, nominations can be made at the general meeting. However, if enough nominations have been made, nominations for that particular office will not be accepted at the general meeting.

RA388

Rule No. 35 Title: Branches
Clause 7

Words to be amended or deleted:

All branch officers and the branch committee will be elected at the last meeting in June every four years. Nominations can be made at any of the three meeting nights before the general meeting, and should be displayed clearly in the meeting room. If no nominations (or not enough nominations) are made at any of the three meeting nights before the general meeting, nominations can be made at the general meeting. However, if enough nominations have been made, nominations for that particular office will not be accepted at the general meeting.

Amend:

All branch officers and the branch committee will be elected at the last meeting in June every four years. Nominations can either be made at any of the three meeting nights before the general meeting, or by post if the branch so decides, and should be displayed clearly in the meeting room, branch noticeboards and branch website if applicable. If no nominations (or not enough nominations) are made at any of the three meeting nights before the general meeting or by post if applicable, nominations can be made at the general meeting. However, if enough nominations have been made, nominations for that particular office will not be accepted at the general meeting.

REDBRIDGE BRANCH

London Region

Rule 35 Branches

8 Voting will be by a show of hands or a ballot by those members taking part in the general meeting.

RA389

Rule No. 35 Title: Branches
Clause 8

Words to be deleted:

8. Voting will be by a show of hands or a ballot by those members taking part in the general meeting.

Amend:

8. Voting will be by either a show of hands or a secret ballot by those members taking part in the general meeting or if the branch decides by a postal ballot.

REDBRIDGE BRANCH

London Region

Rule 38 Branch equality officer

1 The branch equality officer will be responsible for promoting equal rights within the branch’s activities.

2 The branch equality officer must give one month’s notice before they resign.

RA390

Rule No. 38 Title: Branch equality officer
Words to be amended or deleted:

1. The branch equality officer will be responsible for promoting equal rights within the branch’s activities.

2. The branch equality officer must give one month’s notice before they resign.

Insert:

1. The branch equality officer will be responsible for promoting equal rights/equality within the branch’s activities.

2. The branch equality officer is responsible for inputting into branch’s development plan which is sent to the Regional Secretary

3. The branch equality officer is responsible for reporting updates and events to the branch at every branch meeting as a fixed agenda item.

4. The branch equality officer must give one month’s notice before they resign.

FULHAM BRANCH

London Region

Rule 38a Branch youth officer

1 The branch youth officer will be responsible for encouraging young people to join the union and promoting young people’s issues into the branch’s activities.

2 The branch youth officer must give one month’s notice before they resign.

Rule 38b Branch race officer

1 The branch race officer will be responsible for encouraging black and ethnic-minority people to join the union and promoting black and ethnic-minority issues into the branch’s activities.

2 The branch race officer must give one month’s notice before they resign.

RA391

Rule No. 38 Title: Branch equality officer

Insert

Rule 38c Branch women’s officer

(1) The branch women’s officer will be responsible for promoting and encouraging women to join the union and promoting women’s issues in the branch’s activities.

(2) The branch women’s officer must give one month’s notice before they resign.

N10 BERKSHIRE AND NORTH HAMPSHIRE

Southern Region

RA392

Rule No. 38 Title: Branch retired members officer

Add Rule 38C after Rule 38B

Insert:

Rule 38C

Precise words (if any) to be inserted:

1. The Branch Retired Members’ Officer will be responsible for encouraging retired members’ issues into the branch’s and GMB members’ activities.

2. The Branch Retired Members’ Officer must give one month’s notice before they resign.

EAST DEREHAM BRANCH

London Region

Rule 47a Retired life members

4 A retired life member will not be eligible for any benefits we provide, except the following.

a Legal assistance under rule 26, as long as they:

- are 60 or over;
- have been a member for 10 years; and
- are registered by the union as a retired life member.

If they meet these conditions, they will not need to pay any contributions while we are dealing with a legal claim on their behalf.

b Funeral benefit under Rule 53.

RA397

Rule No. 47A Title: Retired life members
Clause 4, 2nd bullet point

Delete: 10 years

Insert: 5 years

Precise words (if any) to be inserted:

- Have been a member for 5 years; and

EAST DEREHAM BRANCH

London Region

Rule 49 Strike benefit

1 If members stop working unconstitutionally, no benefit can be paid without the approval of the Central Executive Council. If members stop working as a result of a strike approved by the Central Executive Council in line with these rules, every full financial member who stopped working will receive £10 a day for 10 weeks (the limit being £50 a week). In any dispute, the Central Executive Council may increase these rates by

any amount, at any time, and for as long as it feels is appropriate.

RA398

Rule No. 49 Title: strike benefit
Clause 1, Line 5

Words to be amended:

£10 a day
£50 a week

Insert:

£30 a day
£150 a week

T10 TAMWORTH BRANCH

Birmingham & West Midlands Region

RA399

Rule No. 49 Title: strike benefit
Clause 1, Line 6, 7

Words to be deleted:

6. £10 a day
7. £50 a week

Insert:

6. £30 a day
7. £150 a week

R35 ROCESTER JCB GENERAL BRANCH

Birmingham & West Midlands Region

Rule 53 Funeral benefit

1 If a full financial member, who has been a continuous member for 5 years dies, the regional secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £350. (This person will need to show that they are responsible for paying funeral expenses.)

RA400

Rule No. 53 Title: Funeral benefit
Clause 1, Lines 1, 2

Words to be amended or deleted:

“5 years”

Clause 1 If a full financial member, who has been a continuous member for 5 years dies, the regional secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £350. (This person will need to show that they are responsible for paying funeral expenses.)

Nature of Amendment:

“1 year”

Precise words (if any) to be inserted:

Clause 1 If a full financial member, who has been a continuous member for 1 year dies, the regional secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £350. (This person will need to show that they are responsible for paying funeral expenses.)

B10 BANBURY NO1 BRANCH

Birmingham & West Midlands Region

RA401

Rule No. 53 Title: Funeral benefit
Clause 1, Lines 1 & 4

Words to be amended or deleted:

5 years + £350

Insert:

4 years + £450

Precise words (if any) to be inserted:

Line 1 Insert 4

Line 4 after funeral grant of insert £450

EAST DEREHAM BRANCH

London Region

COMPOSITE MOTIONS

	COMPOSITES	COMPOSITE TITLE
C1	29. GMB CONTRIBUTION RATES (SW) 30. REVIEW OF CONTRIBUTION RATES (SW) 31. FINANCE (NW) 32. NO MORE THAN AN HOUR'S PAY (LOW/MINIMUM WAGE EARNERS) (SW)	REVIEW OF GMB CONTRIBUTION RATES
C2	53. CAMPAIGN FOR FUNDING FOR THE FUTURE OF CLASSROOM BASED TRADE UNION EDUCATION (BI) 54. TRADE UNION EDUCATION (LO) 55. TRADE UNION EDUCATION (BI)	FUNDING FOR THE FUTURE OF TRADE UNION EDUCATION
C3	71. THE NATIONAL WOMEN'S TASKFORCE (SO) AND ITS RECOMMENDATIONS Southern Region 72. GOVERNANCE (NW) North West & Irish Region	GOVERNANCE, THE NATIONAL WOMEN'S TASKFORCE AND ITS RECOMMENDATIONS
C4	78. ORGANISING BAME & MIGRANT WORKERS (LO) 79. MIGRANT WORKERS POST BREXIT (BI) 80. INDUSTRIAL ISSUES (LO)	BAME AND MIGRANT WORKERS POST BREXIT
C5	92. ABUSE AT WORK (BI) 93. DOMESTIC ABUSE IN THE WORKPLACE (BI)	DOMESTIC ABUSE IN THE WORKPLACE
C6	94. DOMESTIC ABUSE (LO) 95. CUTS TO DOMESTIC ABUSE SUPPORT (LO) SERVICES	CUTS TO DOMESTIC ABUSE SUPPORT SERVICES
C7	96. MENTAL HEALTH FOR WORKERS (BI) 97. MENTAL HEALTH CAMPAIGN (YO) 98. MENTAL HEALTH AWARENESS (NW) 100. MENTAL HEALTH (NW)	MENTAL HEALTH
C8	101. SUPPORT FOR THE LABOUR CAMPAIGN FOR MENTAL HEALTH (BI) 102. SUPPORTING LABOUR PARTY CAMPAIGNS (YO)	SUPPORTING LABOUR PARTY CAMPAIGNS
C9	125. PORTAL REGARDING EMPLOYMENT DISPUTES (SO) 126. ONLINE DETERMINATION OF EMPLOYMENT TRIBUNAL CLAIMS (SO) 127. DELEGATION OF JUDICIAL FUNCTIONS IN EMPLOYMENT TRIBUNALS TO CASEWORKERS (SO)	CHANGES TO EMPLOYMENT TRIBUNAL PROCESSES
C10	131. END TO ZERO HOURS' CONTRACTS AND ATTACKS ON WAGES (YO) 132. ZERO HOURS CONTRACTS (LO)	ZERO HOURS CONTRACTS
C11	149. PREGNANCY DISCRIMINATION (LO) 150. STOP MATERNITY RELATED DISCRIMINATION AGAINST WOMEN AT WORK (NW)	PREGNANCY AND MATERNITY RELATED DISCRIMINATION
C12	152. ASOS (CEC) 153. ASOS COMMUNITY (LO) 154. ASOS (LO)	ASOS

	COMPOSITES	COMPOSITE TITLE
C13	162. FAIR LIVING MINIMUM WAGE FOR SELF-EMPLOYED DRIVERS (LO) 163. IMPROVED WORKING CONDITIONS FOR PRIVATE HIRE DRIVERS (LO)	FAIR LIVING MINIMUM WAGE AND IMPROVED WORKING CONDITIONS FOR SELF-EMPLOYED DRIVERS
C14	168. GMB SUPPORTED EMPLOYMENT STRATEGY (YO) 169. EMPLOYMENT OF DISABLED PEOPLE AND THE MINIMUM WAGE (NW)	EMPLOYMENT OF DISABLED PEOPLE AND SUPPORTED EMPLOYMENT
C15	185. EXPOSING SCOTLAND'S AUSTERITY SHAME (SC) 186. ORKNEY ISLANDS FIGHTING BACK AGAINST AUSTERITY (SC)	EXPOSING SCOTLAND'S AUSTERITY SHAME AND COMMUNITIES FIGHTING BACK
C16	190. UNDERSTAFFING IN THE NHS (YO) 191. BULLYING AND HARASSMENT OF NHS WORKERS (SO)	STRATEGY FOR NHS WORKERS
C17	192. PROTECTING SOCIAL CARE WORKERS (YO) 193. EXPLOITATION OF CARE WORKERS (NO)	CHALLENGING THE EXPLOITATION OF SOCIAL CARE WORKERS
C18	211. FREE MOVEMENT OF CAPITAL (YO) 212. EQUALITY BETWEEN LABOUR & CAPITAL (LO)	EQUALITY AND FREE MOVEMENT OF LABOUR & CAPITAL
C19	233. LABOUR PARTY DISCIPLINARY PROCEDURES (SO) 234. LABOUR PARTY – CHAKRABARTI REPORT (LO)	LABOUR PARTY DISCIPLINARY PROCEDURES : THE CHAKRABARTI REPORT
C20	245. POLITICAL CAMPAIGNS (SC) 246. HATE CRIME (YO) 247. FIGHTING FASCISM (SO)	FIGHTING FASCISM AND HATE CRIME
C21	292. NATIONAL HEALTH SERVICE BEDS (BI) 294. CLOSURE OF ACUTE HOSPITAL AND MENTAL HEALTH BEDS (YO)	CLOSURE OF NATIONAL HEALTH SERVICE BEDS
C22	298. NHS CUTS AND PRIVATISATION (SO) 301. CCG AND STPS IN THE NHS (YO) 302. NHS REINSTATEMENT BILL (BI)	NHS CUTS, PRIVATISATION AND THE NHS REINSTATEMENT BILL
C23	317. SOCIAL CARE (NO) 321. SOCIAL CARE (NW)	FUNDING FOR SOCIAL CARE
C24	322. SCHOOL FUNDING CUTS (SO) 323. SCHOOLS FUNDING FORMULA (BI) 324. SCHOOLS FUNDING (LO)	CUTS TO SCHOOLS FUNDING
C25	340. ESTATE DEMOLITION/REGENERATION (LO) 341. ESTATE REGENERATION (SO)	ESTATE REGENERATION
C26	351. CROSS BORDER HIRE (LO) 352. CROSS BORDER TAXI HIRE (YO)	CROSS BORDER TAXI HIRE

C1. Covering Motions:

29. GMB CONTRIBUTION RATES

Wales & South West Region

30. REVIEW OF CONTRIBUTION RATES

Wales & South West Region

31. FINANCE

North West & Irish Region

32. NO MORE THAN AN HOUR'S PAY (LOW/MINIMUM WAGE EARNERS)

Wales & South West Region

REVIEW OF GMB CONTRIBUTION RATES

As a general Trade Union, we seek to recruit workers from all industries and backgrounds, but has some concerns that our contribution rates are not conducive to maximising our recruitment aims.

This Congress notes that the challenges of recruiting new members in an ever-changing economy, characterised by increased labour flexibility requirements, fragmentation and public sector budget reductions are greater than they have ever been. Many of our members have been adversely affected by the Government's austerity policies, and public sector pay restraint strategies have also impacted heavily upon disposable income levels. We are currently seeing increased prices in shops and petrol forecourts which will put more pressure on the household budgets. Because of this Government's attitude, cuts to public spending, unwillingness to listen there has been little or no increases to salary and in some cases an embargo on any rise. (In Northern Ireland we are still fighting for the 1% to be awarded to Nurses).

The majority of job creation within the UK has been in the service sector and are mainly low paid. We know the GMB has a great service record and a wide range of benefits to offer, but we are increasingly being put under pressure in recruiting members where there are other unions who are offering lower fees by way of a range of membership fees which are related to earnings.

In many areas of the Public Sector we are in direct competition with other unions who may offer an inferior service but whose subscription rates are cheaper than our own, particularly amongst those groups who are on short hours and low incomes.

In too many cases, contribution cost is the criteria by which workers decide which union, if any, to join

The rigid contribution structure that we apply in the GMB takes no direct account of member's earnings or their ability to pay, and is not necessarily conducive to effective recruitment in what is, in some sectors, a very competitive environment.

This Congress is concerned that our membership contributions are not as reasonable and flexible as some of our sister unions and many of our core membership workers can find cheaper union coverage with competitor unions. Therefore the two-tier membership is long overdue for review.

This Congress notes that an increased membership will offset any decrease in fees from low paid workers

Congress believes, that it is now an opportune time for the GMB to conduct a thorough critical review of its contribution structure with a view to ensuring that we are able to remain an attractive and viable source of membership to potential members and in order to ensure that it is able to recruit and retain the maximum number of members.

Congress agrees, therefore, the need to call upon the Central Executive Council and the CEC Finance Committee to conduct a review of our contribution structure and investigate the possibility of introducing additional tiers of membership levy that will more accurately reflect the low earnings that many employees with casual hours or limited working time earn.

Such a review of how membership fees are structured should not be restricted to existing grade types and levels, but should also extend to considering the appropriateness of introducing new rates (for example – a family membership rate) and the application of concessionary arrangements to reflect length of membership.

The CEC should then report back to Congress 2018 with their findings and associated recommendations.

**Wales & South West Region to Move
North West & Irish Region to Second**

C2. Covering Motions:

53. CAMPAIGN FOR FUNDING FOR THE FUTURE OF CLASSROOM BASED TRADE UNION EDUCATION

Birmingham & West Midlands Region

54. TRADE UNION EDUCATION

London Region

55. TRADE UNION EDUCATION

Birmingham & West Midlands Region

FUNDING FOR THE FUTURE OF TRADE UNION EDUCATION

This Congress notes the attack on TU Education and celebrates the fact that over the last 10 years the TUC national education programme has trained and developed over half a million trade union representatives. This has:

- ensured that unions are effectively organised and deliver improved working conditions within the workplace
- built solidarity amongst union reps from the affiliate Trade Unions
- enabled working class people to gain qualifications that have given them life changing opportunities.

The future of Government funding for trade union education is uncertain. In September 2017 as a result of the withdrawal of Government funding the TUC national education programme will cease to exist and will be replaced by a non-accredited short on-line course.

Over 127 professionally qualified trade union studies lecturers with a knowledge, experience, commitment and passion for training trade union reps face losing their jobs. This vital resource will be lost to the movement. Without state funding the TUC national education programme could cease to exist and could be replaced by a non-accredited short on-line course.

Unions appear to be adopting individual approaches to this problem. This will result in a breakdown in solidarity between affiliate unions. Individual unions cannot hope to provide the scope or coverage that is currently provided by the national programme especially at a time when many unions resources are hard pressed and stretched.

For the Trade Union Movement to organise and grow it is essential that local union representatives and stewards are properly trained. The most effective way of doing this is to maintain the accredited national TUC education programme. Therefore Congress is instructed to act and campaign for the following:-

- To keep open the existing Trade Union Studies Units
- To protect the jobs and avoid redundancy of Trade Union Studies Lecturers.
- To keep the national TUC education programme accredited at level 1 & 2.
- To reinstate the national TUC education programme at level 3.

It is noted that when the Government previously cut TUC education funding in the 1990s affiliate Unions via the TUC funded the national education programme to successfully achieve the above. It is also noted that in the academic year 2016/17 after funding was cut by 50% the TUC made-up the funding shortfall.

In recognising the importance of TUC education in organising and growing the union and recognising that this represents good value for money,

Congress is asked to campaign for the continuing of a full TUC education programme and that the TUC continues to fund the full programme until Government funding can be reinstated.

**Birmingham & West Midlands Region to Move
London Region to Second**

C3.Covering Motions:

71.THE NATIONAL WOMEN'S TASKFORCE AND ITS RECOMMENDATIONS

Southern Region

72.GOVERNANCE

North West & Irish Region

GOVERNANCE, THE NATIONAL WOMEN'S TASKFORCE AND ITS RECOMMENDATIONS

This Congress notes that there have been numerous motions and special reports addressing the under representation of women within all structures of the GMB and this still remains one of the most serious equality issues facing the union.

This Congress is concerned that although this was acknowledged in a Central Executive Council Special Report the 'GMB Women's Project,' which was adopted by Congress in 2013. This special report contained numerous recommendations one of which was the creation of a National Women's Taskforce.

The role of the Taskforce was to oversee the implementation of recommendations contained in the 2013 report, generate further recommendations which would encourage more women to be actively involved in all areas of GMB and to identify and remove barriers that bar them from doing so. The Taskforce was formed and presented an interim special report containing numerous recommendations to Congress 2014 and again submitted a second special report to Congress 2015.

Both reports were endorsed by Congress and also contained recommendations to encourage more women to be actively involved in all areas of GMB, and identify and remove barriers that they believe bar them from doing so.

Congress notes with disappointment that despite the continued growth in GMB female membership, the under- representation of women in our structures within GMB still continues.

Congress believes that this under-representation continues as a result of GMB's inactivity. Congress consider the number of recommendations contained within the 2013, 2014, 2015 special reports and submitted to the SMT which to date have not been implemented, is unacceptable.

The Taskforce have also submitted additional recommendations to the Senior Management Team and are still waiting the implementation of these. This is causing concern among female members, as membership is growing and we are pleased that the % of women membership is increasing, in line with the continuing expansion of the Service Industry. We acknowledge that two successful candidates to the post of National Secretary were female, but the underrepresentation of females in our structure and committees is continuing.

Congress believes that the work of the National Women's Taskforce is far from complete, and that the Taskforce should continue to work for equality for women in the GMB until such time that women are equally represented at all levels of the union, including SMT.

This Congress calls for the full implementation of each of the outstanding recommendations as a matter of urgency as not to do so would send the wrong signal to Congress delegates that voted and supported this Project in 2013, and subsequent Congresses.

Congress further calls for a report to be presented to Congress of 2017 identifying how and when each of these recommendations have been implemented along with resulting outcomes.

**Southern Region to Move
North West & Irish Region to Second**

C4. Covering Motions:

78. ORGANISING BAME & MIGRANT WORKERS

London Region

79. MIGRANT WORKERS POST BREXIT

Birmingham & W. Midlands Region

80. INDUSTRIAL ISSUES

London Region

BAME AND MIGRANT WORKERS POST BREXIT

This Congress believes that the divisive and inflammatory language used in the lead up to, and after the 2016 European Union Referendum has created a hostile atmosphere towards those perceived as migrants or asylum seekers.

The EU Referendum was fuelled by racism and hatred centring around immigration which was highly toxic, with racist and xenophobic language, both the right wing media and many MP's used.

This Congress notes that Since the Referendum result to leave the European Union was declared and following Brexit there has been far more visibility in the media of racially and religiously aggravated attacks and murders in the workplace and in communities. We

have witnessed a significant increase in the number of reported hate crimes.

It is BAME/migrant workers who disproportionately work on zero hour's contracts, low wages, racial bullying, instability. They experience upfront fees and have to pay debts back to paymasters, experience withholding of personal statements.

The Gig economy with unpredictable and social hours, no employment rights such as sick and holiday pay and being forced to become self-employed under the illusion that it would be more beneficial. This is organised criminal activity.

We call upon Congress to:

1. Continue to campaign to highlight the exploitation of BAME/migrant workers
2. Consider launching a well-resourced organising campaign with affiliates to recruit BAME/migrant worker.
3. Ensure BAME/migrant trade unionists are encouraged, included and engaged in their unions.

A situation now exists where we are now concerned as to what the future has in store. It is essential that we, as a progressive union, take action in order to show solidarity, and support our members who may have to deal with challenging issues in the workplace, and within the wider community. Therefore Congress calls on the GMB Equality Department to produce a document condemning the bigotry and hatred with practical advice and providing contact details of agencies where our members can obtain further support.

The Trade Union Movement needs BAME/migrant workers as much as BAME/Migrant workers need trade unions to fight for their fundamental rights as workers. This Congress is calling for the rights of migrant workers to remain within the UK and not to be used as pawns in the political debate. Please support.

**London Region to Move
Birmingham & West Midlands Region to Second**

C5. Covering Motions:

92. ABUSE AT WORK

Birmingham & W. Midlands Region

93. DOMESTIC ABUSE IN THE WORKPLACE

Birmingham & W. Midlands Region

DOMESTIC ABUSE IN THE WORKPLACE

This Congress asks you to stand side by side with us in solidarity against abuse at work. Statistics prove that 1 in 4 women and 1 in 6 men will be a victim of domestic abuse in their lifetime.

There are growing numbers of people carrying out their duties who are, or have been victims of abuse in the workplace. It is too often deemed 'part of the job', and the support offered following an incident is insubstantial and often non-existent. For many the workplace is seen as a safe haven or as an escape. However too many will not feel safe discussing their situation for fear of reprisal or judgement and may end up facing disciplinarys whilst remaining silent.

These incidents are widespread across all industries with the highest numbers recorded within the care sector and the emergency services. There are many issues that contribute to abusive situations such as staffing levels and inadequate training. Care staff report low morale, and working lengthy hours with relentless abuse daily.

This Congress calls on GMB to create a domestic abuse charter and to campaign to make domestic abuse in the workplace policies mandatory and calls for a zero tolerance campaign to be created and executed across all sectors that deal directly with the public or clients.

We call on GMB to work with employers and break down these taboos, to ensure staff know where to access support and that support will be offered, and that perpetrators can also access provision for help once they recognised that their behaviour is wrong without facing prejudice.

Birmingham & West Midlands Region to Move
Birmingham & West Midlands Region to Second

C6. Covering Motions:

94.DOMESTIC ABUSE

London Region

95.CUTS TO DOMESTIC ABUSE SUPPORT SERVICES

London Region

CUTS TO DOMESTIC ABUSE SUPPORT SERVICES

This Congress says that specialist and dedicated domestic abuse services which save lives, are suffering and bearing the brunt of this government's cuts.

For many women, refuges are the only option that or the streets, however despite the essential need for these services the Tory Government once again chose to take advantage of the most vulnerable in society, slashing funding available. Refuges are often full to capacity, having turned dozens of women away.

Women's Aid highlight 92 women and their 75 children were turned away from the refuge services responding to their annual survey on just one day in 2015 because they could not be accommodated (data provided by 129 refuges).

We call upon Congress to:-

- 1) Increase the awareness of the continued cuts to domestic abuse support services and the impact this has.
- 2) Challenge the continued cuts to domestic abuse support services.
- 3) Encourage regions to engage with local domestic abuse services to increase awareness of the issues they face and the support GMB can provide through networking. We believe that in line with existing GMB policy, we support organisations active against abuse and resolve that the Union will affiliate to Sisters Uncut and circulate regions and branches about their work and activities.
- 4) Lobby Government and MPs to address this issue.

London Region to Move
London Region to Second

C7. Covering Motions:

96.MENTAL HEALTH FOR WORKERS

Birmingham & W. Midlands Region

97.MENTAL HEALTH CAMPAIGN

Yorkshire & N. Derbyshire Region

98.MENTAL HEALTH AWARENESS

North West & Irish Region

100.MENTAL HEALTH

North West & Irish Region

MENTAL HEALTH

This Congress is concerned at the alarming rise in the occurrence of mental health incidents in the UK. At a time when there has been an increase in male suicide, an increase in young people experiencing mental health conditions and a reported increase in dementia cases across the UK, we have a Tory government who are slashing funding to the NHS. They are also cutting funding to local government so that vital community services are seriously underfunded and unable to offer any additional support leaving the most vulnerable in our society with nowhere to run to for help. This is evident in every major city where many are left unable to cope and resort to sleeping rough on the streets.

This Congress urges the GMB to engage with the appropriate government departments to prioritise increased funding for Mental Health Awareness, particularly in the workplace

This Congress recognises that mental health is an issue for many people in the workplace today.

Some employers provide support for employees who declare that they are suffering, however many do not.

Some workers have to wait until they are experiencing mental health to find out what level of support they can expect. Some workers, during what can be the most challenging time of their life, find out that their employer sees mental health as an excuse to 'reduce costs'.

A lot of good work has been done and the Mental Health@Work guide is a great starting point but we believe there is more we can do.

There remains an urgent need for education on this issue, not just for employers, but also our GMB workplace reps who are often the first point of contact when a mental health issue becomes apparent.

We call on training from either from GMB or in the workplace to be able to spot the symptoms and be able to support members where appropriate. We must ensure our reps have the ability to recognise the early signs of a mental health issue, not least when it comes to their own wellbeing.

Conference, we therefore call upon the GMB

- To increase the training available to our Officers, Branch Secretaries and Workplace Reps. We must make every effort to remove the stigma attached to this issue and we can only do so through education and training.
- To plan and initiate a campaign to raise awareness of mental health in all GMB workplaces in 2017 alongside its education programme of Mental Health First Aid training for reps. Part of the campaign should be a reasonable list of measures for employers, this to be used as a negotiating tool by workplace reps.
- To raise the profile of mental health in our communities and in our workplaces by working alongside other agencies and charities who specialize in mental health and homelessness. Labour has a mental health campaign, which we believe we could work with, or alongside to the benefit of our members
- To ask GMB sponsored MPs to ensure mental health is high on the political agenda.
- To work with local councils to see what practical help can be given regarding making empty buildings available on short term lease for the benefit of community based groups.
- To maintain a high level of campaigning against the current Government and the constant attacks on the NHS in general with a focus on mental health services This Congress seeks to put mental health issues at the forefront of our campaigning on social care.

North West & Irish Region to Move
Birmingham & West Midlands Region to Second
Priority in debate to Yorkshire & N. Derbyshire Region

C8. Covering Motions:

101.SUPPORT FOR THE LABOUR CAMPAIGN FOR MENTAL HEALTH

Birmingham & W. Midlands Region

102.SUPPORTING LABOUR PARTY CAMPAIGNS

Yorkshire & N. Derbyshire Region

SUPPORTING LABOUR PARTY CAMPAIGNS

Whilst workers' rights and trade union action are the most obvious ones, GMB members have been incredibly active in campaigns on other issues such as mental health and homelessness. This is because the trade union values of solidarity and social justice extend beyond the workplace.

Throughout history, trade unionists have fought against injustice in society wherever it arises and this continues to this day, where we have played our part in campaigns concerning the stigma surrounding mental health and the injustice of homelessness in modern day Britain. The campaigns mentioned above have been doing vital work, such as pressuring local councils to do more to reduce homelessness and working with MP's to raise the awareness of mental health issues.

Over the last year, GMB members have been working tirelessly with the Labour Party on a variety of important issues and the GMB Young Members Network have been working closely with the Labour Campaign for Mental Health and have a similar campaign themselves.

Congress agrees that GMB will engage fully and support the Labour Campaign for Mental Health and encourage GMB branches to support the Labour Campaign for Mental Health on a local level.

This Congress acknowledges the important role played by GMB members in these campaigns: Labour campaign for Mental Health and the Labour campaign to End Homelessness and resolves that the GMB requests to be official supporters of the Labour campaign for Mental Health and the Labour campaign to End Homelessness.

Yorkshire & North Derbyshire Region to Move
Birmingham & West Midlands Region to Second

C9. Covering Motions:

125.PORTAL REGARDING EMPLOYMENT DISPUTES

Southern Region

126.ONLINE DETERMINATION OF EMPLOYMENT TRIBUNAL CLAIMS

Southern Region

127.DELEGATION OF JUDICIAL FUNCTIONS IN EMPLOYMENT TRIBUNALS TO CASEWORKERS Southern Region

CHANGES TO EMPLOYMENT TRIBUNAL PROCESSES

The government is proposing to digitise the Employment Tribunal process.

The portal in personal injury cases adds another layer of compliance to the litigation process that is simply another barrier to accessing justice. In Employment Tribunals, Employment Tribunal fees, mandatory ACAS Early Conciliation and the strict time limits for lodging claims already act as barriers to accessing justice.

Adding another layer whereby individuals must use a portal system to progress any claim will only be a further barrier to accessing justice. Any attempt to introduce a portal system to resolve employment disputes should be opposed and reversed.

We oppose any attempt on the part of the government to introduce any type of portal system regarding employment disputes and we object to any digitalisation of the ET process if use thereof is mandatory.

A requirement for cases to be conducted wholly online will invariably disadvantage:

- those who have literacy issues
- those whose first language is not English
- those who don't have access to a computer
- those who have poor computer skills
- those who are unable to use a computer for medical reasons etc

In addition the government proposes to delegate judicial functions in Employment Tribunals to caseworkers.

Employment Tribunal judges are largely redundant owing to the introduction of ET fees and the subsequent drop in the numbers of ET claims being brought.

Those judges who are still working have sufficient time to deal with all the administration surrounding case work. There is therefore no need to delegate any of their current functions to non-qualified caseworkers.

The Government hopes to make the ET process more efficient. However, the opposite is likely to happen if non-qualified caseworkers make poor decisions arising out of the fact that they are not qualified and inexperienced in litigation.

With all respect, caseworkers cannot replace judges who are usually solicitors or barristers and therefore regulated by independent bodies.

- Any attempt to replace the judicial functions of judges with caseworkers should be opposed and reversed.
- Any attempt to digitise the ET process will be a further barrier to accessing justice and if such legislation is introduced, it should be reversed so that it is not mandatory for parties to use any online service.

Southern Region to Move
Southern Region to Second

C10.Covering Motions:

131.END TO ZERO HOURS' CONTRACTS AND ATTACKS ON WAGES

Yorkshire & N. Derbyshire Region

132.ZERO HOURS CONTRACTS

London Region

ZERO HOURS CONTRACTS

This Congress says in September 2016 the Office of National Statistics produced figures which showed that nearly 3% of workers were on zero hours contracts. We have seen the increasing use of abuse of zero hours contracts.

Time and time again we hear of employers in all sectors introducing zero hours' contracts with reduced basic pay rates alongside previously negotiated ones.

These changes are leading to the degrading of all trades and positions which is a smack in the face to GMB postholders who have, over the years passionately and tirelessly negotiated pay, with terms and conditions bringing them up to an acceptable living wage and work life balance.

These measures implemented by employers have in one swift blow, wiped out years of pay and conditions agreed by both parties in the spirit of peaceful and harmonious negotiations.

In Britain there is more poverty in every ethnic minority group than among the white British population. Congress believes that a major cause of this poverty is race discrimination faced by black workers in the UK labour market. The lack of access to employment and to training and promotion opportunities has also consistently undermined the financial well-being of black communities in the UK. TUC research also indicates that workers from ethnic minority groups have been disproportionately engaged in agency work in the UK following the recession.

According to data from the ONS, these contracts disproportionately impact on particular workers, such as cleaning and caring work. However, there is increasing use across all fields, including widespread

use throughout the NHS and generally in the public sector.

We have all seen growing evidence of agency workers and those working in the gig economy being exposed to poor working conditions. This growing trend raises questions over employment status and lack of workers' rights.

The GMB has rightly exposed conditions at Sports Direct and ASOS and also highlighted concerns about treatment of couriers and drivers at Uber, Hermes and Deliveroo.

Although ministers have ordered a crackdown via an enquiry on companies using large numbers of self-employed or agency workers, businesses up and down the country are jumping on the band wagon and following suit.

Parliament must decide whether the hidden costs to the state and the routine casualisation of labour in the UK are acceptable and question whether some of the extreme employer practices identified are actually legal.

This enquiry will be long and drawn out, so we urge members in the meantime to contact their branch secretaries and alert them to employers who "choose" to go down the route of zero hours and reduced pay packets to new employees who can in turn inform their regional secretaries, so they ascertain the full extent of the distasteful introduction of these working practices and pass this information on to the appropriate persons/bodies carrying out the enquiry into zero hour contracts.

The Government has been challenged to close the loopholes which allow employers to exploit those on zero hours contracts, and although they have taken some limited action, there is still glaring inequality.

There is evidence of employers:

- Forcing workers to be self-employed and are told by agencies of the "benefits" of being self-employed, but not of the negative impact;
- Changing the job titles/roles of workers in a minor way, so they can avoid time limits for employment rights – particularly easy to do for admin/clerical workers;
- Avoiding redundancy payments by changing staff to zero hours contracts but then failing to offer any hours of work – effectively forcing them to leave;
- Manipulating working hours so that workers are unable to meet the threshold for occupational pension schemes.

This Congress should continue to campaign nationally against the exploitation of workers through the distasteful use of zero hours' contracts.

We call upon Congress to:

1. Raise awareness of the loopholes which allow employers to exploit those on zero hours contracts;
2. Issue guidance to branches on how to work with employers to ensure that unfair practices are eliminated.
3. Lobby the Government for further legislative change to close the loopholes and create a level playing field so that all workers benefit from all employment rights.

London Region to Move

Yorkshire & North Derbyshire Region to Second

C11. Covering Motions:

149.PREGNANCY DISCRIMINATION

London Region

150.STOP MATERNITY RELATED DISCRIMINATION AGAINST WOMEN AT WORK

North West & Irish Region

PREGNANCY AND MATERNITY RELATED DISCRIMINATION

This Congress notes under the present Government we have seen the erosion of many employment rights which were put in place to protect workers. Employers have taken the opportunity of lax employment laws to justify their failure to follow basic principles which have resulted in discrimination.

Pregnancy and the maternity period (which includes breastfeeding) has been used by many employers to discriminate against women as they frequently fail to consult properly with women who are on maternity leave, are not carrying out workplace risk assessments and are treating women differently if they are of childbearing age.

This Congress is concerned by the rise in the number of women experiencing pregnancy discrimination and maternity-related discrimination at work since the last report into this issue by the Equality and Human Rights Commission (EHRC).

According to a report published by the Equality and Human Rights Commission in 2015, it found that one in nine mothers reported that they were either dismissed; or made compulsorily redundant, where others in their workplace were not; or treated so poorly they felt they had to leave their job. This works out as around 54,000 women each year (if the figure is applied to the whole population) losing jobs every year in Britain due to pregnancy discrimination, almost twice the amount since the initial study in 2005.

The national charity Maternity Action Group has also reported that the number of women calling their advice line increased by 18% in one year alone. This is whilst the TUC has reported that only 1% of women who are discriminated against in pregnancy take a claim against their employer to tribunal, mainly as a result of tribunal fees introduced by the Government in 2013.

It is not appropriate to allow these discriminations to go on unchallenged.

We need to challenge pregnancy discrimination whether it be intentional or not. What may begin as unintentional, if it goes unchallenged, will become the panacea and will be accepted more widely in the workforce? We are protected by the Equality Act, protecting women during pregnancy and maternity and these should be enforced.

We ask Congress to:

- 1) Provide guidance on challenging pregnancy and maternity discrimination in the workplace
- 2) Produce a code of good practice to support women who are pregnant or during the maternity phase which branches can use to support these women
- 3) Provide pregnancy and maternity discrimination training sessions to activists
- 4) Increase awareness of pregnancy and maternity rights
- 5) Call on the Government to meet the TUC's demand that they stop charging women up to £1200 to take a pregnancy discrimination claim to tribunal and extend the 3-month time limit for new mothers to bring a claim.

London Region to Move
North West & Irish Region to Second
Lead Regional Secretary: London Region

C12. Covering Motions:

152. ASOS
CEC

153. ASOS COMMUNITY
London Region

154. ASOS
London Region

ASOS

This Congress notes that in January 2017 ASOS/XPO Logistics did a "sweetheart" deal with Community Trade Union to sign up all staff free of charge for 6 months to Community and then after 6 months the staff members have to opt out. This deal was done behind the back of the GMB and behind the back of the TUC

who are backing the GMB in their campaign on the "gig economy" at ASOS.

ASOS scampered off to Community because of the on-going recruitment campaign by the GMB's Yorkshire Region, whose hard-work and determination over the past 2 years have gained many members of ASOS staff, whose terms and conditions are a national disgrace, and call out for a strong union at the warehouse.

This Congress calls for the expulsion of the so called union "Community" from the TUC for its recent action in agreeing a sweetheart deal with the company ASOS, a large online clothing warehouse and for siding with ASOS management removing the rights of GMB union members to the freedom of association, by way of dirty tactics. This agreement is nothing short of a disgrace and a form of scabbing. Other Unions such as UNITE, USDAW much to their credit when approached refused the sweetheart offer by the company, but the scabs at Community accepted.

The CEC calls on the TUC (plus the Select Committee) to put pressure on Community to back out of this "sweetheart" deal and if they won't they must expel Community from the TUC for undermining the GMB's work at ASOS. Members choose the union they wish to join, not their employers.

Many will say that this is the wrong time for an internal row within the TUC with all the problems the movement faces, but unity cannot be at any price, and actions such as Community's should put them outside of our movement.

CEC to Move
London Region to Second

C13. Covering Motions:

162. FAIR LIVING MINIMUM WAGE FOR SELF-EMPLOYED DRIVERS
London Region

163. IMPROVED WORKING CONDITIONS FOR PRIVATE HIRE DRIVERS
London Region

FAIR LIVING MINIMUM WAGE AND IMPROVED WORKING CONDITIONS FOR SELF-EMPLOYED DRIVERS

This Congress notes the outdated working conditions of many GMB Private Hire Drivers. Private Hire Drivers need to have more facilities where they can access at least one hot nutritious meal/refreshment a day, if not subsidised then at reasonable cost; especially for those who work longer than 8 hour shifts per day. There should also be access to spaces for exercise and even sleep pods. It is common knowledge that those who live a highly sedentary lifestyle are more at risk of premature death than those who smoke cigarettes. The statistics

for sedentary workers show that 5.3 million out of 57 million deaths worldwide in 2008, could be attributed to inactivity; 5.1 million deaths were attributed to smoking.

The fact that drivers are compelled to work more hours for less pay, there should be access to places of rest and exercise and better resources in training/personnel and professional development in order to improve their employability. With the introduction of driverless cars, this could radically change the need for drivers to keep themselves in a state of good health and with the openness to learn new skills. Therefore access to occupational workshops is vital to prepare a workforce to develop transferable skills. The industry needs to unite and grow stronger and take action to create a better future.

Furthermore, this Congress believes that the time has come for a Fair Living Minimum Wage for self-employed drivers. At the moment some operators see it fit to lower the minimum fare rates at the expense of their drivers receiving lower pay. The operator's commission remains constant yet the driver has to accept lower pay and work longer hours just to maintain a regular income. This can cause many to compromise their duty of care to themselves and put public safety at risk.

Congress therefore calls upon our full-time officers to negotiate better conditions and work with employers to ensure there is a workforce fully trained for the 21st Century and lobby MPs and campaign for a Fair Living Wage/Fare for self-employed drivers.

London Region to Move
London Region to Second

C14. Covering Motions:

168. GMB SUPPORTED EMPLOYMENT STRATEGY

Yorkshire & N. Derbyshire Region

169. EMPLOYMENT OF DISABLED PEOPLE AND THE MINIMUM WAGE

North West & Irish Region

EMPLOYMENT OF DISABLED PEOPLE AND SUPPORTED EMPLOYMENT

This Congress recognises the massive decline in employment opportunities to people with disabilities brought on by this and the last Government.

The reduction in supported employment placements for disabled people from 22,000 in 2006 to just a small handful, has left people with disabilities without a choice of employment.

Furthermore the increase in the living wage has also affected people with disability employment. Large or medium sized companies are giving less opportunities to disabled people because of the cost.

The only way forward is to develop and encourage more not for profit organisations which can offer support and meaningful work.

We call upon this Congress to set out their stance on supported employment and come up with a viable strategy and a new GMB policy on supported employment which can be presented to the next Labour government.

Ideally any such policy needs to reflect the abilities of the working disabled and emphasise specifically the contribution that those with disabilities can make in today's society if given the opportunity. i.e. workplaces run by disabled people for disabled people.

The previous policy centred around the Remploy network needs to be resurrected, modified and modernised to reflect a new positive way forward and find a place for a modern supported employment program which through ring fenced finance can provide a support structure for long term meaningful employment.

GMB can be proud of its record in the field of supported employment, all too often, disabled people are left by the wayside – we believe that not-for-profit, social enterprises such as Enabled Works Limited are one way forward for Supported employment.

We call on the CEC to campaign with the Labour Party for the introduction of a subsidy for social enterprises such as Enabled Works and York Disabled Workers Cooperative of 50% of the living wage.

This would mean job security for disabled people, a hand up is better than a hand down, when Remploy closed its doors, the Government saved a £150 million a year a pure job subsidy would bring back into the workplace without costing anything near the 150 million pounds.

We ask for Congress to endorse this motion

Yorkshire & North Derbyshire Region to Move
North West & Irish Region to Second

C15. Covering Motions:

185. EXPOSING SCOTLAND'S AUSTERITY SHAME

GMB Scotland

186. ORKNEY ISLANDS FIGHTING BACK AGAINST AUSTERITY

GMB Scotland

EXPOSING SCOTLAND'S AUSTERITY SHAME AND COMMUNITIES FIGHTING BACK

This Congress notes that across the UK, Local Government has been under severe pressure to deliver local public services, against a backdrop of politically driven austerity.

This Congress regrets the political choice that has been made to force austerity cuts onto low paid workers delivering our public services across the length and breadth of Britain and believes that the Union must stand firm in defence of hard earned terms and conditions in local government, for decent local services and on the side of those vulnerable members of our society who are most affected when vital services are cut or withdrawn.

In Scotland, the Scottish Government have chosen to pass the cuts they have seen to their own budget, to Local government and in fact, have gone further by disproportionately cutting local government budgets and creating a crisis for Scottish Councils. This year, Scottish Local Government will face, in a real term cut of £327m, according to the Scottish Parliament's Information Centre independent evaluation of the Scottish Government's draft budget. The price for these cuts is being paid by some of the most vulnerable, the most reliant and local public services and by communities at large, with cuts to school budgets, at a time of declining attainment, social and community services, homecare, refuse and roads. Tens of thousands of Scottish Local Government jobs have gone and those workers who remain face increased workload pressure, declining standards of living as a result of stagnating wages and unprecedented attacks on terms and conditions.

GMB Scotland is clear the blame for austerity resides with the UK Government, but also condemns politicians in the Scottish Parliament, who have claimed to oppose austerity in the UK but actually increased it for Scottish Local Authorities. This is all at a time, when strengthening of the Scottish Parliament has resulted in the availability of progressive income tax powers allowing Scottish politicians to make different choices from the Tory government in the UK.

This Congress believes that austerity in local government results from ideological decisions taken at national level and that the cuts crisis in Scottish Local Government was avoidable. But refuses to stand by and allow the price of austerity to be paid by local government workers; delivering the services which are most relied upon by communities all over Britain and encourages all local government branches to organise against cuts and to take action ensuring those in power at every level, take responsibility for the reality of austerity in our communities.

Therefore Congress supports the campaign which has been run by GMB members in the Orkney Islands Council to defend their jobs, terms and conditions and local services. Congress notes that this campaign defeated a Council proposal to slash the pay of frontline staff by up to 10%, reductions in core hours, holiday entitlement and overtime payments and involved the Union by challenging local politicians to "Walk a mile in our shoes" to see the reality of workload pressure on those staff who are left to deliver services when staff numbers and budgets are cut.

This Congress supports GMB Scotland's activists-led campaign to Expose Scotland's Austerity Shame by calling on all Scottish Councillors and Scottish politicians who claim progressive values but refuse to use progressive means to challenge austerity, stand with and defend their communities and Council workers and stop the council cuts.

This Congress calls on the Scottish Government to use the powers to oppose austerity and stop passing on Tory cuts.

GMB Scotland to Move
GMB Scotland to Second

C16. Covering Motions:

190. UNDERSTAFFING IN THE NHS

Yorkshire & N. Derbyshire Region

191. BULLYING AND HARASSMENT OF NHS WORKERS

Southern Region

STRATEGY FOR NHS WORKERS

This Congress notes the survey of Yorkshire and North Derbyshire NHS staff that found that their three main concerns were;

1. Staffing levels
2. Morale at Work
3. Work related Stress.

Together, these three create a vicious circle: understaffing is leading to low morale in the workplace, causing stress, leading to sickness, resulting in more absence, thus more understaffing.

It is time to break the circle. Proper staffing levels would improve morale at work, lowering stress levels and in turn reducing sickness levels. Instead of increasing funding to improve staff levels, hospitals are facing cuts, which in turn cause people to leave under the strain, reducing staffing levels all the more, increasing workplace stress and creating higher sickness levels.

Congress calls on the GMB to hold a national health conference bringing together all NHS workers, politicians, health campaigners and health and social care providers to develop clear GMB policy and a national strategy and campaign to stop the constant bullying and harassment of our hard working members in the NHS so that our members can see that even if this government are hell bent on destroying our NHS that we are not.

Yorkshire & North Derbyshire Region to Move
Southern Region to Second

C17. Covering Motions:

192. PROTECTING SOCIAL CARE WORKERS

Yorkshire & N. Derbyshire Region

193. EXPLOITATION OF CARE WORKERS

Northern Region

CHALLENGING THE EXPLOITATION OF SOCIAL CARE WORKERS

Those at the lowest levels of care provision are those who most frequently engage with those receiving care. Poor conditions (including poor pay) mean that there is a natural seeking of financial improvement and a consequent drift from the sector. It is blackmail to say 'This is a vocation so pay shouldn't matter'. A steady change of care staff is bad for the recipients as familiarity and time are needed for the establishment of relationships and the development of communication and sensitivity to forms of need.

Many of those going to people's homes have to travel at their own expense and are not paid for time spent travelling. A social worker doing a home visit would not be expected to accept a deduction from their salary for the time spent between the office and the client's home! A good structure of employment may provide an incentive for people to stay and develop skills if they know these skills will be recognised and rewarded.

This Congress expresses its alarm at the scale of underpayments of the National Minimum Wage in the Care Sector.

Congress notes that in 2016 a total of 3,400 Care Workers received back pay due to them being paid below the Minimum Wage. Furthermore, that the campaigning group The Resolution Foundation estimates that 160,000 care jobs are paid an average of £815 a year below the Minimum Wage and that much of these underpayments involve carers who were not paid for the time they took travelling between jobs, or who were underpaid for the hours they spent delivering live-in care.

The introduction of the private sector as a major provider (and in some areas the only provider) of such care has inevitably meant that a layer of non-productive profit has had to be factored into the cost of provision, so that funding for such care is reduced from the start.

The private sector's involvement has led to a reduction of available beds, as private companies have sought to make profit and by the provision of their homes have encouraged the closure of council homes, so that, when private homes have closed (owing to unprofitability, not lack of need) there has been no alternative provision available. This means there will be a severe shortfall in the number of beds available to meet predicted need

in the next few years. Shortage of beds in this sector has meant also that the number of 'step-down beds' available to the NHS has been reduced, and this has contributed to the 'bed blocking' found in hospitals.

Local authorities are in a position to adjust provision to the predicted demand in terms of numbers and social needs of a given area. While supported living (sheltered housing but with greater support of various kinds) is now seen as a way forward, there will always be a need for residential care for those with chronic physical or mental health problems and for those requiring respite care. Without an impact on the resourcing of the service, this cannot be provided while there is a requirement that profit be derived from the service.

It would be impractical to legislate against private provision, and certain kinds of provision outside the public sector by charitable bodies have always had an honoured place in the system. (Not only does this include the homes founded by or run by religious bodies. It also includes such specialist facilities as are found in Sue Ryder Homes or the special clientele of such as the Star and Garter homes.) Nevertheless, the funding of local authority provision of a high standard will force the private sector to improve its provision or give up. It will, in short, use the Tory argument about the value of competition as a way of improving services against the private sector.

Congress believes that Government's financial squeeze on local authorities who commission domiciliary care can only add to the pressure on our member's workload and pay and calls upon an incoming Labour government to ensure local authorities have funds to provide residential, supported and sheltered accommodation and home care.

This Congress commits GMB to seeking for all engaged in the provision of residential and domiciliary care

- (a) the payment of the living wage;
- (b) fair terms and conditions of employment;
- (c) payment for time spent travelling between the homes of those under care, not merely payment for time spent in the house, and
- (d) such structuring of employment as will provide adequate and recognised training;

Congress therefore resolves to:-

- a) Seek out test cases to challenge exploitation in the Care Sector, and
- b) Organise regional conferences that bring together our Care Sector members to promote the GMB and plan union recruitment.

**Yorkshire & North Derbyshire Region to Move
Northern Region to Second**

C18. Covering Motions:

211. FREE MOVEMENT OF CAPITAL

Yorkshire & N. Derbyshire Region

212. EQUALITY BETWEEN LABOUR & CAPITAL

London Region

EQUALITY AND FREE MOVEMENT OF LABOUR & CAPITAL

This Congress notes that, during and after the referendum on EU membership, the main focus seems to be about the free movement of labour. However, Congress also notes that nothing has been said about the movement of capital.

This issue is as important, if not more so, than that of the movement of labour. Congress recognises that the issue is not clear cut.

On one hand, the movement of capital has allowed inward investment from companies such as Toyota. However, it also means that money can also flow out of the UK, for example, whilst James Dyson is happy to see Brexit and for foreign workers denied the ability to seek a better life here, he is quite happy to invest in countries with low wages to increase his profits.

We need a serious debate about the movement of capital to formulate an alternative to simply accepting the status quo.

Congress, therefore, calls on the Labour Movement to debate and discuss the movement of capital as a step towards producing alternative economic policies to the Tories.

This Congress is requested to campaign for Labour to have the same right to free movement as Capital.

**Yorkshire & North Derbyshire Region to Move
London Region to Second**

C19. Covering Motions:

233. LABOUR PARTY DISCIPLINARY PROCEDURES

Southern Region

234. LABOUR PARTY – CHAKRABARTI REPORT

London Region

LABOUR PARTY DISCIPLINARY PROCEDURES: THE CHAKRABARTI REPORT

This Congress notes the large number of Labour Party members who were suspended or expelled during 2016, many of whom have now been re-admitted to

the Party. This Congress believes that in some cases decisions were made at either regional or national level that could feed into suspicions of political partiality in the disciplinary process.

This Congress notes the conclusions in the Chakrabarti report, published in 2016 by the Labour Party that “there is a lack of clarity and confidence in current disciplinary procedures from all sides of the Party, including on the part of those who have complained, and been complained against”.

This Congress endorses the spirit of the recommendations of the Chakrabarti Report relating to internal discipline in the Labour Party, and GMB urges the Labour Party to draw up and adopt an improved disciplinary policy and procedure.

In particular, this Congress resolves to encourage the Labour Party to include in its disciplinary processes and procedures, the following:

- * That the Labour Party’s disciplinary policy should be readily accessible and understandable;
- * That the Party’s disciplinary policy should be consistent in its application
- * That the Party’s disciplinary policy should, in the words of the Chakrabarti report, “seek to uphold the strongest principles of natural justice however difficult the circumstances, and to resist subjecting members to trial by media”
- * That the Party should use a wider and more creative range of disciplinary sanctions, in the words of the Chakrabarti Report “these may include a warning, the requirement for apologies and/or some other form of sensitive reparation to another member or person or persons, a public warning or reprimand, suspension from the Party for up to two years, and expulsion”.
- * That the Party needs internal legal expertise, in the words of the Chakarabarti Report, in the form “of a General Counsel or other staff lawyer to the Labour Party to give initial advice, including and in particular on disciplinary matters and to take responsibility for instructing external lawyers as appropriate”.
- * That individuals who have been suspended or expelled should have the right for a review by a legal panel of that decision, and that the legal panel should have the power to refer the decision back to the National Constitutional Committee or other appropriate body.

**London Region to Move
Southern Region to Second**

C20. Covering Motions:

245.POLITICAL CAMPAIGNS

GMB Scotland

246.HATE CRIME

Yorkshire & N. Derbyshire Region

247.FIGHTING FASCISM

Southern Region

FIGHTING FASCISM AND HATE CRIME

Congress, there has been a recent rise in far right attitudes expressed by the tabloid media and leading politicians. The main targets attacked by these views are migrants and Muslims who have members within both of these groups.

This Congress condemns the racist, misogynistic, disablist and other divisive language used by right-wing politicians during and in the wake of the European Referendum, the USA Presidential election and in political campaigns across Western Europe.

This Congress notes that following the European Union Referendum it now appears to be acceptable to express hateful views under the guise of "free speech", and use terms such as "alt right" to legitimise far right groups.

Congress notes that the scapegoating of under-represented workers is fuelling the flames of division across Western democracies and emboldening the hard right-wing political agenda.

Congress calls on the CEC to work with sister trade unions throughout the world and organisations such as Hope Not Hate, Unite Against Fascism and Show Racism the Red Card to counter scapegoating, promote an inclusive agenda and to ensure that all political representatives govern in a responsible and fair manner.

We call on the GMB to continue and indeed increase our efforts to expose such views to our membership as abhorrent in a civilised 21st Century society and proposes that training is given on this issue through GMB Education, that also GMB uses its social media to present factual information and news articles that display these groups in a positive light.

**GMB Scotland to Move
Southern Region to Second
Priority in debate to: Yorkshire & North Derbyshire
Region**

C21. Covering Motions:

292.NATIONAL HEALTH SERVICE BEDS

Birmingham & W. Midlands Region

294.CLOSURE OF ACUTE HOSPITAL AND MENTAL HEALTH BEDS

Yorkshire & N. Derbyshire Region

CLOSURE OF NATIONAL HEALTH SERVICE BEDS

This Congress believes the campaign and trend to close community hospital beds has had a negative impact on the NHS.

Barnsley Hospital closed more beds in November 2016, in a period of the year when beds are so desperately needed. This resulted in record breaches in A + E 4 hour wait in December and January and there is no end in sight to the problem.

The 4 hour target is set to ensure that hospitals admit patients in a timely manner and get them to the specialities that they need.

When patients get to hospital that are ill and hope that they are going to be helped by an organisation which they have funded by taxation and National Insurance contributions.

In the present climate patients are likely to be kept waiting in unsuitable conditions in ambulances, on corridors, or anywhere a trolley can be squeezed into until a bed can be found. During the time that they are waiting for a bed their health is deteriorating and they are suffering unnecessarily. Sometimes not just for 4 hours but for 12, 16 or even 24 hours! The 4 hour wait is a crucial target in the NHS and a good indicator in how well the hospital is delivering its care.

There are multiple reasons for organisations not being able to achieve the target, however, closing acute beds is bound to have a negative effect on the hospital's ability to provide safe effective care to our patients.

We therefore call on Congress to lobby the appropriate bodies to review this situation with a view to free up badly needed facilities.

This Congress supports a GMB campaign to lobby the government and individual organisations to stop the closure of hospital beds.

**Yorkshire & North Derbyshire Region to Move
Birmingham & West Midlands Region to Second**

C22. Covering Motions:

298.NHS CUTS AND PRIVATISATION

Southern Region

301.CCG AND STPS IN THE NHS

Yorkshire & N. Derbyshire Region

302.NHS REINSTATEMENT BILL

Birmingham & W. Midlands Region

NHS CUTS, PRIVATISATION AND THE NHS REINSTATEMENT BILL

The National Health Service has since its birth provided a cost effective, universal health service, free at the point of need to all people irrespective of their background, circumstance or ability to pay.

Over recent years however this founding vision has been systematically eroded. The Health and Social Care Act 2012, has enforced a commercialised model on the NHS in England and conveniently removed many of the Secretary of State's responsibilities.

This Congress believes that against the backdrop of continued cuts and closures, private companies seek to gain even more of a foothold within the NHS. Continued pay restraint has seen the value of NHS salaries drop by 14% since 2010 and the increase of 25,000 nurses and 3,500 midwife vacancies in NHS England alone. The Tories demands for yet more austerity represents a real risk to the safety of patients.

This Congress calls for Clinical Commissioning Groups to do what it says on the tin and commission health services in its local community.

The government led strategy to cluster these groups together and develop Sustainability and Transformation Plans is abhorrent. The development of these plans has one consideration, which is to save money

This Congress is appalled that under the Sustainability and Transformation Plans (STP) NHS in England is being starved of funds, dismantled and privatised. These plans are being used as a smokescreen for more cuts and privatization. They will see 44 footprint areas being set up nationwide and this is a serious attempt to drive back NHS spending to pre 2000 spending levels which would see the NHS have one of the lowest spending levels in Europe.

As part of these plans, commissioners and providers are expected to come together to draw up drastic cuts to balance the books by 2020.

The saving of money is an already overstretched system which is causing the patients, that the NHS serves, unacceptable delays and distress and leads to unsafe levels of care provision and ineffective patient care.

On 13th July 2016, the NHS Reinstatement Bill was successfully presented in the House of Commons, by Margaret Greenwood, Labour MP for Wirral West. The Bill is scheduled for a second reading on Friday 24th February 2017.

This congress believes that campaigning to reinstate the founding vision is critical and that only a change to the law can stop the damage that sees the NHS as we know it in intensive care.

We demand that all politicians of all political parties who claim to care about the NHS and local hospitals, to do what is morally right and openly support for this bill at every stage. This would re-establish the Secretary of State's legal duty as to the National Health Service in England to provide the key NHS services throughout England, and declare the NHS to be a "non-economic service of general interest".

There is a mood to fight against attacks on the NHS as we have seen in campaigns in Huddersfield, Leicester and Gratham. Two Labour Councils have refused to sign up to the STP plans. The GMB calls upon its members and supporters to oppose STPs at every opportunity and our MP's and Councillors to do everything in their remit to prevent STPs from processing their evil Plans and calls on the National union to draw up a campaign to fight the STPs up to and including industrial action.

We resolve to work with other unions to fight STPs, affiliate to the Health Campaigns Together", support all calls for national action on the NHS, call on Councils to refuse to back STPs that propose cuts and privatization

Birmingham & West Midlands Region to Move Southern Region to Second Priority in debate to: Yorkshire & North Derbyshire Region

C23. Covering Motions:

317.SOCIAL CARE

Northern Region

321.SOCIAL CARE

North West & Irish Region

FUNDING FOR SOCIAL CARE

This Congress notes that GMB policy is to provide Social Care out of taxation, free at the point of use.

However, the sector is typically a minimum wage sector with residents paying for their care. Congress believes this situation needs urgent attention and asks for the Labour Party to take a lead in promoting and implementing this policy.

Not for profit but for the people who need social care and make time to be able to talk to the service users and make them feel valued. This should be funded as a service on its own, not taking money from the NHS or from the Council budget.

This Congress calls on the lawmakers at Westminster to urgently agree to bring Social Care budgets within the NHS.

This Congress calls on the CEC to work with the Labour Party to speak with our GMB members who work in social care to find out what type of care service is needed and how it should be provided.

North West & Irish Region to Move
Northern Region to Second

C24. Covering Motions:

322. SCHOOL FUNDING CUTS

Southern Region

323. SCHOOLS FUNDING FORMULA

Birmingham & W. Midlands Region

324. SCHOOLS FUNDING

London Region

CUTS TO SCHOOLS FUNDING

Congress, the way school funding is changing, the reason behind these changes is to make it "fairer". It aims to cut funding in real terms from schools budgets with the greatest needs. It will also put additional strain on those inner city and socially deprived areas. This will result in an average of 12% cuts in virtually all urban areas. To add to the problem, a 1% teacher pay rise, an increase in employer-paid pension contributions, a 1% pay rise to support staff and higher national insurance rates for employers have all been unfunded. In real terms the value of the funding cuts will reach as high as 18% to 20%.

As the average schools spend 85% of its total budget on salary, you can see that this change in funding will be devastating for school support staff. Redundancies will on average affect one third of current support staff.

Action is needed now. The GMB should design a campaign with possible Strike Action to combat these changes before it is too late.

This Congress calls upon the Central Executive Council to condemn the current fair funding formula as being disproportionately unfair for children from working class and disadvantaged backgrounds.

The Congress calls upon GMB National Office to put political pressure on the Government to:

- finance all education settings and schools in a more socially responsible and equitable way.

- return and redistribute the £384million to our schools which was taken back by the Treasury this year. This money was part of the £500million set aside for schools last year by George Osborne and just because the DFE's failed Academy plan was ditched it does not give them the right to deny our schools the money which they are in desperate need of.

Southern Region to Move
Birmingham & West Midlands Region to Second
Priority in Debate to London Region

C25. Covering Motions:

340. ESTATE DEMOLITION/REGENERATION

London Region

341. ESTATE REGENERATION

Southern Region

ESTATE REGENERATION

Congress is concerned about the push by property developers to get local authorities to agree to demolition of council estates especially in London and the South East. Congress is aware that up to 80 estates in London face this threat.

This Congress deplores the instances of local councils in London approving in concert with developers plans for demolishing and regenerating council estates without regard to the opinions and interests of tenants and leaseholders.

Congress calls for all GMB branches and regional bodies to support members in estates facing the threat of demolition and to campaign for the following policies:

- Don't demolish good homes - let all residents have vote to approve or reject any [demolition] plan
- Stop social cleansing - no [net] loss of social housing. Council and housing association for rent or lease should be included in assessing the number.
- London Mayor's guidelines should include the Government's new guidance that all residents should have a vote.
- Leaseholders should not be subject to compulsory purchase of their homes for the purpose of developers making money
- Rents need to stay at council 'social' rent levels - up to 80% market rents and shared ownership are not a substitute
- All residents whatever tenure should have a say at every stage of any redevelopment
- Right of return must be contractually enforceable

- Advisors should be independent of landlord
-councils should pay and residents should have right to de/select them
- All technical and financial information about estates to be made public.

Congress welcome robust guidance from the Mayor of London for existing as well as new redevelopment sites - and wants it to delivers on the Mayor's election manifesto promise which said " I will require that estate regeneration only takes place where there is resident support, based on full and transparent consultation, and that demolition is only permitted where it does not result in a loss of social housing, or where all other options have been exhausted, with full rights of return for displaced tenants and a fair deal for leaseholders'.

Congress calls upon the Mayor of London to ensure it includes in any future guidance/policy the commitment that "an independent ballot of estate residents would be undertaken which would inform of any final proposals to demolish" – as was recommended in the findings of the GLA Housing Committee report into estate regeneration "*Knock it down, or do it up*".

Southern Region to Move
London Region to Second

C26. Covering Motions:

351.CROSS BORDER HIRE

London Region

352.CROSS BORDER TAXI HIRE

Yorkshire & N. Derbyshire Region

CROSS BORDER TAXI HIRE

This Congress supports the need for amendments to the 2015 Deregulation Act which allowed a proliferation of drivers unlicensed in local authority jurisdiction to carry out work that was quasi pre booked and that in effect this then stops licensing authorities from carrying out their work and local drivers from earning a reasonable living as a result of over supply by outside drivers. This change is supported by Transport for London.

This Congress further considers we:

- Campaign Nationally for reform of Taxi Laws to end Cross Border Hiring
- Lobby Parliament for a change in this regime and work with MPs and other trade unions/Associations in partnership to end this ridiculous situation in the country

London Region to Move
Yorkshire & North Derbyshire Region to Second

CENTRAL EXECUTIVE COUNCIL RULE AMENDMENTS

(LINE NUMBERING REFERS TO RULES AS PRINTED IN
THE GMB RULEBOOK)

CECRA1

Rule 8, Clause 4,
Line 1

Delete "elect", Insert "be entitled to send"

Add at end of clause "These delegates will be selected
in line with clauses 5, 6 and 7 of this rule."

Rule 8.4 to read:

4 All delegates must be fully financial members. Each region will be entitled to send one delegate for every 1,500 financial members, as stated in the membership figures for the previous September. These delegates will be selected in line with clauses 5, 6 and 7 of this rule.

CECRA2

Rule 8, Clause 5,
Line 2

After 'one' Insert "member to stand for election as a"

Rule 8.5 to read:

5 For 90% of delegates, each branch of a region may nominate one member to stand for election as a delegate to represent the region at the Congress. These nominations must be sent to the regional office no later than 31 December. The region will then print and issue lists during the third week of January, setting out the name and branch of each candidate. The closing date for voting will be 28 February. The candidates who receive the largest number of votes will be elected.

CECRA3

Rule 8, Clause 7
Line 1

Delete "delegate"

Insert "member"

Rule 8.7 to read:

7 Each branch will be invited to nominate one further member to be considered by the Regional Committee in appointing delegates under clause 6 of this Rule, and in appointing delegates to make up any shortfall in the delegation following the election process in clause 5 of this Rule. In making these appointments, the Regional Committee may also consider members recommended by other committees, forums or post-holders within the Region.

CECRA4

Rule 56, Clause 3

Delete "b while they were insane"

Move ",or" to end of clause a

Re-number clause 3c as clause 3b

Rule 56.3 to read:

3 The Central Executive Council will have the power to make decisions based on all the evidence, and to consider whether to pay fatal accident benefit. The Central Executive Council can take any steps necessary to find out whether the member is entitled to benefit in line with the conditions set out in these rules. However, we will not pay benefit for members who die as a result of an accident they had:

a while they are serving with any armed forces or any irregular force (other than while training as a volunteer or reservist with a regular armed force),or;

b as the result of:

- an injury they have deliberately given themselves;
- their aggressive behaviour towards someone else (not including genuine self-defence);
- a disease or natural causes;
- carrying out an illegal act; or
- deliberately taking part in a riot.

EXISTING POLICY MOTIONS

REPORT ON EXISTING POLICY MOTIONS

In accordance with Recommendation 14 of the “Framework for the Future of GMB: Moving Forward” CEC Special Report carried by Congress 2007, Congress 2008 agreed to endorse motions that the CEC determined were already in line with Existing Policy.

The CEC has identified the Congress motions listed below as being in line with existing GMB policy. Congress will be asked to endorse these motions. If agreed, the motions will not be debated. The recommendation to Congress will be reported in SOC Report No 1 at the start of Congress.

Note: The following 28 Existing Policy motions have been withdrawn from the Preliminary Agenda at Regional Delegation Meetings.

76.	GENDER PAY GAP	LO
77.	50 YEARS OF ABORTION RIGHTS	LO
111.	PENSIONS	NW
112.	WOMEN AGAINST STATE PENSION INEQUALITY	SC
117.	PENSIONS PROTECTION	NO
135.	EMPLOYMENT QUALIFYING PERIOD	SO
139.	CAMPAIGNING FOR A £10/HOUR LIVING WAGE	SC
143.	FAIR PAY FOR A FAIR DAY’S WORK	SO
184.	LOCAL GOVERNMENT FUNDING	LO
216.	TAX AVOIDANCE	LO
218.	CORPORATION TAX	LO
238.	NO TO THE 2018 BOUNDARY REVIEW PROPOSALS	NW
276.	PHONE CALLS	LO
289.	NHS PFI DEBT	LO
291.	THE FUTURE OF OUR NHS	NW
293.	CLOSURE OF HOSPITALS	LO
305.	NHS PARKING CHARGES	MI
306.	CAR PARKING CHARGES IN NHS CAR PARKS ARE EXTORTIONATE	LO
318.	SOCIAL CARE SERVICES	NW
320.	SOCIAL CARE	NO
338.	REMOVE THE RIGHT TO BUY LOCAL AUTHORITY COUNCIL HOUSING INDEFINITELY	LO
343.	FLOOD PROTECTION FOR NEW BUILD HOUSES	LO
354.	CYCLE LANE PROVISION AND USE	LO
355.	COMPULSORY WEARING OF CYCLE HELMETS	LO
356.	BASIC INCOME	NW
357.	BASIC INCOME	NW
358.	WELFARE – UNIVERSAL BASIC INCOME	LO
360.	DEFEND RIGHTS OF UNEMPLOYED WORKERS AND DISABLED	NW

54 MOTIONS ON THE PRELIMINARY AGENDA WERE EXISTING POLICY
28 MOTIONS HAVE BEEN WITHDRAWN BY DELEGATION MEETINGS

CEC POSITIONS ON REMAINING EXISTING POLICY MOTIONS

15. ACTIVE MEMBERS (YO)

This motion is longstanding GMB policy as outlined in the GMB@Work CEC Special Report (Congress 2006).

59. ACCESS TO SCHOOLS AND COLLEGES (BI)

It is our longstanding policy as debated at Congress 2005 Motion 293 "Education" and Congress 2008 Composite 7 "Trade Union Education in Schools" for young people to be educated on the responsibilities, roles and benefits of trade unions and the trade union movement. There is no need for a Working Party to be set up to "permit" this as it is currently possible to visit schools. The issue is with the sheer number of resources that would be required to visit all schools and colleges. We hope that through our Young Members Network and social media campaigns, our message comes across.

61. EQUALITY IN THE WORKPLACE (SW)

One of the key priorities for the coming year, decided by the National Equality Forum is to encourage, develop and support Regional based strand equality groups, as is the case already with young members. Most regions have based women's groups and LGBT+ groups are beginning to get established

64. BRANCH EQUALITY FUNDS (YO)

Congress 2016 agreed the establishment of a Branch Equality campaigning Fund and the process for using and realising this will be circulated to the Regions.

85. WORKPLACE DISABILITY POLICY (BI)

This motion is in line with longstanding existing policy established by Motion 102 from Congress 2005 on "Employment of Disabled People". In addition as part of our work programme we will produce a model workplace disability agreement for activists.

109. PENSION ARRANGEMENTS FOR WOMEN (LO)

Following an explanation from the Branch, the detail of the motion is still a little unclear. However, the thrust of the motion is around equality and the unfair impact that women have felt from the increase in state

pension age. Fighting for equality within pensions and supporting WASPI are both existing policy plus there will be updates on both these matters in the CEC Special Report on Pensions.

133. ZERO HOURS CONTRACTS (NW)

The motion does not add anything to our current Policy. We have been at the forefront of campaigning to end the use of zero hours contracts and other forms of precarious work and we will continue to expose this unfair exploitation of working people. This will also be covered by the CEC Special Report on Precarious Work and the Gig Economy

134. EMPLOYMENT RIGHTS ZERO HOURS CONTRACTS (BI)

The motion does not add anything to our Existing Policy. We have called for the Labour Party to support our campaign and abolish Zero Hours Contracts as debated by Motion 129 "Zero Hours Contracts" carried at Congress 2013, Motion 63 "Zero Hours Contracts" carried at Congress 2014 and Motion 133 "Zero Hours Contracts" carried at Congress 2016. We will ensure that the current Labour Party Campaign manifesto includes this pledge and our policy on Zero Hours working will also be covered by the CEC Special Report on Precarious Work and the Gig Economy

137. UMBRELLA COMPANIES (SW)

The motion notes that this is not just limited to one sector and this was debated and carried by Congress 2016 Motion 136 and also discussed at the 2016 Manufacturing section Conference (MF20) and also by Motion 157 Congress 2015 "Umbrella Companies" which was against bogus self-employment generally and called for legislation to end the use of such companies. Our policy is to demand that contractors employ workers directly and not allow umbrella companies to take on the role of the employer. We have made numerous submissions to parliament on this citing examples in construction. The union has been working industrially to limit the spread of such arrangements as illustrated by the charter signed by North West & Irish Region regarding construction in Liverpool which has a clause built into it. In addition there are also 5 construction Charters with individual local authorities in Yorkshire Region based on the same principles. In the Engineering Construction sector, it is intrinsically built into the National Agreement (NAECI) to prevent such arrangements. Recently in our agreements with the Hinkley point C nuclear power station, umbrella companies have been explicitly outlawed and banned from operation. After the campaign in Wales, the Welsh Government have announced a ban on the use of such arrangements. We

will continue to work with the TUC and the Labour Party to address the issue within construction and to ensure that they do not spread to other sectors of the economy. Following Congress last year, GMB have been working with Unite the union who amalgamated with UCATT to fight this abominable blight in the UK.

144. INTERNSHIPS (SW)

Motion 76 carried by Congress 2010 highlighted the exploitation of unpaid internships and our current policy position was determined by Congress 2012 with Motion 83 "Internships" which called for minimum rights for interns including the right to minimum wage. Under national minimum wage legislation, whether or not someone is entitled to be paid depends on their employment status, whether they are a "worker" or an "employee". There is no set definition of an internship and unlike apprenticeships, internships are not directly regulated by any one body or statutory scheme, aside from general employment protections. Our policy is that as with apprenticeships, internships should be proper schemes and not exploited. Although what the motion is asking for is existing policy, this practice continues to persist with interns used as cheap or free labour.

176. TATA SPECIALITY STEELS (YO)

This was debated and carried by Motion 156 "Save our Steel Industry" carried at Congress 2013 from the same Branch. We also highlighted this at TUC Congress 2016 where GMB members attending Congress in support of our Steel Industry. We will continue our campaign in the Sector and include this in our Manufacturing Strategy going forward.

189. NHS WORKERS (BI)

NHS Privatisation was most recently discussed in 2016 m237. There have been a number of motions before then which deplores the privatisation of the NHS. 2011 C21 also covers the issue which was during the first year of the Coalition Government.

221. ENSURING GMB MEMBERS ENTER POLITICAL LIFE (YO)

It is vital that politics and politicians reflect and represent the communities and people they serve. GMB's CEC Special Political Report 2012 made connecting our members with politics a priority, which we continue to pursue. In recent months there has been a series of joint projects between Public Services Section and the Political Team to ensure GMB is organised politically in local government. We have longstanding policy calling for more "working class" MPs and we have set up programmes and mentoring schemes to assist GMB members wishing to run for public office

224. U-KIP A DANGEROUS OPPONENT (BI)

UKIP is a threat and must be tackled head on. GMB will never back down against bigotry, hatred and racism. Only a Labour government will ever truly deliver the change working people need – GMB will campaign with Labour to see off UKIP at every level of government. This has been debated following the 2015 Election at Congress 2015 with Composite 10: UKIP which called for a sustained campaign to challenge the politics of hate by counteracting UKIP's policies

225. LABOUR PARTY (YO)

Motions 172,173 and 174 carried by Congress 2016 called for GMB to support Jeremy Corbyn as he was elected overwhelmingly by members and supporters and we will work with him to elect a Labour Government in 2020.

290. END NHS PRIVATISATION (BI)

As identified in the 2014 CEC Statement on the NHS. An updated CEC Statement will pull together our policy and strategy on the NHS.

295. NHS INTERNAL COMPETITION (BI)

As identified in the 2014 CEC Statement on the NHS. An updated CEC Statement will pull together our policy and strategy on the on NHS.

296. MENTAL HEALTH SERVICES (BI)

Motion 249 agreed at Congress 2016 was carried with Qualification on this issue. GMB welcomed the government's pledge to invest £1bn a year into mental health budgets by 2020, but also calls for a fair funding service for the Mental Health Services budget which is in line with GDP. The CEC believes that this motion therefore falls within existing policy.

300. NHS (YO)

As identified in the 2014 CEC Statement on the NHS. An updated CEC Statement will pull together our policy and Strategy on the on the NHS.

304. HOSPITAL PARKING CHARGES(BI)

307. HOSPITAL CAR PARK CHARGES(YO)

Combined Position for Motions 304,307

Composite 20 from Congress 2009 called for the abolition of car parking fees at hospitals in NHS England which was carried. An update to this policy came from motion 217 in 2014 which suggested GMB campaign for an hour of free car parking in hospitals. This would bring down the cost of parking in the long run, and be free for stays less than an hour.

314. END THE SOCIAL CARE CRISIS (YO)

The issues raised in the motion were covered and debated in the Congress 2016 CEC Special Report on the Care Sector in addition the motion itself is not calling for any action (!)

319. FUNDING FOR CARE HOMES (SW)

As carried by Congress 2005 Motion 317 and Congress 2009 Motion 123. A CEC Charter on Social Care will also be covering this issue.

325. ACADEMISATION LEGISLATION AND SCRUTINY (BI)

GMB have longstanding policy of our opposition to the academisation of schools and we continue to raise this on all platforms. This has been debated by Congress at Congress 2011 C23 "opposition to Academies" and Congress 2013 Motion 178 "Academies".

335. INCREASING UTILITY COSTS (SW)

This motion is in line with Motion 229 "Combating Fuel Poverty" carried at Congress 2014 and other longstanding congress policy dating from 2008. GMB remain opposed to energy companies making large profits when as fuel prices rise, more households find themselves in fuel poverty. The motion is correct that there are various organisations campaigning against fuel poverty which GMB could support (some of which we already do) and we continue to work to eradicate this. We have highlighted the failing energy market on various platforms and have called for suppliers to genuinely offer low cost social tariffs, levying a windfall tax on energy companies and using this revenue to provide financial assistance to the neediest households.

346. YES TO RAIL INVESTMENT, NO TO HS2 (YO)

GMB is committed to the improvement of all transportation links. Motion 210 of Congress 2012 "High Speed Rail" supports the decision to build HS2 but also supports the expansion of other rail links and HS2 not be the end of High Speed Rail links. In 2013 motion 289 was carried which called for the South West of England to not be forgotten in the infrastructure mix, which intimated a negative view of HS2. This motion does not offer any new reason to not support HS2, and does not take into account our balanced position on rail and transportation improvements.

353. BLUE BADGES (BI)

We have committed support to those who need Blue Badges in motion 294 from Congress 2016 "Changes To The Disabled Blue Badge Application" on the changes to the application process. This year's motion specifically refers to the facilities needed to apply for Blue Badge which should be available at local authority premises. Unfortunately, not all our members have access to online facilities and many libraries are closing. Motion 294 does say however "Conference calls upon the CEC to pursue a campaign aimed at ensuring fairness and equity in all aspects of the application scheme relating to the provision of a Blue Badge." This arguably is a statement that can encompass the issues contained in this motion.

365. HUMAN RIGHTS IN TURKEY (SW)

This motion does not ask us to do anything and falls within our current policy remit to support civil society groups in Turkey who are struggling against the dictatorial tendencies of President Erdogan. The CEC agreed a motion at their December 2016 Meeting to call on the EU to freeze its accession process with Turkey, acknowledges President Erdogan's suspension of democracy and calls for full democracy and civil rights to be restored in Turkey

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