



FINAL AGENDA

Annual Congress 2014

Capital FM Arena, Nottingham

CONGRESS - Sunday 8 June

CONGRESS – Monday 9 June

SECTION CONFERENCES – Tuesday 12 June

CONGRESS – Wednesday 13 June

CONGRESS – Thursday 14 June



1974 CONGRESS, BLACKPOOL

MOTION 257 PRE-CONGRESS DELEGATE MEETINGS

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

PERIVALE BRANCH
(London Region)

CONGRESS FINAL AGENDA

Perivale Motion		2
Representation Statements		5
Guidelines for Congress Business		17
Standing Orders Committee Report No.1		23
Congress Index of Motions		26
General Motions		
Union Organisation	: Congress	31
Union Organisation	: General	31
Union Organisation	: Recruitment & Organisation	32
Union Organisation	: Representation & Accountability	33
Union Organisation	: Finance & Contributions	34
Union Organisation	: Union Benefits & Services	34
Union Organisation	: Education & Training	35
Union Organisation	: Equality & Inclusion	36
Employment Policy	: Health, Safety & Environment	38
Employment Policy	: Pensions & Retirement	40
Employment Policy	: Rights at Work	42
Industrial & Economic Policy	: Economy	51
Industrial & Economic Policy	: Social Justice	53
Industrial & Economic Policy	: Taxation & General	55
Industrial & Economic Policy	: Public Ownership and Control	57
Political	: General	58
Political	: The Labour Party	59
Political	: Labour Party Constitutional Issues	61
Political	: Democracy & Constitutional Reform	62
Political	: Racism & Fascism	63
Political	: Immigration & Migration	63
Political	: European Union	65
Social Policy	: General	66
Social Policy	: Justice	72
Social Policy	: NHS	74
Social Policy	: Young People	76
Social Policy	: Education & Training	76
Social Policy	: The Energy Market	78
Social Policy	: Housing	79
Social Policy	: Transport	83
Social Policy	: Welfare Rights & Services	85
International		94
National Equalities Conference Motion		97
Central Executive Council Rule Amendments		98
Composite Motions		104
Existing Policy Motions		123

CONGRESS GUIDE

General Information	127
Congress Delegates Gifts	
Tellers: Regional Cover	
Congress Seating Plan	
Obituary List	128
Fire/Safety Instructions	129
Fringe Events	131
Exhibition Plan	146
List of Exhibitors	147

SECTION CONFERENCES

COMMERCIAL SERVICES SECTION	173
MANUFACTURING SECTION	187
PUBLIC SERVICES SECTION	203

CENTRAL EXECUTIVE COUNCIL AND NATIONAL OFFICE

GENERAL SECRETARY AND TREASURER

KENNY, PAUL

NATIONAL SECRETARIES

SMITH, GARY
STRUTTON, BRIAN

ACTING NATIONAL SECRETARY

NELSON, JERRY

NATIONAL OFFICERS

AZAM, REHANA
BLACK, ALLAN
BOWDEN, JUSTIN
BRIMBLE, JUDE
CHAMBERS, AVRIL
HOLDER, SHARON,
HULSE, DAVE
RIX, MICK
WHITEHURST, PHIL

NATIONAL ORGANISING OFFICER

SMITH, MARTIN

GENERAL MEMBER

AUDITORS

BURKETT, IAN
DERY, STEVE
HAYNES, ALBERT

CENTRAL EXECUTIVE COUNCIL LAY MEMBERS (47) *(Section shown in brackets)*

ADAMS, BRIAN

(Commercial Services)

BEARCROFT MBE, SHEILA

(Manufacturing)

BERWICK, SANDRA

(Public Services)

BLACKMAN, ELIZABETH

(Public Services)

BUCHANAN, KEVIN

(Commercial Services)

CLARKE, RICHARD

(Public Services)

CLEMENTS, DAVE

(Commercial Services)

DANIELS, KEN

(Public Services)

DOLAN, JOHN

(Manufacturing)

EMMERSON, GEORGE

(Manufacturing)

FARR, BRIAN

(Manufacturing)

FERGUSON, GERRY

(Manufacturing)

FOSTER, JEAN

(Commercial Services)

FRASER, BRENDA

(Manufacturing)

FRASER, GEORGE

(Public Services)

GIBBS, GORDON

(Public Services)

GREGG, MARGARET

(Commercial Services)

HALL, JOHN

(Public Services)

HARRY MBE, AUDREY

(Manufacturing)

HOPE, DAVID

(Public Services)

HULLEY, BRYAN

(Manufacturing)

HUTCHINSON, MARY

(Manufacturing)

JACKSON, MARTIN

(Public Services)

JONES, JAMES

(Public Services)

JUSS, WARINDER

(Commercial Services)

KANE, PETER

(Commercial Services)

LEADER, ANN

(Manufacturing)

MARNELL, EDDIE

(Manufacturing)

MARTIN MBE, EVELYN

(Public Services)

McDONNELL, JOHN

(Manufacturing)

McGIVERN, ANDY

(Manufacturing)

McLAREN, ANN

(Manufacturing)

MINNERY, JUNE

(Public Services)

MODLOCK, BILL

(Public Services)

MURPHY, CATHY

(Commercial Services)

NOBLE, DAVID

(Public Services)

PARKER, LORRAINE

(Public Services)

RICHARDSON, GORDON

(Manufacturing)

ROBINSON, PENNY

(Public Services)

SAGE, MALCOLM

(Commercial Services)

SHARP, LENA

(Commercial Services)

SHARPE, NICOLA

(Commercial Services)

SLATER, KATHLEEN

(Commercial Services)

SMART, VIV

(Public Services)

STRIBLEY, JAMES

(Manufacturing)

SUTTON, CATH

(Commercial Services)

TURNER MBE, MARY

(Public Services)

WAUGH, RON

(Manufacturing)

WHEATLEY, PAUL

(Manufacturing)

NATIONAL OFFICE

BADLAN, ROBERT
BALFOUR, MICK
BARNES, ANNA
BENZING, HEIDI
CALLOW, JOHN
CASHER, BARBARA
CLEMO, IDA
CONROY, ROSE
CROSBY, BOB
DOOLAN, GARY
GANNON, PAT
GOLDING, EMMA
GREGORY, CHARLOTTE
GREENAWAY, KEIR
HARDING, KERRI

HEALY, MARION
JAGDEV, LAURA
JANDU, KAMALJEET
JENKINS, ROGER
JOHNSON, LISA
KEANE, PAULA
KEMP, STEVE
KENNY, PAT
LAFFERTY, ANN
LUDKIN, MARIA
McCARGO, JOHN
McCLEAN, JOHN
McEVOY, PHIL
PANTON, KEVIN
PARKER, CARL

PERRIN, HILARY
PRYLE, STEVE
READ, PHIL
ROBINSON, BOB
SCHOUWENBURG, BERT
SHEARS, DANIEL
SHORT, STEVE
SMITH, BARRY
SMITH, KERRY
SPEIGHT, CATH
SWEENEY, KEVIN
WALKER SHAW, KATHLEEN
WILDE, SHARON
WYLIE, ALLAN

BIRMINGHAM & WEST MIDLANDS REGION

REGIONAL SECRETARY
MORGAN, JOE

ELECTED ORGANISER
GRIFFITHS, COLIN

**MEMBERSHIP
DEVELOPMENT
OFFICER**
DAY, DAVID

SENIOR ORGANISER
HINKS, PAULINE

NON-ELECTED ORGANISER
JONES, JUSTINE

REGIONAL STAFF
ATKISS, ADELLE
CASWELL, KATE

LAY DELEGATES (30)

BAILEY, GARETH

S64 Stafford and Stoke

BAKER, KEVIN

C15 General

BALDWIN, HEATHER

B10 Banbury

BOLLARD, ANITA

B49 CYP&F

BOULD, GRAHAM

W50 Wellington

CLARKE, MARGARET

A15 ASDA

CORBETT, ANDREW

D40 Dudley Engineering

CORBETT, ELIZABETH

C15 General

DALEY, ELAINE

X13 Birmingham General

DUDSON, ALAN

W18 Walsall L.A

DUGGAN, JIM

W40 Birmingham Community Water

DYDE, PHILIP

C91 Coventry No.3

FELLOWS, TREVOR

T37 Tipton Electricity

GARRETT, SVEN

C80 Dudley

GIBBS, LAURA

W99 Wolverhampton

GILL, DANIEL

C40 Care Sector

HACKETT, TONY

A02 Ambulance

HALL, BRETT

S26 Service Force

HARVEY, GLYN

S74 Stoke/Shropshire Gas

HAYDON-DAVIS, NATALE

T37 Tipton Electricity

INGLEY, JACKIE

T10 Tamworth

JAMES, DARREN

S85 Sandwell Community

JONES, ROGER

T36 Tipton No.2

LAL, MADAN

W70 Willenhall

MACDONALD, MELVYN

B10 Banbury

PERRY-JONES, DAVID

B43 Birmingham City General

PICKERILL, PAUL

X60 Newcastle BC

POSTON, DAVID

B76 Brierley Hill

STEVENSON, ANDREW

R35 Rocester JCB General

THURSFIELD, ADAM

R35 Rocester JCB General

LONDON REGION

REGIONAL SECRETARY

HAYES, PAUL

ELECTED ORGANISERS

ATTWOOD, STEPHANIE

REGIONAL STAFF

BARGER, CHRIS
TAVOLARA, HILDA

SENIOR ORGANISERS

WARR, TONY
KENNY, WARREN
WILLIAMS, KEITH

NON-ELECTED ORGANISERS

LALLY, KAREN
O'DONOVAN, ANNA

LAY DELEGATES (66)

ANDERSON, DIANNE

King's Lynn No 1

BARTLETT, MELANIE

Barking & Dagenham LGO

BATSON, JUDITH

GMB Professional Drivers

BENHAM, BARBARA

Hendon

BOATSWAIN, ALTON

GMB London Security

BOWMAN, MAVIS

London Stores General

BRETTON, CHRISTOPHER

EEAS (1)

BYRNE, DANNY

City of London

CHANA, TARANJIT

Hounslow

CHOLERTON, TONY

London Zoological

COLE, WILLIAM

Kensington & Chelsea PS

COLES, JONATHAN

Redbridge

COLES, PAUL

Hendon

COUSIN, ALISON

Lowestoft

CULBERT, PAUL

Huntingdon & Wisbech

DARCI, JAJUCLAL

Central Wembley

DUDHAIYA, TUSHAR

Central Wembley

DUDLEY, KAREN

Beds County

DUFFIELD, BRENDAN

Barking & Dagenham LGO

FAITH, DANIEL

BA Hatton Cros

FLAHERTY, KOULLA

EEAS

FORREST, STEVEN

London Central General

FRANKLIN, FRANCES

Home Counties General

GARELICK, STEPHEN

GMB Professional Drivers

GILLIGAN, DEAN

Ealing

HARPER, WENDY

Southend

HARRIS, GARY

Islington 1 & Haringey

HENDRY, KIM

GMB@PCS

HIOM, JIM

Milton Keynes City

HOLLAND, CATHY

Essex Public Services

HUGHES, ELIZABETH

Hounslow

HUSBANDS, MICHAEL

Aviation Security

ISAACS, JOE

Energy Central

JAMES, MARC

Ipswich & District

JONES, STEPHEN

Redbridge

KERR, COLIN

Havering

LANCASTER, MICHAEL

ASDA Bedford DC

LEE, CLAIRE

Barking

MANN, LYNSEY

Barking

MEHMET, HASAN

Edmonton/Enfield

MOFFETT, JOHN

Cambridge 2

NOKES, TERRY

Norwich General

OSBORNE, JAMIE

Islington Apex

PARSONS, JEAN

Plaistow

PETERSON, DOTT

Camden Apex

PRESHAW, MICHAEL

Dagenham Motor Inds

PURCELL, HELEN

GMB@PCS

RAWLINSON, RICHARD

Stansted

REIS, WENDY

Southend

RICHMOND, JIM

Newham Apex

RIGBY, DOUG

Braintree & Bocking

ROBINSON, PAUL

Homes Counties General

SAGGERS, PAUL

East Of England Waterworkers

SAYWELL, MATT

Holborn

SHAW, BRIAN

GMB@PCS

SMITH, HENLEY

Ealing

SMITH, JAN

East Dereham

STEPHENS, CATHERINE

London Entertainment & IUSW

STEWART, EUTON

Hendon

THOMAS, VAUGHAN

Norfolk Public Services

WALDRON, SHARON

Plaistow

WEST, FRANK

Tower Hamlets APEX

WEST, VAUGHAN

Islington APEX

WHISTLECRAFT, JOHN

Edmonton/Enfield

WHITTINGTON, WENDY

Havering

WOODS, GEORGE

North West London

MIDLAND & EAST COAST REGION

REGIONAL SECRETARY

WORTH, ANDY

ELECTED ORGANISERS

ALLEN, MARTIN
CLARKSON, SHAUN
NOSAKHERE, TYE
WILKINS, RACHELLE

REGIONAL STAFF

EVANS, CHERYL
STOCKLEY, KAREN
GODDEN, ADANA
TYSZKOWSKA, DOMINIKA
WAUDBY, LESLEY

SENIOR ORGANISER

TAYLOR, RICHARD

NON-ELECTED ORGANISERS

COPPIN, MICK
HARRISON, HARRY
REDGATE, SEAN

LAY DELEGATES (36)

ALLINSON, SHANE

Hull Paint & Engineering

BURGIN, ANDY

Ashfield General

CLARKE, JIM

GMB Mid Lincs

CLARKSON, CAROL

Hull Retail & Distribution

DIMMOCK, STEVE

Hull Food & General

DUDDING, KEV

Hull No.1

EVANS, JASON

Leicester Water

EYRE, PAUL

Long Eaton CFTA

FERN, STEPHEN

Gas Staff & Services

FREEAR, NIGEL

Scunthorpe Tec

GOLDING, JIMMY

Peterborough Food & Allied

GROCOCK, JOHN

Anwick & Mid Lincs Community

GUBB, LAINE

Leicestershire 2000

GUNTER, COLIN

Grantham Community

HARWOOD, COLLEEN

Mansfield Central

HELEY, BILL

Midland Healthcare

HOARE, SUSAN

Scarborough & North Yorks

HUMPHREYS, KERRY

GMB Notts Police Staff

JENKINS, MICHELLE

Matlock

JOBSON, DAVE

Leicester Services

JOHNSON, HELEN

Eurotec

KLIMOWICZ, ANNA

Midland Healthcare

LASCELLES, DAVID

Scunthorpe District & APEX

MARTIN, ANGIE

Hull Retail & Distribution

MATTHEWS, JOANNE

Nottingham City

MILLS, DOROTHY

Alfreton No.1

MORGAN, RICHARD

Derbyshire Community

OKRA, KAREN

Hull No 1

OKURE, NATALIE

Leicestershire 2000

ORTEGA, SHONA

GMB Grimsby General

RALSTON, MATT

Nottinghamshire General

SHORT, MILES

North Lincs Unitary

SOPER, PHILIP

Nottingham Tec

TAYLOR, ELAINE

Lincoln Tec General & APEX

WARREN, ZILLAH

Sherwood Forest Hospitals

WHILDING, ROB

Buxton

NORTHERN REGION

REGIONAL SECRETARY

COATES, WILLIAM

ELECTED ORGANISERS

GIBBONS, STEVE
SCOTT, VALERIE

REGIONAL STAFF

ANDERSON, SUSAN
MANDERSON, DEBBIE

SENIOR ORGANISERS

JUKES, CHRIS
SMITH, COLIN

LAY DELEGATES (40)

AVERILL, LYNNE

Newcastle General APEX

BRYAN, ALYSON

Sunderland City LA

CARR, MICHAEL

Middlesbrough 5

CHAMBERS, KEITH

Northumberland County LA

CLEGG, DAVID WILLIAM

Durham County LA

COLLINSON, NEIL

North West Durham AHA

DAVIDSON, VERONICA

South Tyne and Wear General

DERWART, GARY

Northern Electric Industrial

DOWSON, RAYMOND

Durham General

EARL, TOMMY

Carlisle & Cumbria LA

GILBRAITH, MARY

Hartlepool 3

GROUNDWATER, STEPHEN

BAE Systems

HARDING, ANGELA

NPOWER

HENWOOD, COLIN

Middlesbrough 5

HUGHES, WILLIAM

Sunderland 1 Eng

HUNTER, TOMMY

South Shields 2

JEPSON, JANETTE

Durham County LA

LINES, CAROLE

Durham County LA

McGOUGH, CHRISTINE

Durham General

MORRIS, YVONNE

South Tyne and Wear General

MURRAY, GEORGE

Newcastle & North Tyne General

NELSON, DAVID

General Security

PENELLUM, AMANDA

Barrow 5

QUINN, KIRI-ANNE

Asda Stores

RAMSAY, PAUL

Northumbrian Water

RIDDLE, DAVID

Sunderland City LA

ROBERTSON, DIANE

Sellafield Ind

SAWDON, PETER

Stockton 3 Engineering

SPEAKMAN, RICHARD

Darlington Engineering

STEWART, ALMA

Northumbrian Health

STOBBART, ETAIN

Northumbria Water

STUBBS, KENNETH

Remploy North

TAYLOR, BERNIE

Middlesbrough Manufacturing

THOMSON, KEVIN

Northern Electric Industrial

TIMBEY, LES

Durham County LA

WALKER, ALAN

Hartlepool Matsa

WALLER, EMILY

Hartlepool 4

WATLING, JOHN

Cumbria Public Services

WILKINSON, ROSIE

Barrow 5

WINTER, TONY

South Shields 2

NORTH WEST & IRISH REGION

REGIONAL SECRETARY
MCCARTHY, PAUL

NON-ELECTED ORGANISERS
McGUIGAN, ALBIE
SMITH, NEIL

REGIONAL STAFF
BARROW, MARGARET
REED, DEBBIE

SENIOR ORGANISER
HOLT, GIOVANNA

LAY DELEGATES (55)

ASHWORTH, TRACEY

Q20

BIRD, JULIE

P42

BODEN, STEPHEN

M96

BOYLAN, PAUL

D78

BRIERLEY, SUSAN

O30

BUOEY, MICHAEL

N61

BYRNE, UNA

X02

CARTWRIGHT, GRAHAM

P42

CLARK, MICHAEL

L32

CLEAREY, BERNARD

L45

CONVEY, LOUISE

S05

DANIELS, ROBERT

L25

DAVIES, JAYNE

L35

DAVIES, VERONICA

L08

DOCKREY, MARGARET

B16

EVANS, PAUL

C13

FLANAGAN, KEVIN

Q22

GOULDING, WILLIAM

P41

GRAY, DAVID

G40

GUNN, ROBERT

F72

HARGREAVES, CLAIR

W87

HENRY, DOUGLAS

M35

KEIGHT, JEFF

L50

LALKHAM, BERNARD

J01

LARKIN, TONY

X39

LISNEY, SUSAN

S02

LOWES, IAN

L33

MACKLIN, PETER

Q78

MALLON, COLIN

B90

McCARTNEY, JAMES

A62

McDONOUGH, GAYNOR

L50

McMULLAN, THOMAS

W80

MOLD, MATTHEW

S11

MULLEN, AGNES

M97

NICHOLLS, SAMANTHA

W02

PATRICK, TRACEY

X07

PLATT, WILLIAM

U88

RAWSTHORNE, BARBARA

Y03

RICHARDS, PAUL

K28

ROGERS, CLAIRE

N45

SARGENT, ANN

OPS1

SMITH, GRAHAM

O11

SMITH, JOSEPH

R01

STODDART, ANN

N32

STODDART, BARBARA

N32

SUTCLIFFE, DEREK

G55

TAYLOR, ALLISTER

B91

THOMPSON, STEPHEN

S72

VINCENT, ANGELA

B90

WELHAM, ROBERT

C51

WHITTLE, STEVEN

B41

WILLETT, JON

V15

WILLIS, CATHERINE

M97

WORSLEY, JAMES

H05

WRIGLEY, DAVID

L34

GMB SCOTLAND

REGIONAL SECRETARY
DONALDSON, HARRY

ELECTED ORGANISERS
LEONARD, RICHARD

SENIOR ORGANISERS
MOOHAN, JIM

REGIONAL STAFF
CRAIK FIONA

LAY DELEGATES (37)

ALEXANDER, FRANK

Hunterston

BRESLIN, PATRICK

Glasgow NE & SW Health Service

CAMPBELL, CAROLINE

North Lanarkshire PS

CARR-POLLOCK, THOMAS

Bathgate

CARSON, BRENDA

Clydebonding

COLL, GARY

Scottish Ambulance Service

DEAN, ANNE

Scottish Primary Care Nursing

DRYLIE, ANNETTE

Fife Public Services

DUFFY, PATRICK

Cumbernauld PS

FAULDS, JACKIE

Glasgow NE & SW Health Service

FINN, MARY

Glasgow NE&SW Health Service

GAULD, JULIE

Asda Group 2

HAKIM, ZAFFIR

Glasgow General APEX

HILLS, JEFFREY

Remploy Lanarkshire 306 (CFTA)

LINDSAY, WILLIAM

North Lanarkshire PS

LOGAN, ALEXANDER

Port Glasgow No4 Engineering

McAUGHTRIE, ALEXANDER

Falkirk Public Services

McCROSSAN, JAMES

Castle Douglas

McCULLOCH, MARTIN

Yodel

McEWAN, WILLIAM

Dunbartonshire PS

McKENZIE, MARY

Glasgow 1

McMENEMY, JOHN

Renfrewshire 1

McNEILL, FRANCIS

Glasgow 66 Engineering

MIDDLETON, MICHAEL

Aberdeen City

MOOHAN, MARY

Dumbarton 2

PARKER, VINCE

Heathhall

PATERSON, RAYMOND

South Lanarkshire PS

PATERSON, FRANK

Aberdeenshire Public Services

RIDDELL, PHYLLIS

Tollcross Biscuits

ROBERTSON, CHARLIE

LA Staffs Tayside Apex

ROSS, STUART

East Ayrshire Public Services

STEWART, DAVID

Wilkinson

THOMPSON, ANDREW

Scottish Water

WALKER, DUNCAN

Grangemouth 583 (CFTA)

WARD, PETER

Asda Distribution Grangemouth

WATSON, ROBERT

South Lanarkshire Public Services

WRIGHT, JOHN

Scottish Gas

SOUTHERN REGION

REGIONAL SECRETARY
MALONEY, PAUL

ELECTED ORGANISERS
DAVY, ANNE
NIXON, NICOLA
SIMPKIN, MICK
SMITH, CLIVE

REGIONAL STAFF
GORDON, MICHELLE
SHURGOLD, JULIE

SENIOR ORGANISERS
MACEY, ROB

LAY DELEGATES (35)

ACHI, AKE
G36
ADAMS, LOUISE
G36
ADIGWE, JOE
M27
ALADE-ODUMOSU, DOTUN
L17
BACCHUS, SEAN
L26
BAKER, DERRICK
W27
BUTLER, MICK
G33
COX, WENDY
G33
CURTIS, PAUL
B10
DALY, FRANK
X98
DEVINE, ROBERT
X99
DOLAN, MARTIN
A53
EATON, ALAN
B61
GOODACRE, PAUL
X2
HOOD, TINA
G38
JACKSON-AMPAW, NANA
C60

KING, DAVID
G38
LANGLOIS, TIMOTHY
J11
LEAK, DAVID
Z39
LOVEJOY, MALCOLM
Z42
OAKES, STEVE
L16
PETRIE, NINA
L26
PLANT, BARBARA
L17
POWELL, JOHN
W27
REEVES, ROY
H25
SANCHEZ, SHEENA
K14
SAYED, HAYDAR
W15
SINCLAIR, SUZANNE
K14
SMITH, PAUL
S15
SONY, PAUL
G36
STANSELL, CANDICE
S15
WARREN, ANDREA
L09
WATTS, CHRISTOPHER
W15

WEIR, ALEX
D27
WIJE, ASHA
K19

GMB WALES AND SOUTH WEST REGION

REGIONAL SECRETARY

PHILIPS, JOHN

ELECTED ORGANISERS

BAKER, KEN

MASON, KEVIN

RICHARDS, JILL

REGIONAL STAFF

BOWEN, LYNNE

HANDO, CLAIRE

WHYMAN, CAROLE

SENIOR ORGANISERS

BENNETT, RUTH

BURNETT, MERVYN

NICK, HUGHES

NON-ELECTED ORGANISERS

HUGHES, GREG

LAY DELEGATES (46)

BISHOP, LESLEY

Cheltenham & Tewesbury

BOUNDS, IAN

Cardiff & District APEX

BRADY, JULIA

Cardiff Water

BRINKWORTH, GWYLAN

South Wales Police

CAMERON, MATTHEW

Portbury Distribution

CLARKE, LYNDON

Newport 1

DANIELS, ROBERT

Cardiff 1

DE-BANKS, AARON

North Devon

DENT, JAMES

Plymouth & District

ESTEBANEZ, CAROL

Rhondda Cynon Taff CBC

EVANS, NIGEL

West Gower Water

FUNNELL, NEIL

Caerphilly CBC

GASKELL, WILLIAM

Wilkinson Stores

GILROY, KEVIN

Neath & Port Talbot

HAMBLIN, DAVID

Transco Gas

HARRISON, SHARON

Hengoed Engineering

HOLMAN, NATHAN

Welsh Ambulance

HUGHES, PHILIP

Ifor Williams Trailers

HUNT, PAUL

Cardiff Water

HUNT, ROGER

Cheltenham & Tewkesbury

JONES, CRAIG

Rhondda Cynon Taff CBC

JONES, KEVIN

Merthyr Tydfil CBC

JONES, MARTYN

Merthyr Bus

JONES, STEPHEN

Securicor

KEMPTON, PAUL

Cardiff 1

LEGG, BRIAN

Swansea BMS

LOCK, SIMON

Newport 1

MACARIAN, SANDRA

Asda Joint Branch

MOORE, LINDA

Camborne

NEWMAN, BRIAN

Gloucester APEX

PUCKETT, COLIN

North Bristol NHS Trust

PUTMAN, STEVEN

Camborne

RIMRON, JOANNA

Plymouth & District

ROGERS, PHILIP

South Wales Police

SAMUEL, STEVEN

Western Power Distribution Wales

SIBLEY, CHARLENE

Plymouth Health

SMITH, JENNIFER

Mid Glamorgan C&T

STAFF, PAUL

Bristol Public Services

SUTTON, JEFFREY

Bristol Public Services

THOMAS, PAUL

Porth 2

WALSH, KARL

Securicor

WARN, NIGEL

Devonport

WEEKS, JENNIFER

North Bristol NHS

WILLIAMS, GARY

Newport 6

WILSON, MIKE

Monmouth Utilities

WOOD, BARRIE

Torbay General Branch

YORKSHIRE & NORTH DERBYSHIRE REGION

REGIONAL SECRETARY
ROACHE, TIM

ELECTED ORGANISERS
MCNEILL, BOB

REGIONAL STAFF
DEGUN, KALVINDER
FORD, MARIA
JONES, CAROLINE

SENIOR ORGANISERS
DERRICK, NEIL
JENNINGS, STEVE

NON-ELECTED ORGANISERS
COLE, NEIL
FOSTER-WILSON, LOUISE

LAY DELEGATES (41)

BAGNALL, PETER
L10

BARDZ, BARTLOMIEJ
M35

BLAKE, OLIVIA
S38

BURLEY, AMANDA
L18

DAGNALL, LEWIS
S38

ELSHAW, ANDREW
B12

EQUINO, ATU
L30

FORD, SARAH
A56

VIN, CINDY
X20

GILBERTHORPE, KENNETH
Z13

GLEDHILL, ANTHONY
L14

GOLDING, BRIAN
Y22

GRIFFITHS, MONICA
S15

HAMPTON, COLIN
C40

HILL, MARIA
S96

HINCHLIFFE, MICHAEL
S37

HINSLIFFE, WILLIAM
Y27

HIRST, MICHAEL
P45

JARVIS, GRAHAM
J20

JUMMA, FARZANA
B12

KEMP, IAN
P20

KIRKHAM, BEN
R75

KITCHING, JOHN
B15

LISTER, MATTHEW
L30

MARTIN, SINCLAIR
L18

MORRELL, ALLISON
D20

MULLEN, JAMES
K20

PIPER, VINCENT
R50

POLLARD, GLEN
S20

ROSS, PAMELA
X16

RUSSELL, JOHN
L65

SHIELD, JIM
Y10

STEER, PHILIP
L14

STEVENSON, JOHN
S38

SULLIVAN, JEREMY
A35

TAYLOR, MAUREEN
C18

TOWNEND, NIGEL
C41

WALKER, SUSAN
A55

WARD, RYAN
A55

WOODHOUSE, SIMON
A40

YOUNG, SARAH
S35

CONGRESS LAY DELEGATES

MALE/FEMALE BREAKDOWN

REGION	NOMINATED		ELECTED and APPOINTED	
	M	F	M	F
BIRMINGHAM & WEST MIDLANDS	27	11	22	9
LONDON	45	21	45	21
MIDLAND & EAST COAST	29	25	22	16
NORTHERN	26	16	26	16
NORTH WEST & IRISH	45	24	35	20
GMB SCOTLAND	33	14	29	9
SOUTHERN	24	15	24	15
WALES & SOUTH WEST	37	11	35	11
YORKSHIRE & NORTH DERBYSHIRE	40	16	29	13
TOTAL	306	153	267	130

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:

CONGRESS - Sunday 8 June: 9.30 Am - 12.30 pm, 2.00 pm - 5.30 pm

CONGRESS – Monday 9 June: 9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

SECTION CONFERENCES – Tuesday 12 June: 9.30am – 12.30pm, 2.00pm –5.30pm

Congress – Wednesday 13 June:9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

Congress – Thursday 14 June: 9.30 am – Close of business

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:

Congress – Sunday 8 June – Monday 9 June
9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Section Conferences – Tuesday 10 June
9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Congress – Wednesday 11 June
9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Congress – Thursday 12 June
9.30 am – Close of Business

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

Times for Speakers

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

General Motions and Rule Amendments:

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

Officers' Reports:

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

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

Special Reports and CEC Statements:

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

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

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

Questions on Balance Sheet and Auditors' Report

Questions on the Balance Sheet and Auditors' Report must be submitted in writing to the Congress office no later than 5.30 pm on Monday 9 June 2014.

Congress Motions and Section Conference Motions

In accordance with Recommendation 14 of the "Framework for the Future of the GMB: Moving Forward" CEC Special Report endorsed by Congress 2007, the Standing Orders Committee is recommending that Motions should be dealt with either by Congress or by Section Conferences as appropriate according to the subject matter for debate in the Motion. The Motions are printed in the Congress Final Agenda or the appropriate Section Conference Agenda.

Motion Out of Order

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

Motion 22 Mobilising The Community

This Motion it calls for a community membership scheme of 25p a week for the unemployed, the retired, and students, with reduced benefits to be agreed by the CEC. This would require amendments to all relevant rules relating to contributions and benefits. The Motion conflicts with Rule 47 (1) in that the unemployed receive full benefits but what the Motion calls for is a 25p a week contribution rate with reduced benefits. Congress 2014 is not a rules revision year, so the Motion is out of order for debate at this year's Congress.

Motions in line with Existing Policy

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

Motion 57	Pensions: We're All In (But The Jury's Out)
Motion 60	Draconian Employment Legislation
Motion 79	Minimum Wage
Motion 103	The Impact Of Public Service Cuts Upon Vulnerable Women And Organisations
Motion 200	Support For Legal aid
Motion 237	Affordable Housing
Motion 293	Female Genital Mutilation

Composite Motions

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

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 must be submitted to the Standing Orders Committee for approval prior to be shown at Congress.

Bucket Collections

The subject of bucket collections is under review. If bucket collections go ahead at Congress 2014 then the following procedure will apply.

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 SOC of the amount collected, so that the President can inform Congress.

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

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

CONGRESS INDEX OF MOTIONS	
217	1 ST HOUR FREE PARKING AT ALL NHS HOSPITALS
253	20MPH SPEED LIMITS
203	30 YEAR RULE
80	A FAIR DAY'S PAY FOR A FAIR DAY'S WORK
51	A LIVING PENSION
81	A LIVING WAGE CAMPAIGN
153	A NEW CLAUSE 4
37	AFFILIATION TO INTERNATIONAL LESBIAN, GAY, BISEXUAL, TRANS AND INTERSEX ASSOCIATION (ILGA)
18	AFFILIATION TO NATIONAL SHOP STEWARDS' NETWORK
177	AFFORDABLE CHILDCARE
237	AFFORDABLE HOUSING
86	AGENCY WORKERS
58	ANTI-TRADE UNION LAWS
223	APPRENTICESHIPS
254	AUTOMATIC ENTRY ONTO NATIONAL DATABASE OF MOTOR ACCIDENTS
112	BANKERS BONUSES
275	BEDROOM TAX
276	BEDROOM TAX
277	BEDROOM TAX
279	BEDROOM TAX
278	BEDROOM TAX CONSEQUENCES
274	BEDROOM TAX REMOVAL
221	BENEFIT TO YOUNG CHILDREN IN WALES BROUGHT ABOUT BY INVESTMENT IN EARLY LEARNING VIA FLYING START
119	BETTING ANOMALY
99	BLACKLISTING
35	BME & LGBT HATE CRIMES
121	BORROWING MONEY TO PURCHASE A COMPANY
19	BRANCH ACCOUNTS FIT FOR PURPOSE
151	BRANCH LABOUR PARTY DELEGATES
215	BREAST SCREENING – AGE OF SCREENING TO BE LOWERED
256	BUDGET OUTRAGE
165	BULGARIAN AND ROMANIAN WORKERS
97	BULLYING
292	CALL FOR GLOBAL PEACE, EQUALITY AND PROSPERITY
206	CAMMELL LAIRD 1984
271	CAMPAIGN FOR AN INVESTIGATION OF ATOS HEALTHCARE
189	CAMPAIGN FOR THE REMOVAL OF HYDROGENATED FATS FROM FOODSTUFFS
197	CAMPAIGN TO KEEP THE LOCAL HIGH STREET SHOP AND SHOP WORKERS' JOBS
105	CAPITALISM – NOT WORKING
182	CCTV CAMERAS AND SURVEILLANCE
108	CHAMPIONING SOCIAL VALUE
96	CHANGE BEREAVEMENT LEAVE CAMPAIGN
91	CHANGES TO THE TRANSFER OF UNDERTAKINGS (PROTECTION OF EMPLOYMENT) REGULATIONS 2006
193	CHILD LABOUR – BRITAIN'S INDUSTRIAL REVOLUTION & VICTORIAN PERIODS
6	CHRISTMAS OPENING HOURS
41	CLASS AS A STRAND OF THE EQUALITY ACT
229	COMBATING FUEL POVERTY

161	COMBATTING THE FAR RIGHT
135	COMBINING TRADE UNION STRENGTH AND ORGANISATION
181	COMMUNITY ALARMS
240	COMPULSORY PURCHASE OF HOUSING
1	CONGRESS DEBATES
242	COUNCIL TAX REVAMP
29	COVERT SURVEILLANCE OF ELECTRONIC EQUIPMENT
172	CREDIT UNIONS/ALTERNATIVE BANKS & PAYDAY LOANS
98	CRIMINALISING CORPORATE BULLIES
174	CUTS TO CHILDREN'S CENTRES
208	DEATHS IN CUSTODY
267	DISABILITY BENEFITS
228	DOMESTIC HEATING OIL REGULATOR
28	DOMESTIC VIOLENCE
259	DOMESTIC VIOLENCE SERVICE PROVIDERS
60	DRACONIAN EMPLOYMENT LEGISLATION
190	DRUG REFORM
168	ECONOMIC POVERTY
76	EMPLOYER WHO IS ALSO THE LANDLORD
73	EMPLOYMENT LAW
12	ENCOURAGING YOUNG PEOPLE TO BECOME MEMBERS OF TRADE UNIONS
77	END MINIMUM WAGE ABUSE
238	END RIGHT TO BUY
179	END TERM TIME FINES FOR PARENTS
231	ENERGY COMPANIES
227	ENERGY COMPANY CONTROLS
226	ENERGY MARKET
248	ENERGY RISES AND RAIL FARES
230	EQUALISING ENERGY PRICES
88	EQUALITY FOR AGENCY WORKERS
167	EU FOOD AID FUND
171	EXCESSIVE INTEREST RATES
87	EXPLOITATION OF AGENCY WORKERS
178	FAIR PRICED HOLIDAY
293	FEMALE GENITAL MUTILATION
142	FINANCIAL INCENTIVES FOR EMPLOYERS TO TAKE ON THE LONG-TERM UNEMPLOYED
47	FLOOD PREVENTION
169	FOOD BANKS
187	FOOD COSTS CONTROLS
232	FRACKING FOR GAS SUPPLIES
176	FREE CHILDCARE FOR ALL
160	FREEDOM OF INFORMATION
140	FULL EMPLOYMENT
214	G.P. WAITING TIMES
152	GENERAL ELECTION 2015
291	GLOBAL WORKERS' PROTECTION
284	GMB SUPPORT FOR THE WESTERN SAHARA CAMPAIGN
9	GMB YOUTUBE BROADCAST (GMB TV)
188	GREATER REGULATION OF THE FOOD INDUSTRY
107	GROWING INEQUALITY
45	HEALTH & SAFETY
44	HEALTH AWARENESS (STRESS & MENTAL)
122	HEDGE FUNDS
290	HOLDING UK BUSINESSES ACCOUNTABLE FOR HUMAN RIGHTS ABUSES OVERSEAS.

244	HOUSING MARKET – BUY TO LET
241	HOUSING SOCIAL CLEANSING
186	IMAGES/SEXUALISATION OF CHILDREN AND YOUNG PEOPLE
164	IMMIGRATION
175	INCREASE IN CHILD CARE COSTS
154	INTERNAL LABOUR PARTY ELECTIONS CODE OF CONDUCT
283	INTERNATIONAL NICARAGUA
38	INTERNATIONAL, LESBIAN, GAY, BISEXUAL, TRANS AND INTERSEX ASSOCIATION
162	INTERNATIONALISM
266	INTRODUCTION OF MANDATORY RECONSIDERATIONS FOR BENEFITS
137	KEEP MAY DAY
251	KEEP TRAIN GUARDS ON TRAINS
117	LABOUR PARTY
118	LABOUR PARTY
139	LABOUR PARTY FUNDING
207	LACK OF PROVISION PROVIDED TO FEMALE YOUNG OFFENDERS WITHIN THE YOUTH JUSTICE SYSTEM
247	LANDLORD LICENSING
27	LANGUAGE BARRIER
141	LIVE LIVESTOCK MOVEMENTS
83	LIVING WAGE
146	LIVING WAGE
144	LOBBYING BILL
250	LONDON UNDERGROUND TICKET OFFICES
268	LONG WAITING LIST FOR WORK CAPABILITY ASSESSMENTS WITH ATOS
270	MEDICAL ASSESSMENTS
14	MEMBERSHIP RECORDS
46	MESOTHELIOMA BILL
163	MIGRATION
204	MINERS' STRIKE
79	MINIMUM WAGE
22	MOBILISING THE COMMUNITY
102	NATIONAL CAMPAIGN AGAINST AUSTERITY MEASURES
210	NHS CARE PROVISION
138	'NO' TO A 'MARGARET THATCHER DAY'
143	OPPOSE GAGGING BILL
265	OPPOSING WORKFARE SCHEMES
13	ORGANISING AROUND EQUALITIES
191	OUTRAGEOUS CALL CHARGES
53	PART-TIME WORKERS' PENSIONS
212	PATIENTS DENIED KEY TREATMENTS DUE TO NHS COST CUTTING
170	PAYDAY LOANS
55	PENSION BLACK HOLE
52	PENSIONERS CHRISTMAS BONUS
54	PENSIONS
56	PENSIONS
57	PENSIONS: WE'RE ALL IN (BUT THE JURY'S OUT)
192	PHONE AND BROADBAND AND BT OPEN REACH PERFORMANCE
272	PIP ISSUES FROM ASSESSMENT DELAYS
209	POLICE SHOOTINGS
132	POST OFFICE SELL OFF
245	PRIVATE LANDLORDS NOTICE TO QUIT
42	PRIVATISATION AND COMMERCIALISATION OF HSE
115	PROGRESSIVE TAX SYSTEM

173	PROMOTION OF CREDIT UNIONS
236	PROVISION OF SOCIAL HOUSING
128	PUBLIC OWNERSHIP
273	PUNITIVE POLICIES
40	PUTTING CLASS BACK ON THE AGENDA
180	QUALITY CARE FOR THE ELDERLY
32	RAISING THE AGE OF YOUNG MEMBERS
224	REAL APPRENTICESHIPS AND THEIR IMPACT ON THE UK ECONOMY
246	REGULATE LANDLORDS
166	REGULATING GLOBALISATION
183	REGULATING THE PRESS FOR BALANCED REPORTING
131	RENATIONALISATION STUDIES
130	RE-NATIONALISE OUR WATER INDUSTRY
50	RETIREMENT AGE LEGISLATION
49	RETIREMENT CHANGES
25	REVIEW OF MEMBERSHIP BENEFITS
222	RISE IN DOMESTIC VIOLENCE AND CRIMES AGAINST WOMEN IN THE UK
133	SELLING OF ROYAL MAIL
85	SHORT TERM CONTRACTS AND THEIR EFFECT ON AGENCY WORKERS
239	SOCIAL HOUSING SOLUTIONS
255	SOCIAL SECURITY BENEFITS
264	SOCIAL SECURITY BENEFITS FOR YOUNG PEOPLE
282	SOLIDARITY WITH PROGRESS IN LATIN AMERICA
94	STATUTORY BEREAVEMENT LEAVE
95	STATUTORY BEREAVEMENT LEAVE
225	SUPPORT FOR APPRENTICES
200	SUPPORT FOR LEGAL AID
134	SUPPORT FOR THE CENTRE FOR LABOUR AND SOCIAL STUDIES
155	SUPPORT FOR THE 'NO' CAMPAIGN IN SCOTLAND'S REFERENDUM CAMPAIGN TO PREVENT FURTHER UK PRIVATISATION OF THE NHS AND PUBLIC SERVICES
205	SUPPORT THE PRODUCTION OF 'STILL THE ENEMY WITHIN' (WORKING TITLE)
101	SUPPORTING THE FIGHTBACK AGAINST AUSTERITY
113	TAX AVOIDANCE HMRC FUNDING
120	TAXATION OF FARMLAND
93	TERMINAL ILLNESS
235	THE AFFORDABLE HOUSING CRISIS
285	THE AMRITSAR MASSACRE
147	THE BILDERBERG GROUP AND LABOUR MP's
106	THE GAP BETWEEN RICH AND POOR HAS WIDENED CONSIDERABLY UNDER THE TORY/LIB DEM COALITION GOVERNMENT
234	THE HOUSING CRISIS
92	THE IMPACT OF EMPLOYMENT TRIBUNAL FEES ON DISCRIMINATION CLAIMS
103	THE IMPACT OF PUBLIC SERVICE CUTS UPON VULNERABLE WOMEN AND ORGANISATIONS
280	THE IMPACT OF THE GREEK CRISIS ON WOMEN AND CHILDREN
36	THE IMPACT OF THE PRESS BASED BULLYING OF THE TRANSGENDER COMMUNITY
198	THE LAW IN PLAIN ENGLISH
185	THE NO MORE PAGE 3 CAMPAIGN
78	THE SCANDAL OF EMPLOYERS' LOW PAY AND THE BENEFIT TRAP
43	THROW RESILIENCE OUT
111	TORIES AND BANKERS BONUS
59	TRADE UNION RIGHTS
26	TRAINING REPS READY FOR THE WORKPLACE
249	TRANSPORT

220	TUITION FEES
100	UK ECONOMY – REALITY
233	UK FRACKING RIGHTS
263	UNDER 25 BENEFITS
262	UNEMPLOYMENT
252	UNFAIR AVIATION TAX
30	UNION LEARNING FUND (ULF) IN ENGLAND AND IMPACT ON GMB MEMBERS WORKING IN TUC AND TRADE UNIONS
257	UNIVERSAL BENEFITS AND MEANS TESTING
243	UPDATING PROPERTY VALUATIONS FOR COUNCIL TAX
127	UTILITIES
201	VICTIM PROTECTION SLAVERY LEGISLATION BILL
202	VICTIMISED MINERS
213	WAITING TIMES FOR NHS SERVICES AND THE LOSS OF EMPLOYMENT
196	WATER CANNONS
260	WHO BENEFITS
34	WIDENING EQUAL OPPORTUNITIES FOR BAME
269	WORK CAPABILITY ASSESSMENT
15	YOUNG MEMBER RESERVED SEATS
218	YOUTH UNEMPLOYMENT
63	ZERO HOUR CONTRACTS
71	ZERO HOUR CONTRACTS
74	ZERO HOURS & GANGMASTERS LICENSING AUTHORITY (EXTENSION OF POWERS) BILLS 2013 – 2014
62	ZERO HOURS CONTRACT
64	ZERO HOURS CONTRACTS
67	ZERO HOURS CONTRACTS
68	ZERO HOURS CONTRACTS
69	ZERO HOURS CONTRACTS
70	ZERO HOURS CONTRACTS
72	ZERO HOURS CONTRACTS
65	ZERO HOURS CONTRACTS SHOULD NOT BECOME THE NORM
66	ZERO HOURS, CASUAL CONTRACTS

X	Motions marked with an X 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 DEBATES

This Conference believes that the GMB is a truly democratic organisation and that further clarification of the democratic process exercised at Congress is needed. Building on the 1974 Perivale Branch motion, which states “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 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”, this Conference agrees that no Region should take an intractable attitude to resolutions from any Region – including their own – until conclusion of the final debate.

SOUTH WALES POLICE BRANCH
Wales & South West Region

UNION ORGANISATION: GENERAL

6. CHRISTMAS OPENING HOURS

This Conference puts forward that GMB offices should remain open over Christmas and New Year to assist our members should they require it.

WILKO HARDWARE BRANCH
Yorkshire & North Derbyshire Region

9. GMB YOUTUBE BROADCAST (GMB TV)

This Conference asks the CEC to initiate a regular (monthly) YouTube broadcast about GMB affairs.

We believe that such an initiative have many advantages:

- it gives a great opportunity to contact directly the general public without interference and censorship of the media
- it allows the growing in number internet users to find an alternative source of information and opinions
- it will make our sign, believes and finally faces more visible and recognizable to the people from inside and outside of the trade union movement
- it is cheap – does not involve a lot of investment and resources to keep it going

We recognise that possessing our own medium of mass communication is absolutely crucial these days to effectively perform duties as an active participant of the political life of the country.

MIGRANT WORKERS BRANCH
Yorkshire & North Derbyshire Region

UNION ORGANISATION: RECRUITMENT & ORGANISATION

12. ENCOURAGING YOUNG PEOPLE TO BECOME MEMBERS OF TRADE UNIONS

This Conference calls on the CEC to produce literature that will encourage, promote and educate young people in the UK of the values of Trade Unionism in their daily life, both at work and within their communities.

PONTYPRIDD GENERAL BRANCH
Wales & South West Region

13. ORGANISING AROUND EQUALITIES

Consideration should be given as to how the union can organise around equalities when there is insufficient data gathered to be able to identify members from all equality strands.

This conference calls on the CEC:

1. To Investigate the opportunity to gather more equalities data on the GMB joining form
2. To look into whether the union could include equalities data in their new joiners survey
3. To launch specific projects to gather equalities data within specific branches, workplaces or amongst groups of members.

L26 LB WANDSWORTH BRANCH
Southern Region

14. MEMBERSHIP RECORDS

Congress notes

- The current membership records which are kept by regions aren't accessible to branches.
- For branches to keep a current list of their members they have to update a separate list every time there are leavers or joiners. Alternatively they can request updated spreadsheets from region; however these details have to be pulled from the regions membership records.
- Other large unions give their branch access to membership records

Congress believes

- Up to date membership lists are integral to the work a branch does
- Time is currently wasted in either branches duplicating records already kept by the GMB or by GMB staff pulling off membership records off for branch
- GMB members that may further the work of the GMB may not receive communications on internal GMB events due to lack of up to date membership lists. This is to the detriment of individual members & the GMB as a whole

Congress resolves

- To commission a report in to the benefits of allowing branches 'read-only' access to membership records currently held
- In the same report consider whether there could be a system of updating records by branches that needs to be validated at region. This could be a further time saving.

M27 LB MERTON BRANCH
Southern Region

UNION ORGANISATION: REPRESENTATION & ACCOUNTABILITY

15. YOUNG MEMBER RESERVED SEATS

Congress notes

- It is paramount that the GMB has representatives from every equality stand throughout its lay members structures
- Some great work has been done by the GMB to promote diversity in its lay member structures
- Young workers often face unfair working practices and precarious work and may not be aware of all their workplace rights
- It is imperative to ensure the concerns of our young members and issues in the labour market that affect them is paramount and represented in our democratic structures

Congress further notes

- There is no-one on the CEC aged 27 or under.
- That for a young member to be represented on the CEC it is practically impossible due to the levels of lay structures that a CEC representative has to come through before they can put themselves forward for election on the CEC.
- That other trade unions such as UNISON already have reserved young member seats on their National Executive
- Youth members may feel a disengagement with the GMB due to the lack of representation of Young Members on the CEC

Congress resolves

- To produce a report looking in to the feasibility and appropriateness of having a reserved Young Member seat on the CEC
- To continue the support for Young Member representation on all lay membership committees
- That branch plans should include a section on the Youth Officer's work or what the branch will do in the forthcoming year to recruit a Youth Officer

M27 LB MERTON BRANCH
Southern Region

18. AFFILIATION TO NATIONAL SHOP STEWARDS' NETWORK

The National Shop Stewards' Network (NSSN) was formed in 2006 to help build an active network of trade union reps across the UK. It is supported by 7 national unions, PCS, CWU, RMT, BFAWU, POA, NUJ and NUM.

Congress believes that the National Shop Stewards' Network has a vital role to play in the fight against the vicious, ideological attacks on working people and the current programme of austerity measures. It provides solidarity and support for local disputes and helps to strengthen Trades Councils. It has held a series of successful conferences each year, helping to shape the anti-cuts movement.

Congress agrees to:

1. Affiliate to the NSSN
2. Encourage branches to affiliate to the NSSN
3. Encourage all GMB Reps and Branch Officers to individually join NSSN
4. Actively publicise NSSN events and meetings.

GMB@PCS BRANCH
London Region

UNION ORGANISATION: FINANCES & CONTRIBUTIONS

19. BRANCH ACCOUNTS FIT FOR PURPOSE

This Conference requests that Branch accounts are made fit for purpose.

The current system was piloted by a number of Branches who then passed back their observations.

When the new system went live, there were still all sorts of issues with it, and a number of observations still had not been put right.

The NAU needs to listen to Branches and make the system fit for Lay members to use with ease; the Branch officers are not trained Accountants.

The spreadsheet used is not visible in one view. All the sections need to be printed off individually. This is both time consuming and a waste of paper, ink, time and effort.

We were assured that there would be less paperwork, but it would appear we now have more paperwork and a more cumbersome system than when we asked for it to be simplified and an electronic version to be produced.

MIDLAND HEALTHCARE BRANCH
Midland & East Coast Region

X 22. MOBILISING THE COMMUNITY

This Conference calls for a campaign to mobilise the unemployed, the retired and students through a 25p a week community membership scheme. These new members will receive reduced benefits to be agreed by the CEC.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

UNION ORGANISATION: UNION BENEFITS & SERVICES

25. REVIEW OF MEMBERSHIP BENEFITS

Congress notes that there has been considerable evolution over the years of membership benefits. In Will Thorne's day, the Gasworkers' union paid no benefit except strike pay, but by the 1970s, the GMWU had an extensive series of social benefits. The appropriate types of membership benefit change with time and context.

Congress believes that membership benefits currently in the rulebook may not all best reflect the priorities of our members' current requirements.

Congress believes that it is right to be cautious about any changes to membership benefits, and asks the CEC to investigate which benefits are valued by our members, and which could be changed or withdrawn. Congress asks the CEC to consider whether current benefits are cost-effectively delivered.

Congress asks that once the CEC has investigated, that it brings any proposed suggestions for changes in membership benefits to a future Congress for decision.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

UNION ORGANISATION: EDUCATION & TRAINING

26. TRAINING REPS READY FOR THE WORKPLACE

Congress proposes that by the time representatives complete their education training courses, they are fully equipped with all the necessary law and rights at work literature.

Currently with the funding pressure on branches it is not possible for the branch to provide them and therefore Congress agrees they should be supplied on completion of the courses.

IPSWICH & DISTRICT BRANCH
London Region

27. LANGUAGE BARRIER

This Conference we call upon to provide relevant training in languages for stewards that have large numbers of migrant workers. This would enable shop stewards to recruit and retain these people in their workplaces to build an effective GMB organisation.

YORK GENERAL BRANCH
Yorkshire & North Derbyshire Region

28. DOMESTIC VIOLENCE

This Conference:

Believes that:

The GMB as an employer should:

1. Join the 'The Corporate Alliance Against Domestic Violence', whose aim is to "*raise awareness and to provide employers with practical support and tools to take positive actions in the workplace to end domestic violence.*"
2. Sign up to the Department of Health's Pledge on Domestic Violence that commits an employer to supporting their own employees when they raise the issue of domestic violence.
3. The GMB should also provide training for its officers and reps on the issue of domestic violence. They in turn can then better support GMB members by ensuring that employers best support their workforce.

L17 LEWISHAM BRANCH
Southern Region

29. COVERT SURVEILLANCE OF ELECTRONIC EQUIPMENT

This Conference recognises the ever incessant increase in various forms of electronic subversive surveillance systems that is being implemented into our workplaces and therefore is calling upon the CEC to produce a GMB generic policy and an information pack for workplace stewards to use as a tool to firm up protection for our members subjected to such workplace surveillance.

We should like to see a GMB Stewards pack developed that gives guidance covering legal and welfare concerns in regard to all forms of electronic monitoring or surveillance and how long such information should be stored: that covers a proper and recommended use of CCTV, Vehicle Tracking, GPS on any electronic hardware, RFD Chips, and systems that monitor workers using telephone and keyboard equipment.

RHONDDA CYNON TAFF
Wales & South West Region

30. UNION LEARNING FUND (ULF) IN ENGLAND AND IMPACT ON GMB MEMBERS WORKING IN TUC AND TRADE UNIONS

Congress notes that:

- 1) The Union Learning Fund (ULF) in England has been reduced in the 2014/15 period resulting in project worker redundancies.
- 2) The remainder of the ULF projects in their current form are likely to end in 2015.
- 3) The GMB Union represents ULF project workers across different trade unions and in the TUC itself.

Congress believes that:

- 1) The ULF and project workers employed by the TUC and affiliated unions have achieved outstanding outcomes, engaging hundreds of thousands of workers, transforming their lives with opportunities, the attitude of the employer and resulting in the stabilisation and growth of union membership in many sectors.
- 2) This is yet another attack from an out of touch, uncaring Government.
- 3) Despite the blame lying squarely with the Con-Dem Government, GMB Union has a responsibility to those it represents working on fixed-terms contracts funded by ULF monies.
- 4) There are considerable inconsistencies in the terms and conditions and circumstances of the ULF project workers the GMB represents.

Congress resolves to:

- 1) Oppose the cuts by the Con-Dem coalition to the ULF and will lobby for its continuance particularly through our GMB Labour link in the lead up to the 2015 General Election.
- 2) Bring together a network of Project Workers who are GMB members and their representatives with a view to providing consistent guidance to those facing redundancy, disparity in terms and conditions and an uncertain future. This could include good practice in respect of:
 - Redundancy rights and fixed term contracts
 - Retraining and redeployment
 - Terms and conditions, including redundancy pay.

GMB@PCS BRANCH
London Region

UNION ORGANISATION: EQUALITY & INCLUSION

32. RAISING THE AGE OF YOUNG MEMBERS

Congress, with education becoming compulsory up to the age of 18 and the youth unemployment rate at 18%, many young people are not gaining meaningful employment until their mid-twenties. Unless they have belonged to a Student's Union, or family members are in the Union, they will have no experience or knowledge of unions and will not understand the benefits of an organised workplace.

With GMB Young Members taking off we will need to expand our search for active young people who share the same interests and problems and the best way of doing this is opening our doors to those aged 27-30.

BARKING & DAGENHAM LGO BRANCH
London Region

34. WIDENING EQUAL OPPORTUNITIES FOR BAME

Congress is requested to campaign and lobby the Labour Party to extend the Equal Opportunities policy relating to women members on the boards of major public companies to include ethnic minorities also being represented on such boards in proportion to their percentage of the population.

NORFOLK PUBLIC SERVICES BRANCH
London Region

35. BME & LGBT HATE CRIMES

Congress, due to the increasing amount of BME and LGBT hate crimes and international murder, we call upon Lesbian, Gay, BiSexual, Transgender groups together with black and ethnic minority groups and the GMB:

- Campaign nationally, raising awareness of BME LGBT domestic violence
- Increase awareness and understanding of what hate crime is and its effects across GMB nationally.
- Engage in an intervention campaign to attempt to reduce BME LGBT murder
- To investigate and campaign to support LGBT BME people seeking asylum in our country due to fear of death,
- To lobby MPs and MEP's to put pressure on all countries that consider LGBT BME marriage to be illegal.
- To network with BME LGBT groups to increase support for our members

FULHAM 1 BRANCH
London Region

36. THE IMPACT OF THE PRESS BASED BULLYING OF THE TRANSGENDER COMMUNITY

This Conference upon the CEC to lobby the Government to strengthen legislation to protect the rights of those transgender members of society going through the gender realignment process.

We note the disgraceful articles penned by Richard Littlejohn in the Daily Mail in December 2012 around the gender realignment process of school-teacher Nathan Upton.

CARDIFF & DISTRICT BRANCH
Wales & South West Region

C1. 37. AFFILIATION TO INTERNATIONAL LESBIAN, GAY, BISEXUAL, TRANS AND INTERSEX ASSOCIATION (ILGA)

Congress recognises the important work that the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) has undertaken in the field of LGBT and intersex rights over many years. The recent developments in countries such as Russia in re-criminalising LGBT people, shows that campaign is far from won. The GMB can play a vital role in ILGA campaigns and in raising awareness of LGBT human rights to our own members.

ILGA's aims mirror ours in terms of lobbying for the decriminalisation of LGBT people and the need to promote and fight for LGBT equality and human rights in our workplaces, in society, at home and in our democratic structures, whether here or overseas.

Congress therefore agrees to affiliate to ILGA at a cost of 300 Euros per annum and to take an active part in developing its work.

GMB@PCS BRANCH
London Region

C1. 38. INTERNATIONAL, LESBIAN, GAY, BISEXUAL, TRANS AND INTERSEX ASSOCIATION

Congress instructs the CEC to affiliate to the ILGA

ISLINGTON APEX BRANCH
London Region

C2. 40. PUTTING CLASS BACK ON THE AGENDA

Congress calls on the CEC to run a branded campaign around income inequality. The inequality of opportunity income levels creates huge barriers in peoples' lives, but the lack of empathy shown by the current Government and media forces a large amount of the population to be unsympathetic. It is essential the public have access to information which exposes the downfalls of the capitalist system we live in rather than demonise and scapegoat certain groups of individuals.

The campaign should include the following:

- Collect facts and figures about the extent of poverty (especially in-work poverty) in the UK and its effects, and post them on our webpage and social media sites.
- Gather research on the effects of how low income on living standards and opportunities (including the effect on our economy) and distribute the findings to all MPs and any businesses we can.
- Publish easy read articles challenging negative propaganda about welfare claimants/working class and distribute to branches to put in their newsletters. These should be available at request in different languages too as immigrants are more likely to be suffering poverty
- Create a webpage which breaks down important government policies in an easy to read way, also available in other languages
- Offer free basic politics training to members to encourage them to challenge income inequalities in a constructive way.

This motion also asks the CEC to consider whether class should be an equalities strand.

BARKING & DAGENHAM LGO BRANCH
London Region

C2. 41. CLASS AS A STRAND OF THE EQUALITY ACT

Congress to campaign and lobby to have class, defined by a person's socio-economic status, included as a strand in the Equality Act.

NORFOLK PUBLIC SERVICES BRANCH
London Region

EMPLOYMENT POLICY: HEALTH, SAFETY & ENVIRONMENT

42. PRIVATISATION AND COMMERCIALISATION OF HSE

This Conference calls on the GMB senior management team to continue to campaign to maintain an Independent HSE that protects the health and safety of workers. We also ask them to put pressure on Government to recognise that the priorities of the HSE have to be strict enforcement and robust regulations.

It would appear that after four Government commissioned reviews in three years, Young, red tape, Lofstedt and now Triennial review have all failed to back the Governments notion of health and safety being a 'burden on business'. The Tories answer is to ignore the evidence and continue with the increased commercialisation, gradual dismantling and future privatisation of the HSE with less intervention putting our members and all workers at greater risk.

B10 BANBURY NO.1 BRANCH
Birmingham & West Midlands Region

43. THROW RESILIENCE OUT

This Congress is alarmed that the term “resilience” has crept into worker training, employment contracts and now government policy in their well-being at work agenda. Resilience in this context means workers are expected to be capable of enduring bad or harsh working environments such as tolerating long hours, poor shift design, bullying management, high levels of stress etc. with no emphasis on making the job healthier or safer – super-hero workers whose super powers will allow bad employers and the government to get away with treating them abysmally. If this agenda is successful it is likely we will see the resurrection of arguments such as the “egg-shell personality” argument put up as a defence against workers in previous stress claims. Workers who are not resilient enough will find hanging on to a job, taking a case to an employment tribunal, making a claim for compensation or possibly even getting benefits, more difficult.

This Congress instructs the Central Executive Council to run a campaign for all workplaces and work to be made safe, healthy and fit for our members and for our reps and officials to throw out any attempts by employers to insert the resilience agenda in employment contracts, worker training or the health and safety management systems at workplaces. GMB delegates to the TUC General Council should raise our concerns there. The GMB should raise the issue with any relevant groups within Parliament including our supporting MPs etc.

NORTH WEST LONDON BRANCH
London Region

44. HEALTH AWARENESS (STRESS & MENTAL)

Conference, our members are being put under pressure by the cuts to benefits and the effect this is having on their home life and by employers reducing staffing levels and continual cutting costs. As a result there is now a worrying trend where we see increasing numbers of stress related health problems, which in some cases are leading to mental depression. This problem covers all the strands of equality, gender, race, disability and LGBT and leads to sick absences and loss of earnings. Companies are in the main overlooking this problem and shop stewards are dealing with areas that they have not been trained in.

This Conference calls on the GMB to put pressure on the Government, the Department of Health, to place this as a priority on their agenda and for GMB to look at ways they can educate our shop stewards in this area by putting more emphasis into training and all education programmes. They would give them a better understanding and improve their support of members.

Please support.

X07 BRANCH
North West & Irish Region

45. HEALTH & SAFETY

This Conference recognises that smoking is a major threat to the health of UK workers. Therefore, the GMB will encourage employers to work with our union in developing smoking cessation policies.

We further encourage employers to provide their staff with information on Stop Smoking Support Services; publicise available interventions and allow staff time-off to attend smoking cessation services.

D30 - DURHAM GENERAL BRANCH
Northern Region

46. MESOTHELIOMA BILL

This Congress recognises that the Mesothelioma Bill which ensures some compensation for victims who cannot trace their employer’s insurer was a step in the right direction but did not go far enough.

Consequently, Congress instructs the CEC to campaign for an incoming Labour or Labour led coalition to improve the compensation to 100% and backdate this to February 2010.

CAMBRIDGE 2 BRANCH
London Region

47. FLOOD PREVENTION

This Congress bring pressure on the Government to give immediate attention to the Coastal Flood Defences also there is a programme for all rivers and ditches are dredged on a regular programme.

EAST DEREHAM BRANCH
London Region

EMPLOYMENT POLICY: PENSIONS & RETIREMENT

C3. 49. RETIREMENT CHANGES

This Conference is concerned that the announcement to increase the retirement age fails to take into account the quality of work available and differing life expectancies between manual, office and professional workers.

It is common knowledge within the pension industry that manual workers in industrial occupations within the UK do not enjoy anything like the same life expectancy as professionals, or other classes of employees. To force someone who has done a lifetime of work in manufacturing, shipbuilding, health service or in factories to work longer than 65 is discriminatory to a large section of our membership and completely unacceptable.

We therefore call for opposition to any increase in the retirement age.

DEVONPORT BRANCH
Wales & South West Region

C3. 50. RETIREMENT AGE LEGISLATION

This Conference agrees to mount a campaign seeking to repeal the Con-Dem government's retirement age legislation.

GRIMSBY GENERAL BRANCH
Midland & East Coast Region

51. A LIVING PENSION

This Conference calls for a Living Pension.

Whilst David Cameron has pledged to retain the 'Triple Lock' on pensions, he has refused to give support for maintaining existing universal pensioner benefits such as the bus pass and winter fuel allowance. With the 'triple lock guarantee' in place, pensions will only increase from £110 to £112.75 per week, some increase!

We call upon the GMB to DEMAND that pensioners be given a 'living pension'. Older people have to live too!

We have the minimum wage and are moving towards the 'living wage' but people (and the government) forget that pensioners pay the same for food, drink, mortgages, rent, community charges, etc. as the rest of the population. Yet they are expected to live on £112.75 per week.

We call on the GMB to continue to fight for pensions to be raised in line with pension levels in other European countries. The aim must be to provide pensioners in Britain with the right to live a dignified and peaceful retirement. We believe pensioners should receive £150 per week or more in order to stop the growth of poverty in old age.

Q22 BRANCH
North West & Irish Region

52. PENSIONERS CHRISTMAS BONUS

This Conference is asked to look at the Christmas Bonus for pensioners which was introduced by the Government in 1972.

The bonus paid to pensioners in 1972 was £10, at the time the weekly basic pension was £6.75. Four decades on, the same weekly basic pension is £110.15 and the Christmas bonus is £10.

We feel that a long overdue increase in the Christmas bonus would help all pensioners at this most expensive time of the year.

T36 TIPTON NO.2 BRANCH
Birmingham & West Midlands Region

53. PART-TIME WORKERS' PENSIONS

Part-time workers are sometimes only paid minimum wage and can be out of work more than in work.

Under proposed rule changes, retiring workers have to prove 35 years of National Insurance contributions, which means part-time workers would struggle to get even the basic State pension. This rule change must be changed to take into account these problems.

ANWICK & MID Lincs COMMUNITY BRANCH
Midland & East Coast Region

54. PENSIONS

This Conference deplores the actions of the ConDem Government for their pathetic attempt to address the dismal state of the pensions in this country.

Their introduction of the auto enrolment with a minimum of 1% paid into the employee pension, which will only increase marginally over time, falls well short of the type of provision our members will require to be comfortable in retirement.

We call on our union to work with our sister TUC affiliated unions in keeping up the pressure on the ConDem Government and future Government to increase the employer contribution into Auto Enrolment.

G36 SECURITY BRANCH
Southern Region

55. PENSION BLACK HOLE

Congress is both dismayed and disgusted by the recent u-turn of the Pensions Minister, Steve Webb, when he announced that he is delaying his proposed cap of 0.75% to 1% on all pension charges, until at least April 2015. This is after claiming in October 2013 that he would consider a "full frontal attack" on the pensions industry, due to the fact that somebody saving £100 per month for their pension throughout their working life could end up paying between £170,000 to £230,000 in administrative charges. Even the Government's own figures show that a pension saver with a 0.75% annual charge on their pension pot could eventually end up £100,000 better off than if they had been charged a rate of 1.5%.

This demonstrates yet again that unregulated markets, particularly in the financial sector, do not work.

Congress agrees we must continue to challenge both the Coalition Government and the pension industry in what is yet another example of "rip-off Britain".

ISLINGTON APEX BRANCH
London Region

56. PENSIONS

This Conference calls on the Government to clarify the compulsory retirement law, after the decision of five Supreme Court Judges, led by Lady Hale, that compulsory retirement at 65 can still be lawful.

The Supreme Court's ruling was criticized by the Confederation of British Industry.

NOTTINGHAM TEC BRANCH
Midland & East Coast Region

EP 57. PENSIONS: WE'RE ALL IN (BUT THE JURY'S OUT)

This Conference is concerned about the future of pension schemes and calls on the CEC to keep this subject high on the GMB's political agenda, ensuring our members are kept informed about future adverse implications for their retirement, as well as striving for improvements.

WESTERN POWER DISTRIBUTION BRANCH
Wales & South West Region

EMPLOYMENT POLICY: RIGHTS AT WORK

C4. 58. ANTI-TRADE UNION LAWS

This Congress is appalled by the Government's anti-Trade Union Laws and attitude.

EAST DEREHAM BRANCH
London Region

C4. 59. TRADE UNION RIGHTS

This Conference is appalled that an inquiry is being held by this Tory-LibDem government into trade union tactics that could see an end to our right to strike and right to protect.

As austerity continues and millions of people face falling real wages, unemployment, part time or casualised low paid work, the need for strong union organisation is clear.

Congress is determined to fight these Tory attacks and will unite with other unions to ensure they are stopped.

BARNSLEY GMB BRANCH
Yorkshire & North Derbyshire Region

EP 60. DRACONIAN EMPLOYMENT LEGISLATION

This Conference is aware that the Tories have in the past four years introduced legislation that has been aimed at working people and the Trade Unions that represented them.

We currently have the most draconian employment legislation of any of the members of the European Unions.

We therefore call upon the GMB/Labour Party to campaign for a complete review of employment legislation in the UK that provides for the protection of people in work and that allows for access to justice, if and when unscrupulous employers abuse their powers in the workplace.

MONMOUTH UTILITIES BRANCH
Wales & South West Region

C5. 62. ZERO HOURS CONTRACT

This conference is extremely concerned at the increased use of zero hours contracts. These are particularly prevalent in industries where workers are already under pressure and often exploited, like security, retail, hospitality and care.

In 2013 there were over 200,000 people on zero hours contracts. The vast majority of these workers will be desperate for as much work as is available. The flexibility of these contracts in most cases only really benefits the employer.

Workers on zero hours contracts are reminiscent of workers lining up outside of docks during the last century and beginning of this one. Modern day workers awake and stay by the phone in the hope that they will be given some work that day.

This causes harm both to the individual but also uncertainty for their family. It also causes problems for the benefit system which is not nuanced enough to cope with this.

Workers on zero hours contracts:

- Work fewer hours on average
- Receive lower gross pay
- Have a lower hourly wage

In most cases it should not be impossible for these often large companies to give their staff guaranteed hours. In lots of cases zero hours contracts are used to control workers as companies know that if workers complain about working conditions or pay they can just stop giving them work.

Zero hours contracts must be legislated for to ensure that companies do not take advantage. There may be cases where zero hours contracts suit both employees and employers. However these are minimal and the very high use of zero hours contracts must be kerbed.

G36 SECURITY BRANCH
Southern Region

63. ZERO HOUR CONTRACTS

This Conference notes:

1. The increasing use by employers of zero hour contracts.

This Conference believes:

2. The use of zero hour contracts is not a positive economic innovation. It is insecure work causing stress, worry and social insecurity for millions of people.
3. Workers are often unable to enforce their limited rights under these types of contract, or fearful of doing so.
4. The use of zero hours contracts should be made unlawful.
5. In the absence of abolition, any legislation to restrict the use of zero hours contracts should include measures to provide workers with:
 - a. A statement of employment particulars after a set number of weeks, with a minimum number of hours worked based on the average hours worked and a maximum number of hours that the individual should be available for work.
 - b. An on-call payment for those hours the individual should be available but is not called on to work by the employer.
 - c. A statutory presumption that any individual on a zero hours contract is an employee not a worker or self-employed.
 - d. A prohibition of exclusivity.
 - e. Where no work is provided for a defined period of weeks the worker should be entitled to request a severance payment.
6. Individuals who agree a zero hours contract should only be able to do so after receiving advice from an independent trade union.
7. Where an employer wishes to use zero hours contracts they should only be able to with a collective agreement with an independent trade union.

8. The proportion of workers employed by an employer on zero hours contracts should be restricted.

This Conference resolves:

9. To call for a future Labour Government to abolish zero hour contracts or legislate to restrict their use in line with the above beliefs.
10. To call for Labour Councils to ensure that their commissioning procedures include a requirement that bidders do not utilise zero hour contracts, and to ask GMB Councillors to act consistently with this.

LEEDS GENERAL BRANCH
Yorkshire & North Derbyshire Region

C5. 64. ZERO HOURS CONTRACTS

This Conference opposes the use of zero hour's contracts by various employers. Employers use zero hour's contracts to cut wages, avoid holiday pay, pensions and other benefits enjoyed by employees and agency staff.

Workers are also unable to take on other work as they are obliged to be available for work at the whim of the employer and with the high level of insecurity comes the risk of bullying, harassment and stress. The rise of zero hour's contracts in the workplace is the latest attack on workers' rights and dignity. It's time to end the exploitation.

C80 DUDLEY BRANCH
Birmingham & West Midlands Region

C5. 65. ZERO HOURS CONTRACTS SHOULD NOT BECOME THE NORM

This Conference asks that zero hours contracts are not allowed to become the norm. The use of these contracts do not afford our members with the same legal protection as permanent contracts. They are supposed to allow flexibility on both sides, however who can afford to turn down work in today's economic state, and if work is turned down, how many times are employees made to feel guilty about it?

How can members be expected to survive when they have no idea whether they are going to get any hours in order to get pay, when they cannot get a mortgage or loan because they are not guaranteed hours.

Give our members a chance, and stop employers from using these contracts in order to get labour on tap 24 hours a day, 7 days a week, 365 days a year.

SHERWOOD FOREST HOSPITALS NHS BRANCH
Midland & East Coast Region

C6. 66. ZERO HOURS, CASUAL CONTRACTS

This Conference calls to abolish zero hours/casual contracts and to employ individuals on fair and decent Contracts.

SECURICOR BRANCH
Wales & South West Region

C6. 67. ZERO HOURS CONTRACTS

This Conference – due to the extensive use of Zero Hours Contracts being used by established employers we are calling on Congress to oppose Zero Hours Contracts in place of permanent employment.

CAMBORNE BRANCH
Wales & South West Region

C5. 68. ZERO HOURS CONTRACTS

This Conference notes with deep concern the growth in zero hours contracts leading to the disempowerment and increased exploitation of workers.

Moreover, this Conference is of the opinion that the steady erosion of Trade Union rights in recent years has greatly contributed to this situation.

We therefore call for:

- a full investigation of zero hours contracts, leading to proposals for changes to Employment Law
- a legislative framework which enables Unions to operate effectively in obtaining and defending fair and just working conditions for all workers.

This Conference therefore calls upon the CEC to campaign vigorously to achieve these aims.

LEICESTER HOME CARE AND GENERAL BRANCH
Midland & East Coast Region

C5. 69. ZERO HOURS CONTRACTS

This Conference calls upon the CEC to use every effort and to campaign vigorously for an end to the disgrace in our workplaces of zero hours contracts.

These contracts are a blight upon the workplace and the working population of the early part of the 21st century.

Such a campaign must seek equality in employment standards and a level playing field, especially for the young, who are deliberately being discouraged from work!

SCUNTHORPE DISTRICT & APEX BRANCH
Midland & East Coast Region

C6. 70. ZERO HOURS CONTRACTS

This Conference agrees to mount a campaign with the Trade Union and Labour Movement with the objective of zero hours contracts being deemed unlawful, in the first term of office of the next Labour government.

GOOLE BRANCH
Midland & East Coast Region

C6. 71. ZERO HOUR CONTRACTS

This Conference calls on this government and our Labour MP's to end this era of Zero Hour contracts.

In a time of perpetual financial crisis, it is appalling that this government allows unscrupulous employers to allow profits to be gained at the expense of employment security.

MANSFIELD CENTRAL BRANCH
Midland & East Coast Region

C6. 72. ZERO HOURS CONTRACTS

This Congress is outraged by the scandal of zero hours contracts and supports Ed Miliband in his commitment to end the scandal of zero hour contracts within the first Parliament of the incoming new Labour Government or Labour led Coalition.

Congress calls on the CEC to ensure all GMB sponsored MPs vote and campaign in line with this motion and ensures that the full weight of the GMB campaigns for the ending of zero hours contracts.

LONDON CENTRAL GENERAL BRANCH
London Region

C6. 73. EMPLOYMENT LAW

This Conference agrees that the next Labour Government will introduce legislation preventing employers introducing zero hours contracts in the workplace.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

74. ZERO HOURS & GANGMASTERS LICENSING AUTHORITY (EXTENSION OF POWERS) BILLS 2013 – 2014

This Congress fully supports the Zero Hours and Gangmasters Licensing Authority (Extension of Powers) Bills 2013 -14. Both Bills of which have had their first reading in Parliament on 24th June 2013 and scheduled for their second reading on 28th February 2014.

Zero Hours Bill

Will ensure the issuing of zero hours contracts becomes unlawful. This would put an end to the misery suffered by the 200,000 workers estimated by The Office of National Statistics employed on these scandalous types of contracts. That requires workers to be available for work despite no guarantee of work being available.

The Gangmasters Licensing Authority (Extension of Powers) Bill

Many Employment Agencies operate on the Swedish derogation model (opt out of the agency regulations). Where this does not apply agency workers are commonly laid off shortly prior to the 12 week qualification period for comparable employment rights.

The extension of powers to the Gangmasters Licensing Authority would enable the regulation of Employment Agencies in all sectors of the economy, help tackle this and many problems faced by agency workers.

This Congress calls on GMB to campaign to ensure these vital Bills receive Royal assent, through the lobbying of MPs to ensure the successful progress through Parliament.

ASDA BEDFORD DC BRANCH
London Region

76. EMPLOYER WHO IS ALSO THE LANDLORD

This Conference deplores the landlord link between rented accommodation and workers who are made to stay in these 'rented accommodations' at a cost which undermines the National Minimum Wage and workers' rights of freedom to live and work in the UK.

We ask that GMB lobbies government to change this practise and to work to introduce legislation to stop the employer being also the landlord and making it a condition that the workers must stay and pay for the overcrowded rented accommodation as part of their employment.

WEST YORKSHIRE MANUFACTURING BRANCH
Yorkshire & North Derbyshire Region

77. END MINIMUM WAGE ABUSE

Congress agrees that HMRC are dramatically failing to enforce payment of the minimum wage. Only 90 civil servants are employed to that end and last year only 431 investigations were carried out compared to 1,492 in Labour's last year in office.

Congress further agrees that the scope for investigating abuse must be widened with trade unions and Citizens' Advice Bureaux being able to report abuse to local authorities as well as HMRC.

HOME COUNTIES GENERAL BRANCH
London Region

78. THE SCANDAL OF EMPLOYERS' LOW PAY AND THE BENEFIT TRAP

This Conference, many employers are costing the country millions of pounds by paying the minimum wage.

The vast majority of benefits for example; Family Tax Credit and Housing Benefit are paid to hard working people.

This is unacceptable when companies like Starbucks and Amazon make millions while paying poverty wages.

The government could in theory surcharge these companies for the balance of the benefits that the state pays their employees, but a simpler idea would be to argue why the living wage must become the minimum wage.

We therefore call on the GMB to campaign at every level for a living wage to replace the current national minimum wage.

ASDA STORES BRANCH
Yorkshire & North Derbyshire Region

EP 79. MINIMUM WAGE

This Conference endorses that the Minimum Wage be increased to above the Living Wage.

CAMBORNE BRANCH
Wales & South West Region

80. A FAIR DAY'S PAY FOR A FAIR DAY'S WORK

This Conference agrees that workers should be paid for all the time that they work. It is common practice in call centres to require staff to be in for at least 15 minutes prior to their actual start time so that they are "ready" to take calls at the allotted time. We say this is an outrage and that these people – who are generally on minimum wage, quite possibly agency workers – are paid for all the time they are actually working whether that's preparing for, taking the calls and including the time they spend after the end of their shift closing their final call.

SOUTH WALES POLICE BRANCH
Wales & South West Region

81. A LIVING WAGE CAMPAIGN

This Conference is aware the GMB has campaigned for many years for the introduction of a national minimum wage that would assist with the elevation of poverty and to remove the exploitation of employees by their employers. Those on the right of the Conservative Party argue that the introduction of the national minimum wage would lead to many company closures and mass unemployment, the GMB is proud to say that those doom and gloom merchants did not prevail and that hundreds and thousands of low paid part time workers mainly women, have benefited as a result of the introduction of the national minimum wage, however, it has become clear that the level set for the NMW is too low with many people in work still having to rely upon benefits to keep their heads above water. We therefore call upon the next Labour Government to implement the Living Wage to stop poverty pay and to stop the subsidising by the tax payer of low pay paid by unscrupulous employers.

MOTIL PLASTICS BRANCH
Wales & South West Region

83. LIVING WAGE

This Conference, when union representatives negotiate with their companies on pay and conditions for their members, it should be union policy that the living wage is part of every claim.

YORK GENERAL BRANCH
Yorkshire & North Derbyshire Region

C7. 85. SHORT TERM CONTRACTS AND THEIR EFFECT ON AGENCY WORKERS

This Conference is fully aware that agency workers should be treated the same as direct employees, but already some companies are changing their approach to agency workers by offering short term rolling contracts resulting in a two tier workforce being created. We call upon the CEC to lobby Parliament to end the two tier workforce created by this and ensure all employees are treated equally.

HENGOED ENGINEERING BRANCH
Wales & South West Region

C7. 86. AGENCY WORKERS

This Conference agrees that the Agency Workers Regulations are found wanting even before the 'paint is dry'.

This conference calls upon a future Labour Government to include in its manifesto, reforms to the derogated agency opt out.

R35 ROCESTER JCB BRANCH
Birmingham & West Midlands Region

C7. 87. EXPLOITATION OF AGENCY WORKERS

This Conference calls on the GMB to campaign and seek the real commitment of the Labour Party to take measures when back in Government to close the Swedish Derogation loophole in the Agency Workers Regulation.

The last Labour Government bought in regulations that should have seen agency workers that worked for a company for twelve weeks or more having the same rights and be earning the same wage as full time employees. Disappointingly the Regulations were passed while containing this loophole that allowed the agencies and employers to do deals that made agency workers, no longer agency workers becoming employees of the agency. This takes away their rights to equal pay and enables the continued exploitation of these workers keeping them on minimum wage and almost zero hours contracts.

It has now been reported that the Labour leader Mr Ed Milliband has assured us that 'The next Labour Government will work with British business to close this loophole and ensure that agency workers cannot be used to undercut non-agency staff'.

The GMB calls on Labour to go further than this by pledging in their election manifesto to changing as a matter of urgency the way the UK interprets the Agency Workers Directive. We also ask that we are given a commitment by Labour when dealing with this issue, that they will listen to the Trade Union who speak for the vulnerable workers and act in the best interests of the workers and not that of big business who will only wish to continue to use the law to take advantage of and abuse low paid workers.

B10 BANBURY NO.1 BRANCH
Birmingham & West Midlands Region

88. EQUALITY FOR AGENCY WORKERS

This Conference calls on the GMB Union to regenerate our campaign for Equal Rights from day one for our members.

Our members feel let down.

Our members feel like second class citizens, compared to full-time workers. Zero hours contracts. No bonuses. Frightened to ask for holidays in case they lose their jobs.

These are just a few to name as discrimination towards our members. It is therefore imperative that we can renew our campaign for equality for agency workers.

Z46 - STOCKTON 3 ENG BRANCH
Northern Region

91. CHANGES TO THE TRANSFER OF UNDERTAKINGS (PROTECTION OF EMPLOYMENT) REGULATIONS 2006

This Congress does not welcome some new provision in TUPE Regulations, which come into force 01/10/14 in the Security industry. The purpose of TUPE is to protect employees if the business in which they are employed changes hands. Its effect is to move employees and any liabilities associated with them from the old employer to the new employer by operation of law.

While handling tax breaks to millionaires, this Tory-led government has announced policy after policy designed to make it easier and quicker to throw ordinary people out of work. The new changes are made on the basis that the current TUPE provisions are “overly bureaucratic” and “gold plated”. The changes include: enabling renegotiation of terms derived from union collective agreements one year after the transfer.

Congress calls on the GMB to lobby Government to delete or amend the statutory notice in order employers fully discharge undertaking and employment rights are fully protected.

GMB LONDON SECURITY BRANCH
London Region

92. THE IMPACT OF EMPLOYMENT TRIBUNAL FEES ON DISCRIMINATION CLAIMS

That since 29th July 2013 workers are now charged a fee to submit an employment tribunal and additional fees when the claim is heard. These costs can total up to £1200.

The first data released by the government after the introduction of the fees show some worrying trends.

The number of single claims submitted to ET's has historically been around 4500 – 5000 per month.

Following the introduction of the fees system the number of single claims dropped to 3,645 in August and only 1,117 in September.

In the months prior to the introduction of fees the monthly average for sex discrimination claims was just over 2000, yet in December this dropped to a very worrying 129 claims

This conference does not believe that this decrease is as a result of there being less claims and employers no longer discriminating against workers.

It is clear to this conference that the fees are having a direct impact on access to justice especially in relation to discrimination.

This conference calls on the CEC and the national political department to Publicise the data which shows that the impact of the introduction of fees is detrimental to access to justice

Put pressure on the government to review the impact of the fees and argue that the fees should be reversed

Put pressure on the Labour Party to make repealing of the fees a manifesto commitment

K19 LONDON SW GENERAL BRANCH
Southern Region

93. TERMINAL ILLNESS

This Conference calls on the GMB to campaign for a change in legislation to the Equality Act (2010).

This campaign calls for the protection and an inclusion of a clause for absolute protection of employment status and rights for anyone diagnosed with a terminal illness.

MIDLAND HEALTHCARE BRANCH
Midland & East Coast Region

C8. 94. STATUTORY BEREAVEMENT LEAVE

This Conference calls upon the GMB to conduct a national campaign and lobby Government to introduce Statutory Bereavement Leave, with pay, for four weeks, when a loved one dies.

The Statutory Bereavement Leave should be given as a right when the death occurs of a parent, adopted parent, partner, son or daughter.

At the present time the majority of bereaved workers are failing to receive the compassionate support from their employer at this very emotional and stressful time, the introduction of Statutory Bereavement Leave would be a step in the provision of compassionate support for them.

GLOUCESTERSHIRE COMMUNITY BRANCH
Wales & South West Region

C8. 95. STATUTORY BEREAVEMENT LEAVE

This Conference believes that there should be a statutory entitlement to bereavement leave for all employees paid at average earnings.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

C8. 96. CHANGE BEREAVEMENT LEAVE CAMPAIGN

This Conference we ask GMB Congress to support Change Bereavement Leave Campaign. While many good employers offer compassionate leave, there is no statutory right to leave & this campaign aims to introduce four weeks paid bereavement leave for parents.

Currently workers have the right to a "Reasonable" amount of time off work following an emergency that involves a dependent. The length of time an employee is allowed to take as leave depends on their contract of employment & is at the discretion of the employer. Typically, compassionate leave is between three & five days. Grieving workers then need to use their holiday entitlement or be signed off sick!

Change Bereavement Leave Campaign & Gone Too Soon Website believes that with lack of clear legislation leaves bereaved employees at the mercy of their bosses. This campaign is championing the work of Lucy Herd who lost her 23 month old son Jack in August 2010 & although Lucy was not working at the time, her then partner was only given five days leave. Lucy Herd's Campaign is called Jacks Rainbow.

While supporting this campaign, GMB could also introduce that this campaign needs to recognise that other bereaved relatives should also be entitled to paid time off at times of bereavement. Frances O'Grady TUC'S General Secretary Quoted coping with the sudden loss of a loved one is traumatic enough without having to worry about work too. The government should do the right thing & give people a legal right to paid time away from their jobs after someone close to them has died.

This branch asks GMB to please put forward this motion to 2014 Congress to support.

LEEDS CIVIC BRANCH
Yorkshire & North Derbyshire Region

97. BULLYING

This Conference is aware that there is evidence that workplace bullying is on the increase. It has far-reaching and extremely damaging effects on productivity, staff morale and an individual's health and well-being. The law currently offers limited opportunity for an individual to take action against employers, some of who simply do not take this issue seriously and sometimes even explain it away as "robust management".

The GMB should conduct research on the nature and extent of bullying in work, and campaign for greater legal protection for those being bullied.

SOUTH WALES POLICE BRANCH
Wales & South West Region

98. CRIMINALISING CORPORATE BULLIES

Congress notes the psychological and emotional effects of cyber bullying. It has been estimated that the victims are 2 to 9 times more likely to consider committing suicide and some workplaces today have as much of a problem with bullies as do schools, particularly in the security industry where it can lead to dangerous and sometimes life-threatening situations.

The conviction of the two individuals who bullied a prominent feminist campaigner and a female MP is a success but Congress believes that workplace bullying should be treated equally seriously and calls on GMB to lobby politicians with a view to ensuring that there are legal remedies for workers who are being bullied.

G36 SECURITY BRANCH
Southern Region

99. BLACKLISTING

This Congress condemns the outrageous practice of blacklisting by employers to prevent union activists from securing employment.

We congratulate the first class work and commitment of those involved in the blacklist support group in the building industry.

However blacklisting is also taking place in other industries with the lives of Union Stewards, Safety Reps and other Activists devastated by the morally indefensible practice of blacklisting.

Congress congratulates those in the GMB who have played a positive role in supporting the campaign against those guilty of blacklisting.

In light of the fact that blacklisting is a much wider problem and is not confined to the building industry, Congress calls on the CEC to ensure that every effort is made to expose and end blacklisting in all industries and professions.

LONDON CENTRAL GENERAL BRANCH
London Region

INDUSTRIAL & ECONOMIC POLICY: ECONOMY

C9. 100. UK ECONOMY – REALITY

Congress recognizes that with less than a year until the next General Election, the UK electorate must be made aware of the true condition of the economic position. The current Tory led government must not be allowed to con the British public into 'safety first' voting on the belief that the 'tough decisions' are paying off and that we are all on the path of prosperity. The GMB must place all possible reasonable resources into conveying the true picture to the electorate and ensure that all our partners in the wider labour movement are similarly working along the same lines. Cameron, Osborne & Co have dared to go where even Thatcher would not and the future for working class people in this country is unthinkable should the Tories be returned to government.

Congress recognizes that 4 years into the Tory led coalition GDP is less than the 2008 pre financial crisis figure. In terms of production, manufacturing and exports, the figure is substantially less. The apparent / perceived current economic good news is based on an unsustainable 'credit card', debt laden consumer spend and London / South East housing bubble in an unbalanced economy.

Congress deplores the cynical electoral ploy of David Cameron with his interventions into the mortgage and housing markets as represented most recently with the latest government help to buy scheme. The Tory government is creating similar conditions to those which were instrumental in bringing about the financial and banking crisis of 2008 with all the misery that has followed.

Congress is deeply concerned that levels of personal UK debt are reaching the figures of the pre 2008 position. Most worrying is that debt levels prior to 2008 were due in part to lavish spending on high end products / luxury goods / holidays etc, but now debt levels represent the people attempting to maintain their standard of living and fighting to halt the continuous decline in living standards.

Congress cannot accept that perceived good economic news is a result of the tough austerity based, deficit reduction policies of Osborne. Financial belts can only be tightened for so long and similarly the delaying of expenditure on household goods, appliances, cars etc. Congress recognizes that to maintain a living standard purchases have to be made but unfortunately much of this pent up, delayed, consumer led demand is on the basis of increased debt. We are not witnessing sustainable economic growth in the form of growth in manufacturing, production and exports.

Congress accepts that abnormally low interest rates are the sign of an unhealthy, unbalanced economy. Congress is concerned about the prospects for many households in relation to mortgage payments, but believes that a gradual and steady increase to normal historic levels is essential to reflect a truly sound and sustainable economy and that the disaster of the 2008 crash is finally end. Retired members, pensioners, hard working people with some prudent savings, persons on fixed incomes, pension funds, cannot indefinitely subsidize an unrealistic housing market and others personal debt. The current consumer demand growth is in part the spend of people who see no financial sense in sensible saving as inflation erodes purchasing power. Congress deplores the irresponsibility of the Tories in attempting to create a feel good factor with house price increases that have no connection with underlying economic performance and financial fundamentals.

Congress recognizes that if the GMB in association with the wider labour movement does not make the UK electorate aware of the reality of the economic position of UK plc, we risk the return of a Cameron government, a false economic recovery that peters out soon after 2015 and 5 years of austerity and misery with a sustained attack on working and middle class families.

X23 DOVER FERRIES BRANCH
Southern Region

101. SUPPORTING THE FIGHTBACK AGAINST AUSTERITY

Congress notes:

- 1) The Tories' continued austerity drive in huge cuts to public spending, attacks on wages, benefits and more job cuts.
- 2) The Peoples' Assembly met on 22 June 2013 and saw 4000 activists debate the way to build the anti-austerity movement.
- 3) Tens of thousands joined the mass protest against austerity at the Tory Party Conference on 29 September in Manchester called by UNITE, UNISON, and the GMB, and backed by the TUC and other unions.
- 4) The powerful strikes by 2.5million workers on 30 November 2011 and the broad, enthusiastic support by members from many unions for action called by trade union leaders.
- 5) The FBU, NUT, NASUWT, UCU, UNISON and UNITE in Higher education, NAPO probation workers, and legal workers have all taken national strike action since the autumn, while other unions, such as the CWU, have returned big votes for strikes.
- 6) As well as disputes at a national level, 2013 saw important localised strikes. These have included, for example, the victorious action at Hovis in Wigan – where members of BFAWU defeated zero hours contracts – and the unofficial strike by UNISON Social Care Workers in Glasgow, who won reinstatement of a victimised colleague.

Congress believes that:

- 1) We can't simply wait for a Labour Government to end austerity, particularly after Ed Miliband's signed up to Tory spending plans.
- 2) There is an urgent need to build up the strength of trade union organisation across the public and private sectors.
- 3) Disputes that have won victories through striking back have shown it is possible to fight and win.
- 4) Support for the Peoples' Assembly and the big turnout on the 29 September TUC demonstration show that many union members are people affected by the cuts want to organise and resist.

Congress resolves to:

- 1) Support all groups of workers fighting back against the attacks on their wages and conditions on our services.

- 2) Support the creation of local Peoples' Assemblies, and build the Peoples' Assembly and its actions – similar to those which took place earlier in the year such as the Recall Conference on 15 March, the National Demonstration on 21 June, the Budget Day Demonstration on 19 March and the Women's Assembly on 22 February.
- 3) Support the call, raised again at the autumn 2013 TUC Congress, for continued discussion of a general strike and to back the call at the TUC for a national day of action against austerity, including co-ordinated strike action.

GMB@PCS BRANCH
London Region

C9. 102. NATIONAL CAMPAIGN AGAINST AUSTERITY MEASURES

This Conference calls upon the CEC to actively promote a national campaign, to expose this Con/Lib Dem Government, on their austerity measures, which are damaging to public sector workers, and communities across the country.

CARDIFF 1 BRANCH
Wales & South West Region

EP 103. THE IMPACT OF PUBLIC SERVICE CUTS UPON VULNERABLE WOMEN AND ORGANISATIONS

This Conference calls upon the CEC, to lobby Parliament and stop the impact of Coalition cuts directly affecting vulnerable women, children and organisations within the UK.

PONTYPRIDD GENERAL BRANCH
Wales & South West Region

INDUSTRIAL & ECONOMIC POLICY: SOCIAL JUSTICE

105. CAPITALISM – NOT WORKING

Congress notes with serious concern the ever widening gap between rich and poor and the recognition that the many are now working ever harder to support a minority of rich elite.

It is accepted, even by some former capitalists, who always believed the principles of capitalism, the market, neo liberalism and individualism were the driving forces of wealth creation, that now we are slaves to the system itself.

In his 2013 Labour Party conference speech, Ed Miliband spoke of the economic tide rising but only the yachts going up. President Obama in a state of the nation address made similar comments to the effect that capitalism was working for an ever shrinking affluent elite while the vast majority of working and middle class people had to fight ever harder just to get by.

Congress recognizes that it maybe one thing to identify a problem, but it is another to solve the issue. The vast majority of the working people of the civilized world have been shocked by the scale of the economic and financial crisis of 2008 and its continuing repercussions. Working people struggle daily with the cost of living crisis, the struggle to make ends meet, the difficulties in trying to live a decent balanced life and raise children in an ever more insecure life.

Congress urges the GMB leadership to work with partners of the labour movement around the world and influence an incoming Labour Government to work similarly with those like-minded governments in other countries to ensure a future where the system works for the majority. We must not be slaves to the capitalist system that only works for a minority of rich and powerful.

Congress recognizes that often challenges and difficulties provide opportunities. The gravity of the economic and financial recession has provided a catalyst and a mood and a belief in working and middle class people that there must be change to stop this ever widening rich – poor gap.

X23 DOVER FERRIES BRANCH
Southern Region

C10. 106. THE GAP BETWEEN RICH AND POOR HAS WIDENED CONSIDERABLY UNDER THE TORY/LIB DEM COALITION GOVERNMENT

This Conference notes with concern that the gap between rich and poor has widened considerably under the Tory/Lib Dem Coalition Government with 10% of the richest people in the UK owning 90% of the wealth.

This cannot be right, that in the twenty first century rich people are getting richer and the rest are facing uncertainty in employment with zero hours and more draconian employment rights, increasing debt, with charities reporting up to a 44% rise in those people seeking advice on how to make ends meet, and food banks in some areas becoming the fastest growing businesses.

We call upon the GMB/Labour Party to campaign for:-

- A fairer graduated taxation system which allows those that can afford to pay more.
- The introduction of the Living Wage across both the Public and Private Sectors.
- The re-introduction of Universal Benefits, which work on the basis of 'you pay in; you get out when you need it'.

MONMOUTH UTILITIES BRANCH
Wales & South West Region

C10. 107. GROWING INEQUALITY

This Congress is greatly concerned at the ever widening earnings gap that is the driving force of growing inequality that has been occurring over the last 30 years.

It both explains and justifies Ed Miliband's claim that any economic upturn that may be taking place, is not benefiting the vast majority of the public and also fully justifies the GMB's drive for a living wage.

Consequently Congress believes that the growing wages gap should be central to both the Trade Unions and Labour Party economic propaganda regarding the 2015 General Election and the GMB Living Wage Campaign.

ISLINGTON APEX BRANCH
London Region

108. CHAMPIONING SOCIAL VALUE

Congress notes the failure of the current economic system to offer wages to reflect the positive impact of the most essential roles in society, leaving millions in poverty despite serving sometimes working 3 or 4 jobs because supposedly unskilled work is unvalued.

According to neweconomics.org **'for every £1 they are paid, childcare workers generate between £7 and £9.50 worth of benefits to society'**.

Shamefully, **'while collecting salaries of between £500,000 and £10 million, leading City bankers destroy £7 of social value for every pound in value they generate'**.

Late in 2013, Switzerland took the unprecedented step of capping salaries for CEOs in which companies would be legally blocked from paying their highest earners more than their lowest earners' salary in a month.

GMB policy is to campaign for a Living Wage on a political platform. It is also to campaign for a maximum pay differential like the Swiss have adopted

Congress calls on the GMB to take a step further in championing social value in wage negotiations on the ground as well as taking the matter into the heart of British politics.

Congress instructs the GMB to integrate training on wage negotiations around social value of labour into the GMB @ Work framework, to maintain the visibility of the issue through press releases as well as campaigning and lobbying Parliament.

M15 BRANCH
North West & Irish Region

C11. 111. TORIES AND BANKERS BONUS

This conference is disgusted that following the recent worldwide banking crisis the British government are currently taking the EU to court over its proposed bankers bonus cap.

Considering the economic crisis was in part caused by the irresponsible bonus arrangements within the banking sector it is amazing that this government would take such action to defend bankers.

This legal action is just another example of how the Tories are on the side of the rich and privileged. We are absolutely not "all in this together".

This union must ensure that this message gets out to the electorate. The Tories are never on the side of working people.

H25 ASCOT & WINDSOR PARK BRANCH
Southern Region

C11. 112. BANKERS BONUSSES

Congress calls on the CEC to lobby the Government regarding Bankers Bonuses. Why we hear that we are climbing out of recession we must not be complacent and remember to cast our minds back to the last few years. Where friends and family have been made redundant, and for many forced to take reductions in their salary just to remain in Employment.

Failure should not be rewarded and if we are hearing correctly and we are coming out of recession we know it's only going to be a matter of time before the above inflation bonuses will be given to Bankers once again.

ISLINGTON 1 & HARINGEY BRANCH
London Region

INDUSTRIAL & ECONOMIC POLICY: TAXATION & GENERAL

113. TAX AVOIDANCE HMRC FUNDING

This Conference notes that HMRC calculates that up to £32 billion per year is lost through tax evasion and avoidance by companies and individuals. This conference calls on a future Labour Government to increase resources of the HMRC to take on large scale tax avoidance and evasion including closing tax avoidance areas under the control of the UK government such as Isle of Man, Channel Islands, and seeking agreement from the EU and other international parties to reform tax havens.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

115. PROGRESSIVE TAX SYSTEM

This Conference notes the effect of the Con-Dem "austerity" measures on working people and those on benefits. The burden has fallen disproportionately on these sections of the population whilst those on higher incomes have received a tax cut. This conference believes that the deficit cannot be filled by cuts alone and that a more progressive tax system should be used to increase Govt revenue. This should include an increase in the higher rate of taxation to at least 50% raising approx. £3bn. We call upon the Labour Party to scrutinise and debate other tax measures.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

117. LABOUR PARTY

This Conference agrees that the next Labour Government will campaign to remove the EU levy of 5% VAT on all forms of energy household energy to become VAT free.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

118. LABOUR PARTY

This Conference agrees that the next Labour Government will remove all Green Taxes from household energy bills.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

119. BETTING ANOMALY

This Congress views the different level of betting tax between bingo halls and betting shops as anomalous.

Why should bingo, very much the enjoyment for millions of working women pay 20% tax whilst the big betting shops with their crack cocaine betting machines, only pay 15%.

Surely in all equity they should either be levelled up or down, preferably down.

HENDON BRANCH
London Region

120. TAXATION OF FARMLAND

Congress is requested to campaign and lobby the Labour Party to implement a tax on farmland by way of Council Tax and Inheritance Tax.

This being a practical start to addressing the problem of inequality and tax avoidance.

NORFOLK PUBLIC SERVICES BRANCH
London Region

121. BORROWING MONEY TO PURCHASE A COMPANY

This Conference is concerned about the practice by both individuals and organisations when intending to purchase a business of raising a loan on the asset of the company that they intend to purchase. This has the effect of saddling that business with debts that in a lot of cases are unsustainable putting jobs of working people at risk; the equity which may be owned by our members or the public to any investment they may have in occupational or private pension schemes in that company.

Conference therefore instructs the CEC to start a campaign mustering support to amend legislation that makes the practice of borrowing money to purchase a company or business using that company or business as the asset illegal.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

122. HEDGE FUNDS

Congress absolutely deplores the capture of the Co-operative Bank by US hedge funds. Congress notes that the bank has mutual, ethical and collective principles which are at odds with the motives in this takeover. Congress also notes that the collapse of the Bank was caused by the catastrophic business judgements of the previous management. Congress further notes that it is the workforce which is now paying for these disastrous errors and calls on the Secretary of State for Business, Innovation and Skills to exercise his powers under section 76 of the Companies Act to require the bank's new board to outline a plan to return the Co-operative to more democratic control within a fixed timescale.

Z26 MIDDLESBROUGH MANUFACTURING BRANCH
Northern Region

INDUSTRIAL & ECONOMIC POLICY: PUBLIC OWNERSHIP AND CONTROL

C12. 127. UTILITIES

Congress resolves that GMB will pursue every avenue to persuade Government to nationalise the utilities (gas, electricity and water) and also rail and buses. GMB will campaign on all fronts in pursuit of this aim, now, during and after any forthcoming election.

Our members have had enough of struggling to pay increasingly high prices for these necessary services while the wealthy profit from our need. "Competition" doesn't work, public ownership does.

LOWESTOFT BRANCH
London Region

C12. 128. PUBLIC OWNERSHIP

This Conference recognises that there is a place in society for public ownership. The corporate greed of the energy and rail companies to control its drive for higher profits damages the standard of living of the British public.

Therefore Congress calls for the next Labour Government to bring into place a plan of nationalisation.

MILTON KEYNES CITY BRANCH
London Region

130. RE-NATIONALISE OUR WATER INDUSTRY

This Congress calls on the Labour Party to begin a conversation with the electorate about the future of the water industry. England is alone in the world in having all our water privately owned and poll after poll consistently show that when asked 70% say they want our water back in public ownership.

The electorate are completely fed up of being ripped off by an industry which is largely foreign owned and avoids paying tax by heaping £billions of debt on our most precious resource.

Cuts to our members' pay, pensions and jobs are being used to fund outrageous dividends to shareholders while senior managers are awarded huge bonuses.

The Labour Party must have a dialogue with the electorate, include its findings in its next manifesto and put some urgently needed clear blue water between them and the Tories who are intent on destroying the public sector. The public are crying out for choice in who to vote for not watered down versions of Tory policies.

EAST OF ENGLAND WATERWORKERS BRANCH
London Region

131. RENATIONALISATION STUDIES

This Conference notes that despite the support for nationalisation of the utilities, railways and Royal Mail in opinion polls there appears to be no political or academic debate around this subject. This conference calls on the GMB to commission studies on effective ways of bringing these services back into public or common ownership and to promote these mechanisms within the Labour Party and the academic community.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

132. POST OFFICE SELL OFF

GMB deplores the selling off of the Royal Mail. Serious questions must be asked about the mistakes made. The royal mail was sold under its market value by £2.2 billion. This not only means that the state has lost that money and will never recover it.

It also means that it will make any future attempt to renationalise the mail service will have huge costs involved.

There were also a large number of people who made a significant profit from the selloff, within a very short period of time.

An investigation should be launched into who was responsible for undervaluing the organisation and there must be consequences. There should also be an investigation into who benefited from the undervaluation and by how much.

The Labour party also must start to investigate how to renationalise the royal mail.

S69 SOUTH EAST COAST AMBULANCE BRANCH
Southern Region

133. SELLING OF ROYAL MAIL

This Congress condemns the cut-price sale of the Royal Mail and calls on the Labour Party Leadership:

- 1) To commit unequivocally to taking Royal Mail back into public ownership
- 2) To guarantee that pay, conditions of service and pensions are maintained
At or restored to pre-privatisation levels.
- 3) To commit to retaining the pre-privatisation network of post offices.

KING'S LYNN NO 1 BRANCH
London Region

POLITICAL: GENERAL

134. SUPPORT FOR THE CENTRE FOR LABOUR AND SOCIAL STUDIES

This Conference fully endorses the GMB's support for the Centre for Labour and Social Studies (CLASS).

This think tank is a perfect mix of the heart and intellect of the Labour Movement, comprising of academics and, trade union and community activists. This means its publications are accessible and can easily be understood by all. However, the budget of CLASS is limited and, unlike other more right wing think tanks, does not automatically have the ears of the press.

Conference calls on the GMB to continue to support CLASS and urges all GMB members to become involved with CLASS and to promote both the organisation and its publications.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

135. COMBINING TRADE UNION STRENGTH AND ORGANISATION

This Congress urges the GMB to seek to encourage all Trade Unions, not just those affiliated to the Labour Party to jointly produce and distribute pro-Labour materials in the run up to the 2015 election.

Any repetition of the Tories either alone or in coalition with either the Liberal Democrats or UKIP would be a disaster in which they would seek to reduce the size of the state to the detriment of those dependent on benefits and services.

BARKING BRANCH
London Region

137. KEEP MAY DAY

This Conference believes that the May Day Bank Holiday is a celebration of international workers' day and should retain this status.

We therefore instruct the CEC to lobby the relevant bodies and the Labour Party to keep the status quo regarding May Day Bank Holiday.

GMB MID LINCS BRANCH
Midland & East Coast Region

138. 'NO' TO A 'MARGARET THATCHER DAY'

This Conference calls for the proposal put forward by a group of Tory MPs to change the August Bank Holiday day to 'Margaret Thatcher Day' to be stopped.

ANWICK & MID LINCS COMMUNITY BRANCH
Midland & East Coast Region

POLITICAL: THE LABOUR PARTY

139. LABOUR PARTY FUNDING

Congress notes the decision taken by the CEC to significantly reduce funding to the Labour Party. Whilst we recognise that this decision was taken with great reluctance, we believe it was entirely correct, given the direction the Labour Party is now travelling in. The current Labour leadership appear to have forgotten why the Labour Party was established. It was established to give a voice to working people in Parliament and to carry out policies that would benefit the majority and not the few rich and privileged.

The current Labour leadership wish to push Labour into the centre ground formerly occupied by the Lib Dems, who have now shifted to the right. This is a cynical attempt by career politicians desperate for power who believe ordinary people will still vote Labour because there is nowhere else to go.

The move to the centre is designed to attract the disillusioned middle class voter, abandoning the principles on which Labour was founded.

If working people are to have any hope of a decent future for themselves and their families, Labour has to fight the next election on policies that will address the concerns and needs of the majority.

Congress calls for a radical manifesto which should include the following:

1. Return to public ownership Water, Gas and Electricity
2. End privatisation of the NHS
3. Introduce a living wage through legislation
4. End zero hours contracts and introduce employment rights for all from day one.
5. Increase the tax rate for the rich and close the loopholes in the tax system which allows companies and millionaires to avoid billions in tax.

Congress agrees that unless the Labour Party adopts these measures as part of its general election manifesto, all funding will be withheld, with the exception of affiliation fees.

L33 BRANCH
North West & Irish Region

140. FULL EMPLOYMENT

This Conference calls on the Labour Party to adopt a commitment to full employment as the main plank of its economic policy for the 2015 manifesto.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

141. LIVE LIVESTOCK MOVEMENTS

Congress asks the CEC to seek to have included in the Labour Party Manifesto for the next generation “a total ban on the movement of live livestock to Europe”, if at all possible.

ESSEX PUBLIC SERVICES BRANCH
London Region

C13. 142. FINANCIAL INCENTIVES FOR EMPLOYERS TO TAKE ON THE LONG-TERM UNEMPLOYED

This Conference calls on the CEC to campaign for the Labour Party to introduce into its 2015 Manifesto a policy which would give financial incentives in the form of tax concessions to employers who take on the long-term unemployed into their employment for at least a 12 month period of work, paid at the Living Wage rate.

GMB MID LINCS BRANCH
Midland & East Coast Region

C14. 143. OPPOSE GAGGING BILL

Congress believes that the Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Bill, also known as the Gagging Bill, represents a serious threat to democracy. Congress notes that even Jenny Watson of the Electoral Commission has described the bill as posing “real questions around free speech”.

The third part of the Bill is particularly damaging to trade unions where there are proposals to alter the regulations concerning trade union membership records. The particularly worrying aspect of this part of the Bill is the number of people who will be able to look at trade union membership data which will include the government and employers’ agents. This is a direct attack on trade unionists.

Congress resolves to oppose the provisions of the Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Bill which require membership records to be disclosed.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

C14. 144. LOBBYING BILL

This Conference calls on the Labour Party on its return to Government to repeal the Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Bill forthwith.

GMB MID LINCS BRANCH
Midland & East Coast Region

C13. 146. LIVING WAGE

This Conference calls on the Labour Party to adopt the mandatory Living Wage as a policy in its 2015 manifesto.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

147. THE BILDERBERG GROUP AND LABOUR MP'S

This Conference is concerned about the shady Bilderberg Group and the involvement of past and present Labour MP's with it. This secretive organisation keeps no minutes and most attendees, which include businessmen, military and security personnel, politicians and royalty, tend to be kept secret. Past known British attendees include Margaret Thatcher and Prince Charles. At least one CIA front organisation, the Ford Foundation has given funds to the Bilderberg Group.

Conference believes involvement with such a shadowy, secretive organisation is incompatible with the aims and aspirations of the Labour Party, its members and supporters and should be proscribed. In this light, conference calls on the Labour Party NEC to investigate the links between any Labour MP's and the Bilderberg Group, if necessary, expelling MP's and members with links to it from the Party.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

POLITICAL: LABOUR PARTY CONSTITUTIONAL ISSUES

151. BRANCH LABOUR PARTY DELEGATES

This Conference recognises the importance to the union of its branch delegates to constituency Labour Party General Management and Executive Committees and is concerned with the lack of connection between the GMB organisation and these delegates. This can result in delegates pursuing policies that are different from the position of the GMB Nationally and local GMB branches.

Conference therefore instructs the CEC to come forward with a system to ensure that all branch delegates to Constituency Labour Party General Management and Executive Committees are fully briefed on current GMB policy therefore eliminating any potential confusion.

With the next General Election upon us in 2015 Conference instructs the CEC to take action on this matter of urgency as we need to ensure the Labour Party secures every opportunity of gaining a majority at that election.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

152. GENERAL ELECTION 2015

This Conference agrees that in the interest of working people it's essential that Labour wins the 2015 General Election. Therefore regardless of any difference of opinion there may be between the Union and the Labour Party on how votes are cast within the Party. Congress pledges to give as much support as it can financial and physical to help secure a Labour victory in the 2015 election.

B41 BIRMINGHAM RUBBER BRANCH
Birmingham & West Midlands Region

153. A NEW CLAUSE 4

This Conference calls for a new Clause 4 of the Labour Party Constitution, with the following explicit commitments:

1. A National Health Service, free at the point of use, based on need not ability to pay
2. A fair and equitable system of tax
3. A fairer distribution of the nation's wealth
4. An education system giving the chance of lifelong learning to all
5. An economy which benefits all not the few, with public ownership of utilities, rail transport and other industries of strategic importance

6. A path from cradle to grave, build on the foundations of the above, giving every citizen the chance to achieve their aspirations and allowing them to live with dignity, without fear of poverty.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

154. INTERNAL LABOUR PARTY ELECTIONS CODE OF CONDUCT

Congress believes that the Labour Party benefits from its diverse foundations in the constituency membership, the affiliated unions, and the socialist societies. Only Labour can draw upon the experience of millions of working people.

Congress believes that the Labour Party benefits from its traditions of robust and democratic debate, and can be proud of the democratic manner in which its internal elections take place. Over 175000 people voted for Ed Miliband to be leader of the party, including 119000 trade unionists.

Congress believes that the integrity of elections, whether selecting the party leader, selecting candidates for elections, or other internal elections, requires confidence that the process is transparent, above board and fair to all candidates.

Congress affirms its support for the Code of Conduct, which requires Labour Party staff to act impartially in all internal Labour Party elections.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

POLITICAL: DEMOCRACY & CONSTITUTIONAL REFORM

155. SUPPORT FOR THE 'NO' CAMPAIGN IN SCOTLAND'S REFERENDUM CAMPAIGN TO PREVENT FURTHER UK PRIVATISATION OF THE NHS AND PUBLIC SERVICES

This Conference supports the NO campaign to prevent Scotland leaving the UK as a matter of urgency for the following reasons:

- the growing divide between the England and Scotland in terms of NHS and Public Service policy differences has to be stopped and reversed as soon as possible.

- these differences are being used by both the SNP and the Tories in Westminster to create resentment and reduce goodwill within the UK nations.

- our resilience as a strong UK is being undermined in order to distract us from what really matters, hope for better education, better health, more quality jobs for those who can work and support, care and dignity for those who cannot provide for themselves

- we are distracted even more by a media that trumps up issues and dramas which in the light of day really have little merit in terms of what really matters in the lives of ordinary people.

- the need to stop the real divide in the UK, the growing inequality between the haves and have nots has never been greater.

As one nation within a strong UK, we have a greater chance of working towards the common good by means of democratic change.

SCOTTISH PRIMARY CARE NURSING BRANCH
GMB Scotland

160. FREEDOM OF INFORMATION

Congress notes that the Freedom of Information Act applies only to public bodies and agrees that its scope should be widened to include private companies who operate transport, power and water. The recent horrific stories of families without power over Christmas and rail routes closed for excessive times may well be prevented if these companies came under the scope of the Act.

BARKING & DAGENHAM LGO BRANCH
London Region

POLITICAL: RACISM & FASCISM

161. COMBATTING THE FAR RIGHT

This Conference agrees that given the Trade Union movement's values of equality and diversity which are built on the principle of the commonality of workers; the xenophobia and racism propagated by the "far right" is both repugnant and contrary to all that Trade Unions believe.

Congress believes that in order for the realisation of a society on the basis of equality and fairness the "far right" must be frustrated at every turn and their machinations, be they in word or deed, be stymied by the workers which they seek to divide.

This Congress of the GMB resolves:-

- That GMB will counter the "far right" in every sphere: print, media and presence.
- To urge GMB branches to forge links with fellow Trade Unionists and anti-fascist groups.
- To assemble an action plan that may be implemented at a branch level to establish the practicalities of a counter demonstration (in conjunction with neighbouring GMB branches and anti-fascist groups) in response to the threat of "far right" marches and demonstrations.

WALES & WEST UTILITIES BRANCH
Wales & South West Region

POLITICAL: IMMIGRATION & MIGRATION

162. INTERNATIONALISM

Congress notes

- That the working class of any two nations have more in common with each other than the working class and the ruling class. It is an age old trick of divide and rule to turn two groups of working class people against each other and exploit their differences to distract them from fighting together for better social and employment conditions

Congress further notes

- Political parties in the UK such as the Conservatives and UKIP have been trying to pit migrant workers against British born workers
- Reports in 2013 by the Centre for Research of Migration at UCL and the National Institute for Economic and Social Research debunked right wing myths about migrants having a negative economic effect on the UK
- That there is a reciprocal benefit to migrants who join the UK Trade Union movement. Both for the conditions of the migrant worker and the Trade Union Movement as a whole.

Congress resolves

- That the GMB should always put itself at the forefront of tackling right wing prejudices around migration
- That the GMB is truly an International Socialist trade union

- That we continue where appropriate to show solidarity with our trade union brothers and sisters whatever country that they reside in
- If any MP we support within the Labour Party takes a stance in contradiction with this motion then we ask for their support to be reviewed straight away.
- Lobby the Labour Party not to be drawn in to anti-migration rhetoric with other political parties.

M27 LB MERTON BRANCH
Southern Region

163. MIGRATION

This Conference notes:

1. In Britain migrants make up 9 per cent of the population, which is the average for Europe. Britain has a smaller proportion of migrants and lower rates of net immigration than the US, Canada, Australia and several large European countries.
2. Migrants (including refugees) contribute to public services through their tax and national insurance contributions. They make a net contribution to the UK economy of £3 billion. Migrants are often young, healthy, and skilled, their use of public services is actually very limited.
3. Migrants help deliver many of our public services, working in the National Health Service, education and social care. It is a fact that the NHS could not function without migrant workers.
4. That, contrary to claims in the media, only 1.8 percent of social housing is occupied by those who have been in Britain less than five years. Research by the Equality and Human Rights Commission dispels the myth that immigrants jump the social housing waiting list. This found that 60 per cent were privately renting, 18 per cent were owner occupiers, and only 11 per cent were allocated social housing. The research found no evidence of abuse of the system nor of 'queue jumping'.
5. Research commissioned by the Home Office concluded that there was no evidence to suggest that asylum seekers had detailed knowledge about the UK benefits system.
6. The number of asylum seekers that Britain receives is average for Europe, ranking 14th out of 27 when looking at asylum seekers per head of population. The UK receives fewer asylum applications than France, Germany, Italy, Sweden and Belgium. As of January 2012, the UN estimated that the number of refugees, pending asylum cases and stateless persons made up just 0.33 per cent of the population
7. Asylum seekers do not have access to the mainstream benefit system. They receive £36.62 a week or £5.23 per day, which is 52 per cent of Jobseeker's Allowance and well below the UK poverty line. Those who are refused asylum cannot access any benefits.

This Conference believes:

8. The economic crisis is the fault of bankers, politicians and bosses, not of immigrants. As the Mirror wrote in an editorial "Austerity, not migration, is why living standards and real wages are falling."
9. Pandering to anti-immigrant rhetoric moves the political agenda to the right, giving confidence to racists, and helping to legitimise the views of far-right groups. It also helps to fuel the growth of UKIP.
10. Migration is vital for the functioning of our society. With a rising elderly population and decreasing fertility rates, we will depend even more than we already do on migrants to provide tax revenues and services.
11. Racism against immigrants, including refugees and people seeking asylum, divides workers, hampering struggles to defend wages and conditions.

This Conference resolves:

12. To produce material for members exposing right-wing myths about immigration and asylum seekers.
13. To campaign to defend immigrants and asylum seekers, and to encourage them to join trade unions.
14. To support broad-based organisations campaigning against racism and scapegoating migrants.

LEEDS GENERAL BRANCH
Yorkshire & North Derbyshire Region

164. IMMIGRATION

This Congress affirms its opposition to all attempts to scapegoat immigrants for the economic crisis and for the on-going attacks on working class living standards.

Contrary to the myths peddled by the right-wing press and their political representatives, Congress recognises and is proud of our union's tradition of fighting to support those who come to Britain, looking to improve their lives and the lives of their families and fulfil their potential. Recent research by academics at UCL has found that rather than being a "drain", immigrants' contribution to public finances and the British economy has been "remarkably strong". The research has also found that immigrants from outside Europe contribute more in taxes than they receive.

Congress believes our union should be unashamed in making an openly progressive case for immigration, based on the facts, and for the benefits that it brings our country. GMB believes the multicultural diversity of our union and of our country is a strength, not a weakness. We also call on the GMB to advocate policies for a future Labour Government that do not fuel anti-immigrant racism, and to embed a strategy for the unionisation of recent immigrants and allocate substantial resources to this effort.

NORTH WEST LONDON BRANCH
London Region

165. BULGARIAN AND ROMANIAN WORKERS

This conference deplores the scaremongering by the British press and the right wing leading up to the changes allowing Bulgarian and Romanian people to live and work in the UK without restrictions. GMB considers that all workers are legitimate and welcomes migrant workers to the UK. Our priority is to ensure that as many new workers as possible to the UK join the GMB. The scaremongering about benefits claiming, crime, and undercutting British workers is the worst type of prejudice. This debate is a complete distraction from the real issues affecting our economy tax avoidance and evasion, excessive high pay and a lack of investment.

L17 LB LEWISHAM BRANCH
Southern Region

166. REGULATING GLOBALISATION

Congress is requested to campaign and lobby to seek legislation to treat immigration and emigration equally. Anything less is tantamount to a throw-back to a colonial past that seeks advantage and exploitation over another country.

This currently gives personal freedom for us, but not for anyone else in another country to come here, which doesn't just ignore inequality by actually promotes inequality with rampant and unrestrained globalisation.

NORFOLK PUBLIC SERVICES BRANCH
London Region

POLITICAL: EUROPEAN UNION

167. EU FOOD AID FUND

This Congress congratulates the efforts of Labour MEP's who at the request of Britain's Trussell Trust successfully co-proposed an EU Food Aid Fund of £2.5bn to help run food banks across Europe.

The Trussell Trust has provided through its network of food banks across the UK, emergency assistance for over 500,000 people since 2013 that are in financial crisis.

However, despite these efforts, this Tory led Coalition Government has only drawn £2.9m of the £22m allocated to Britain.

This Congress calls on GMB

- To spearhead a campaign to ensure this Government puts the needs of the most destitute and deprived in our society before its anti-European ideology and draws the full EU Food Aid Fund allocated to Britain.
- Ensures the Government talks with action groups such as the Trussell Trust to agree the best way in which to spend this fund.

ASDA BEDFORD DC BRANCH
London Region

SOCIAL POLICY: GENERAL

C15. 168. ECONOMIC POVERTY

This Conference thinks it is a national disgrace that in 2013, in this enlightened society, we have families relying on food banks. These are, in the main, hardworking families where the causes are: hours have been cut, jobs have been lost, the impact of bedroom tax; loss of vital benefits, the rise in energy costs, to name but a few.

Basic economics show that if people have jobs where they are paid a living wage, they retain their dignity and have enough money to ensure that they no longer have to make a decision whether to keep warm & cook nourishing meals or buy food to feed their families.

This government has taken us back to the food queues of the 1930's. It is a savage attack on those on benefits, low paid, hardworking people who have had the basic right of being able to feed their family taken from them. This is Cameron's way of fixing Britain. We must stop the injustice of economic poverty. It must stop now.

We call upon the CEC to campaign to stop and ensure that all families and individual members of our society are lifted out of economic poverty, and for the GMB to work with the Labour Party MP's to repeal this draconian practice.

KIRKLEES BRANCH
Yorkshire & North Derbyshire Region

C15. 169. FOOD BANKS

This Conference recognises the significant spread of food banks across the country. These food banks are used by those on benefits as well low paid workers, driven there as result of Government austerity policies. This Conference demands that a future Labour Government ensures that no one ever again suffers the indignity of having to use a food bank.

BRISTOL PUBLIC SERVICES BRANCH
Wales & South West Region

C16. 170. PAYDAY LOANS

This Conference calls upon the GMB union to continue its campaign against the extortionate interest rates charged by payday loan companies. These companies are charging its customers interest rates in excess of 1000% APR plus.

These greedy firms are making a financial killing from exploiting low paid workers who take out loans to make ends meet and end up with spiralling debts because they struggle to pay back the loan at the end of the term thus incurring more interest on the loan.

C80 DUDLEY BRANCH
Birmingham & West Midlands Region

C16. 171. EXCESSIVE INTEREST RATES

This Conference is appalled at the excessive interest rates charged by payday lenders and therefore calls upon the CEC to mount a campaign using all of its contacts politically and in the wider trade union movement to secure legislation that restricts Payday lenders to interest rates at RPI +10%.

Conference urges the CEC to start planning this action at the end of this week.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

172. CREDIT UNIONS/ALTERNATIVE BANKS & PAYDAY LOANS

This Conference is appalled at the failure to control financial institutions effectively and the consequences for our members especially those struggling due to the recession.

Conference, mindful of the continuing problems with the finance and banking sector and the way in which customers are being treated by financial institutions, it is time for an alternative. We are also deeply concerned by the activities of pay day loan companies, most of whom are based overseas, who are making millions of pounds from customers from small loans taken out of necessity. In other words they are preying on the poor.

In the light of the ongoing financial crisis and the pressures faced by those who cannot afford a bank account or who are struggling with finance, we ask the GMB to actively promote the work of credit unions, especially the Thorne Credit Union, as a realistic alternative for our members. We are mindful that the work of the Thorne Credit Union has been important in supporting many people across the union who need quick access to affordable loans and short-term borrowing. We also ask the GMB nationally and regions to consider, where practical, the potential use of the Thorne Credit Union by branches. This is especially important in the light of the problems experienced with the Co-Op Bank and its relationship to the Unity Trust Bank.

Q22 BRANCH
North West & Irish Region

173. PROMOTION OF CREDIT UNIONS

Congress notes research has shown that reliance on pay day loans has almost doubled since 2009 with an estimated £2.2 billion being loaned in 2013. Payday loan companies target the lowest paid and most vulnerable in our society who struggle to make ends meet due to the cost of living crisis created by Coalition Government policy.

Congress notes research conducted by "Which?" in 2012 concluded that almost half those who took out payday loans could not afford the repayments with more than half missing payments.

This congress notes that Payday loans are dragging many people into a spiral of debt by taking out further loans just to get by.

This congress notes that the GMB has cultivated a positive relationship with Credit Unions.

This congress resolves to continue to promote the benefits of Credit Unions over the use of Payday loan companies.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

174. CUTS TO CHILDREN'S CENTRES

This Conference notes with disgust that up and down the country groups of parents many of them groups of mothers have been forced into having to campaign to keep children's centres from closure.

While we welcome that some of the councils responsible for these proposed closures have now backtracked following campaigns to stop the closures of their children's centres and early intervention hubs, other councils have postponed closures for the time being.

It must be highlighted that Cameron had broken his promise to be the family-friendly Government. Despite pre-election lies where he said he would protect Sure Start. We have seen centres shut down and the services they provide cut. With reorganisation and merger becoming the order of the day many have abandoned onsite childcare, and are now charging for services that were formerly free. They are slashing the number of qualified teachers and childcare staff and asking for volunteers, in effect reducing and cutting the services provided and ultimately attacking the centres bit by bit without having to make the unpopular closure, for now.

We call on the GMB to support and join with any local or national campaign groups up and down the country in fighting and exposing the attacks on these important services, parents and our children's future.

B10 BANBURY NO.1 BRANCH
Birmingham & West Midlands Region

C17. 175. INCREASE IN CHILD CARE COSTS

This Conference recognises the fact that the cost of child care in the UK has risen considerably under this Coalition Government. Congress further recognises that if we truly going to have an impact upon the scandalous poverty trap that many families find themselves in we must act now to provide consistent good quality affordable childcare across the UK. We therefore call upon the next Labour Government to commit to a complete review of the provision and cost of childcare to ensure that a childcare strategy action plan can be implemented as part of an anti-poverty campaign that will allow those who wish to work to do so.

HENGOED BRANCH
Wales & South West Region

176. FREE CHILDCARE FOR ALL

This Congress calls on the next Labour Government to introduce Free Child Care for all young adults, single-parents, apprentices and those on low incomes who are in re-training programmes, studying to acquire new skills to equip them for the employment market.

HOUNSLOW BRANCH
London Region

C17. 177. AFFORDABLE CHILDCARE

This Conference calls on the GMB to campaign for affordable childcare now.

Affordable childcare is good for children, parents, and grandparents and generates socially useful jobs.

Congress notes that the Scottish Government has called for a "childcare revolution" after independence. This is a crude attempt to bribe women voters in the forthcoming referendum. We believe women should not have to wait for an Independent Scotland for this social advance and calls for major new investment in publicly owned and operated childcare right across the UK.

GLASGOW 1 BRANCH
GMB Scotland

178. FAIR PRICED HOLIDAY

We call upon this Conference to support regulation of holiday firm pricing.

Families are hammered at every school holiday. When trying to book a holiday they can often find the price has doubled from the pre-holiday period.

GMB must work to stop this blatant ripping off of hard working families.

C51 BRANCH
North West & Irish Region

179. END TERM TIME FINES FOR PARENTS

This Conference calls on this government and our Labour MPs to repeal the current stance of fining parents for taking their children out of school during term time for an annual family holiday. Congress feels that this is yet another tax of families by this Condem Government.

MANSFIELD CENTRAL BRANCH
Midland & East Coast Region

180. QUALITY CARE FOR THE ELDERLY

This Conference calls for quality care for the elderly to ensure everyone has an equal right to dignity in retirement.

In homecare especially we are concerned that due to budget cuts and other pressures the amount of time home carers have to spend with elderly clients is being cut.

Congress congratulates elected representatives like Labour MSP Neil Findlay who is campaigning to expose and find solutions for the crisis in care for the elderly and calls on the union to coordinate communications between GMB members who provide these vital services across the country.

GLASGOW 1 BRANCH
GMB Scotland

181. COMMUNITY ALARMS

Congress wishes the CEC to campaign on behalf of elderly residents deemed as vulnerable. There are too many elderly residents in all of our communities feeling unsafe, alone and vulnerable. There is a simple solution, the Government must support the installation of community alarms and absorb the cost.

Remove the cost from Local Authorities which will immediately make the service accessible to all.

ISLINGTON 1 & HARINGEY BRANCH
London Region

182. CCTV CAMERAS AND SURVEILLANCE

This Conference believes Britain is rapidly becoming the 'big brother' state of the world. The intrusive nature of surveillance is becoming a problem in certain areas of society. We instruct the CEC to lobby various bodies to minimise the use of CCTV so as not to fall foul of impact assessments, data protection and privacy.

R35 ROCESTER JCB BRANCH
Birmingham & West Midlands Region

183. REGULATING THE PRESS FOR BALANCED REPORTING

Congress is requested to campaign and lobby to have increased regulation of the press in similar form to the BBC to facilitate more balance in the press and to separate ownership from biased control.

NORFOLK PUBLIC SERVICES BRANCH
London Region

185. THE NO MORE PAGE 3 CAMPAIGN

This Congress notes that "Page 3" considered a "British Institution" by some, is the most visible picture of a woman in the most read newspaper in Britain. This picture is of a highly sexualised, objectified, voiceless woman. Many women up and down the country work in places where this image is delivered, daily to their office, where it is pinned up in staff rooms, where it is deliberately used to harass women. The NUT and dozens of branches of Student Unions have backed the campaign asking The Sun to remove page 3 from the paper.

We call on the GMB to publicly back the campaign, and therefore to oppose the widespread objectification of women within the mainstream media.

HOLBORN BRANCH
London Region

186. IMAGES/SEXUALISATION OF CHILDREN AND YOUNG PEOPLE

This Conference recognises that the sexualisation of children is an ongoing and developing issue, particularly for parents, and that we now live in an increasingly sexual and sexualised culture.

The GMB welcomes the recommendations of the Government's Bailey Review: Letting Children be Children report and remains committed to ensuring that all children grow up in a safe environment, which includes children not being exposed to sexualised imagery in public places.

PLYMOUTH & DISTRICT BRANCH
Wales & South West Region

C18. 187. FOOD COSTS CONTROLS

This Congress seeks that specialist food is not exploited in cost to the consumer. Congress says that consumer's struggle to purchase their everyday food due to the cost.

EAST DEREHAM BRANCH
London Region

C18. 188. GREATER REGULATION OF THE FOOD INDUSTRY

Congress is requested to campaign and lobby to seek greater regulation of the food industry in order to address the increasing problems of poor diet that manifests itself in health related illnesses i.e. diabetes, heart disease, obesity etc. generating increased demands on the NHS.

NORFOLK PUBLIC SERVICES BRANCH
London Region

C18. 189. CAMPAIGN FOR THE REMOVAL OF HYDROGENATED FATS FROM FOODSTUFFS

This Congress is asking the GMB to campaign for the complete removal of trans fatty acids (hydrogenated fats) from all food.

It is of no nutritional value and is reported to cause many illnesses.

Many companies have voluntarily reduced its use but the time has come to bring the use of it down to zero.

HAVERING BRANCH
London Region

190. DRUG REFORM

This Conference instructs the CEC to lobby the appropriate bodies to create a responsible reform on the use of recreational drugs.

The misinformation and current policies are out of touch and unworkable.

If we are not careful, prohibition will result in the use of alternatives which could turn out to be more harmful.

R35 ROCESTER JCB BRANCH
Birmingham & West Midlands Region

191. OUTRAGEOUS CALL CHARGES

Congress regards the call charges for 0845 and similar numbers to be exorbitant especially as they are mostly for important business contacts such as Banks, Railway bookings and the Environment Agency.

Moreover very often the first point of contact is an automated machine with extensive waiting for transfer from one contact point to another.

Conference therefore believes that both private and public call charges should follow the recently outlined policy proposals by Government that their department charges should be in line with normal call charges.

HENDON BRANCH
London Region

192. PHONE AND BROADBAND AND BT OPEN REACH PERFORMANCE

This Congress believes that the Regulator should demand an improved performance from BT Open Reach and also insist that they publish a Free 0800 phone number for phone and internet users to call them directly when there is a problem with their phone and internet connections caused by the BT Open Reach system.

C60 CROYDON BRANCH
Southern Region

193. CHILD LABOUR – BRITAIN’S INDUSTRIAL REVOLUTION & VICTORIAN PERIODS

Congress requests that the CEC give urgent consideration to launching a campaign to achieve national recognition and acknowledgement of the terrible suffering, maiming and death countless children endured in Britain’s Industrial past. This to include a fitting memorial to be a tangible reminder to the Nation of the shameful exploitation of the vulnerable in pursuit of private profit.

GMB should spearhead this campaign; involve sister Trades Unions, the Labour Party, Children’s welfare charities and other interested parties such as the National Trust to ensure adequate funding for the memorial project.

X96 SOUTH LONDON UNIVERSITIES BRANCH
Southern Region

196. WATER CANNONS

Congress is deeply concerned at the proposal by the Mayor of London and some Senior Police Officers and Commissioners to introduce water cannons at great cost into the realm of policing.

This would be a massive escalation into civil policing something that is hard to justify especially when viewed against the known violations by the police in many just demonstrations especially when the police accept they would have been useless in the recent riots and similar events.

The concern is they would be brought into play in industrial disputes and other civil events like the student demos against the University fees.

It is an accepted fact that they can and do cause serious injury not only to the targeted group but also to innocent bystanders.

As a consequence Congress would urge the CEC to press the Labour leadership to oppose their introduction and to ban them when in Government.

WHITTINGTON SERVICES BRANCH
London Region

197. CAMPAIGN TO KEEP THE LOCAL HIGH STREET SHOP AND SHOP WORKERS’ JOBS

This Conference notes the decline of the high street shops, partly through the increase in online shopping sites such as Amazon and E-Bay.

This Conference calls on the CEC to run a campaign in partnership with the Labour Party to promote the benefits of local high street shops and their staff in serving the local communities.

GMB MID LINCS BRANCH
Midland & East Coast Region

SOCIAL POLICY: JUSTICE

198. THE LAW IN PLAIN ENGLISH

This Conference believes the justice system is in urgent need of reform to make access simpler, easier, cheaper and, more importantly fairer. Everyone has a sense of right and wrong yet, in law courts, justice is not necessarily about fairness. One of the reasons for this is the way the law is written, full of technicalities and jargon that cause confusion, create loopholes and lead to legal arguments about seemingly obscure points.

In order to redress the balance and to kick-start the much needed reform of the justice system, conference calls for laws to be written in plain English and for the interpretation of the law to be left for juries not judges to decide. This will de-mystify the law making access to justice cheaper and easier for all.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

EP 200. SUPPORT FOR LEGAL AID

This Conference is urged to vigorously campaign for support for legal aid and access to justice. We have to prevent innocent people being wrongfully jailed. We cannot allow immunity for unlawful acts. Victims of domestic violence and trafficking will be left without support.

A15 ASDA BRANCH
Birmingham & West Midlands Region

201. VICTIM PROTECTION SLAVERY LEGISLATION BILL

This Conference is called upon to campaign for the inclusion of victim protection in the new modern slavery legislation. As it stands, this Bill clearly fails to address the protection of victims. We need to exclude a person's immigration status when considering whether they are a victim of slavery.

A15 ASDA BRANCH
Birmingham & West Midlands Region

202. VICTIMISED MINERS

"This Conference notes cabinet papers released under the 30 year rule shows that despite claims from the then Conservative Government that only 20 pits were threatened they were actually earmarking 75 collieries for closure with an estimated loss of 65,000 jobs.

This Conference notes that further information suggests the Government planned to use police tactics to escalate the dispute during the 1984/5 miners strike.

This Conference considers this to be part of a plan to attack the organised labour movement as well as the coal industry which has subsequently destroyed man working communities in the coalfield. This Conference therefore welcomes the commitment of Scottish Labour Party Leader Johann Lamont that a Labour led government in Holyrood after the 2016 elections would hold an inquiry into Scottish miners convictions during the dispute, and calls on the current First Minister Alex Salmond to hold an inquiry immediately into these convictions and put justice for those wrongly convicted ahead of his obsession with Scottish Independence".

SCOTTISH LABOUR PARLIAMENTARY BRANCH
GMB Scotland

C19. 203. 30 YEAR RULE

Congress was not surprised to read in the recently released Thatcher papers, under the 30 year rule, following her death, that despite the denials whilst in office and after, that she and her henchman Ian MacGregor, had discussed the closure of 70 plus mines with the loss of 50,000 plus jobs as claimed by Arthur Scargill, General Secretary of the NUM.

This was, as many of us believed at the time, discussed by them. Had that fact been known at the time with its likely consequences, it would almost certainly had had a huge impact on the feelings of the general public at that time.

Congress therefore believes that there is a solid case for reviewing the length of time that such important facts remain hidden.

HOME COUNTIES GENERAL BRANCH
London Region

C19. 204. MINERS' STRIKE

Congress is appalled to learn what thousands of people in mining communities have strongly suspected for 30 years in the wake of the release of the Cabinet papers relating to the 1984-85 miners' strike, that senior Cabinet ministers, including the Prime Minister, micromanaged the Government's side of the strike, whilst publicly claiming to be innocent bystanders; notes that, all along, the National Coal Board had the intention to close over 70 collieries whilst publicly claiming the number to be around 20; further notes that senior Cabinet Ministers deliberately misled the country; further notes that when those striking to protect their communities seemed to be on the verge of victory, the Government plotted to bring in the armed forces to avoid defeat; and furthermore demands a full independent inquiry into the then Government's handling of the 1984-85 miners' strike.

D43 DURHAM COUNTY LA BRANCH
Northern Region

205. SUPPORT THE PRODUCTION OF 'STILL THE ENEMY WITHIN' (WORKING TITLE)

Congress notes that this year will be the 30th anniversary of the Miners' Strike, and its legacy will be bitterly contested. Congress believes it is essential that voices of the ordinary men and women who took part in, and supported the strike, are heard. Congress notes that the Great Miners' Strike of 1984-5 was a struggle of epic proportions. The Tory Government of Margaret Thatcher mobilised all the forces of the State to crush the National Union of Mineworkers (NUM).

Congress notes that to mark this anniversary, Bad Bonobo productions are producing a film, 'Still the enemy within.' Congress believes that the stories around the background, legacy and injustice of the Miners' strike need to be spread far and wide. Congress therefore calls on the GMB to support in any way possible the production of this important production.

D43 DURHAM COUNTY LA BRANCH
Northern Region

206. CAMMELL LAIRD 1984

This Conference calls on the GMB to send an archivist into Churchill College to scrutinise Margaret Thatcher's memoirs with the intention of ascertaining the truth about the 1984 strike at Cammell Laird.

Z15 BRANCH
North West & Irish Region

207. LACK OF PROVISION PROVIDED TO FEMALE YOUNG OFFENDERS WITHIN THE YOUTH JUSTICE SYSTEM

Young women make up approximately 25% of all young offenders yet there are no provisions, interventions or support provided by the authorities as standard practice nationally. This needs to be addressed if we are to reduce reoffending of young women and prevent further criminalisation due to the current practices not best meeting their needs.

This Conference therefore asks Congress to support a campaign to lobby MP's and the Youth Justice Board to address this failing to young women.

GMB NOTTS POLICE STAFF BRANCH
Midland & East Coast Region

208. DEATHS IN CUSTODY

This Congress notes that since 1990, over 2,200 people have died in police custody, in prison and in secure psychiatric care. Even in the most controversial deaths, it is exceptionally rare for police or prison officers or psychiatric hospital staff to face prosecution.

INQUEST, the organisation that supports bereaved people following a death in custody, has found that a disproportionate number of those who die in all forms of detention or following contact with the police following the use of force or serious neglect are from black and minority ethnic (BAME) communities. INQUEST is concerned that institutional racism has been a contributory factor.

The Independent Police Complaints Commission's (IPCC) published statistics on deaths in police custody for both 2011/12 and 2012/13 revealed that nearly half (7 out of 15) of those who died in or following police custody were identified as having mental health problems.

The United Friends and Family Campaign was formed in 1997 to stop deaths in custody and to ensure that when death do occur, the whole truth as to how they were killed, by whom and why emerges. Since being established UFFC's consistent challenges to the Police Complaints Authority, its successor the Independent Police Complaints Commission, the Crown Prosecution Service, and the Government have made an impact.

This Congress resolves to give practical support to the United Families and Friends Campaign, and actively campaign to raise awareness of the issue in wider society.

HOLBORN BRANCH
London Region

209. POLICE SHOOTINGS

Congress notes the recent events in Tottenham, London in which a police marksman shot and killed a young man, called Mark Duggan who they were following.

Over the past 15 years there have been a number of police shootings in which doubt has been cast at the police version of events. Congress further notes that when such events are investigated by the Police Complaints Commission, Police Officers do not answer questions about those events in an open manner. The Law gives the power to compel officers to come to an interview, but the officers can refuse to answer questions verbally at that interview.

This cannot be in the interests of justice, further it denies the relatives of the dead, faith in the police and the Complaints Commission to reach the truth of such events. The Police and their Masters should not be beyond the Law.

We would therefore call upon the next Labour Government to commit themselves to look again at the whole question of arming the Police and issues such as the training of Armed Response Teams and ask the question is it necessary to shoot to kill these individuals.

EDMONTON/ENFIELD BRANCH
London Region

SOCIAL POLICY: NHS

210. NHS CARE PROVISION

This Conference calls upon the GMB to applaud, publicise and adopt as policy the Labour Party policy in relation to the NHS.

Labour Party policy aims to keep the NHS as a public service and from “cradle to grave” as always. However, they also intend to provide health care in all settings, not just traditional settings. This will ensure that care for the elderly, disabled and all sorts of citizens will be provided for this at home, in a local authority run provision or anywhere else that the care needs to be provided under the remit “free at the point of delivery from the cradle to the grave.”

BARNSELY HEALTH BRANCH
Yorkshire & North Derbyshire Region

212. PATIENTS DENIED KEY TREATMENTS DUE TO NHS COST CUTTING

This Conference calls for an end to growing numbers of patients being wrongly denied treatment because of costs and cuts.

Rationing of operations and denial of expensive drugs is forcing patients to endure pain, injury, disability, or even death because NHS Primary Care Trusts are ignoring evidence about effectiveness of certain treatments simply to balance their books.

LINCOLN TEC GENERAL & APEX BRANCH
Midland & East Coast Region

213. WAITING TIMES FOR NHS SERVICES AND THE LOSS OF EMPLOYMENT

This Congress is asking the GMB to campaign for more streamlined services from our wonderful NHS to ensure our members are not losing their jobs due to the unacceptable amount of time it takes waiting for appointments right through from GP to Consultant to scans etc.

HAVERING BRANCH
London Region

214. G.P. WAITING TIMES

This Conference to look at why we have to wait seven to fifteen days to see a G.P. or a nurse at the doctors surgery.

Why is this going on?

If there is a need for more doctors and nurses then appoint them.

GLASGOW NURSES BRANCH
GMB Scotland

215. BREAST SCREENING – AGE OF SCREENING TO BE LOWERED

This Conference believes that the age of screening needs to be lowered. The age of people being diagnosed with breast cancer is on the increase. This can be prevented if we push to have the age for screening lowered.

Breast cancer rates in England have increased by 90% since records began in 1971. One in eight women in the UK will be diagnosed with breast cancer at some point in their lives. In 2009 more than 48,400 women were diagnosed with breast cancer in the UK – around 133 women a day. Around 370 men were diagnosed with breast cancer.

Breast cancer is the most common cancer in women in the UK – 31% of cancers diagnosed in women are breast cancer.

The NHS Breast Screening Programme screens around 1.6 million women a year. Women aged 50 to 70 who are registered with a GP are automatically invited for screening every three years. You will first be invited for screening between your 50th and 53rd birthday.

You may be eligible for breast cancer screening before the age of 50 if you have a higher than average risk of developing breast cancer. You may be considered to be at an increased risk if you have a family history of breast cancer (female or male) or ovarian cancer.

NOTTINGHAM CITY BRANCH
Midland & East Coast Region

217. 1ST HOUR FREE PARKING AT ALL NHS HOSPITALS

This Conference believes that all NHS hospital car parks should be free of charge for the first hour of parking.

We therefore instruct the CEC to lobby the relevant bodies and the Labour Party to bring this change into effect.

GMB MID LINCS BRANCH
Midland & East Coast Region

SOCIAL POLICY: YOUNG PEOPLE

C20. 218. YOUTH UNEMPLOYMENT

This Conference has major concerns that youth unemployment under the Con-Dem Government is still too high.

We need to campaign to reverse this deplorable statistic before the position becomes irreversible.

R35 ROCESTER JCB BRANCH
Birmingham & West Midlands Region

SOCIAL POLICY: EDUCATION & TRAINING

220. TUITION FEES

This conference believes that the current tuition fees are detrimental to those from poorer backgrounds. It is clear, that the new ceiling of £9,000 is preventing those less well off students, from attending university. It is therefore not availing everyone, of the equal opportunity to develop their potential and talents. This is detrimental to the country and the economy as a whole.

As statistic show, the majority of those attending university, make more money throughout their working life, than those that do not go to university. The TUC is to campaign to abolish all these fees and replace them with a tax, to be paid by everyone who has attended university.

The tax would be paid by adding a U to the end of all National Insurance Numbers to all those who have attended university. An additional 2% is to be paid on all earnings above £15,000. This is a much fairer way of paying for a university education and would include the vast majority of people who have already had a free university education.

The conference calls on for the Labour Party to make this a clear manifesto commitment.

X98 LFEPA BRANCH
Southern Region

221. BENEFIT TO YOUNG CHILDREN IN WALES BROUGHT ABOUT BY INVESTMENT IN EARLY LEARNING VIA FLYING START

This Conference calls upon the next National Labour Government to learn the lessons from the Labour Government in Wales and invest in early learning as research shows that this investment provides a long term benefit to children, families and the communities in which they live.

TRANSCO GAS BRANCH
Wales & South West Region

222. RISE IN DOMESTIC VIOLENCE AND CRIMES AGAINST WOMEN IN THE UK

This Conference notes with concern the rise in domestic violence and crimes against women in the UK.

We call upon the GMB/The Labour Party to campaign for “relationships” to become part of the National Curriculum in schools.

We believe that young men and women would benefit from this education and in return we believe that our society would become much fairer and more equitable.

PONTYPRIDD GENERAL BRANCH
Wales & South West Region

C20. 223. APPRENTICESHIPS

With close to one million young people out of work, GMB Union must support policies to deal with this problem. We must skill our young people to enjoy a better future. The best way to achieve this is through proper apprenticeships where young people can learn trades to last them a lifetime.

Z39 NORTH KENT ENGINEERING BRANCH
Southern Region

C20. 224. REAL APPRENTICESHIPS AND THEIR IMPACT ON THE UK ECONOMY

This Conference is aware of the effects of the loss of skills within the United Kingdom and the lack of real apprenticeships within the UK job sectors. We call upon the CEC to lobby Parliament and to promote and encourage employers to invest and introduce real apprenticeships within their Organisations.

MID GLAMORGAN C & T BRANCH
Wales & South West Region

225. SUPPORT FOR APPRENTICES

This Conference calls on the GMB to actively support apprentices in the workplace by:

- only supporting high quality apprenticeship programmes, programmes that offer progression, realistic job opportunities, a progressive wage, built in Union support, and are accessible to all
- opposing apprenticeships that exploit young workers by paying less than the legal minimum wage
- ensuring that apprentices are not used to replace or undermine existing staff
- increase Union membership among young workers by recruiting apprentices into the GMB and ensuring that all future GMB induction courses include information on supporting apprentices and young workers

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

SOCIAL POLICY: THE ENERGY MARKET

C21. 226. ENERGY MARKET

This Conference calls for a fundamental review into the Energy Market to investigate practices, infrastructure, pricing, energy supply and policy. Since the Autumn of 2012, the cost of living crisis has come to the forefront of policy, but the wider implications on jobs, a balanced energy policy, a safe and secure energy domestic supply, a change to the way the cartel power market operates, the need for public sector finance to support major infrastructure projects, have all come into the complex equation that leads to keeping the lights on and to the UK consumer domestic or business, being able to obtain basic needs. Conference calls for Lawmakers and Regulators to work with all interested parties so that policy can be urgently developed and that can lead to the re-setting of the UK energy industry to be put on a much more sustainable footing.

S52 SOUTH SHIELDS 2 BRANCH
Northern Region

C21. 227. ENERGY COMPANY CONTROLS

This Congress proposes there should be a new totally independent governing body to oversee the energy companies. The current body OFGEM has proved to be toothless allowing scandalous price hikes in recent years.

Before any energy company can increase their prices they should be required to justify them to the new controlling body.

This would then help the customer in lots of ways i.e. make the utilities companies invest in better infrastructure and invest in long-term cheaper energy. Not buy it two years earlier from themselves and then sell it on at huge profit at a later date.

KING'S LYNN NO 1 BRANCH
London Region

228. DOMESTIC HEATING OIL REGULATOR

This Conference deplores the fact there is not a Regulator to stop profiteering by companies who supply domestic heating oil to homes, causing many families a hard choice between eating and heating.

This Conference calls on the CEC to mount a campaign with the TUC and the Labour Party to help create a Regulator for domestic heating oil companies to protect people from profiteering of these oil companies.

GMB MID LINCS BRANCH
Midland & East Coast Region

229. COMBATING FUEL POVERTY

This Congress calls on the Central Executive Council of the GMB to support any and all measures to reduce the number of individuals in fuel poverty in the UK.

GMB UNITE BRANCH
London Region

230. EQUALISING ENERGY PRICES

This Congress says that one should not have to pay more for their energy supplies by not paying by Direct Debit. Congress also says to the energy companies that there are many of their customers that do not have the facilities to pay by Direct Debit as a carried resolution at the National RMA Conference in Manchester.

EAST DEREHAM BRANCH
London Region

231. ENERGY COMPANIES

This Conference notes that the Chief Executive of Centrica gave up his bonus in 2013. This Conference believes that accepting a six or seven figure bonus whilst putting up fuel bills in the cost of living crisis is unreasonable and highly questionable. This Conference therefore calls on the chief executives of the Big 6 Power Companies to make the same commitment to waive their bonuses in 2014 in light of on-going price rises and an unsustainable situation for workers, customers and the taxpayer.

S52 SOUTH SHIELDS 2 BRANCH
Northern Region

C22. 232. FRACKING FOR GAS SUPPLIES

Congress recognises the Coalition Government will eventually give the go ahead for fracking for gas supplies throughout Great Britain. One area in the Lake District is thought to contain 172 trillion cubic metres of gas. This is only one of a hundred areas ear-marked for fracking.

Congress therefore believes that this drive for fracking will override all environmental concerns in the pursuit of releasing this resource to private enterprise and the pursuit of profit.

The financial markets are now taking considerable interest in “gas exploration” (fracking). Barclays private Sovereign Wealth Fund has started to invest in iGas and Quadrilla, which companies hold the exclusive licences for exploration for this gas. These funds have considerable Middle Eastern and Chinese (i.e. non-domestic) backing. Gas from this valuable resource will be sold at international prices which will have a dramatic effect on all British domestic and business energy consumers, as it had for North Sea Gas and North Sea Oil resources.

HOUNSLOW BRANCH
London Region

C22. 233. UK FRACKING RIGHTS

This Conference calls on Congress to demand the rights for extracting shale gas, known as fracking, to be 100% owned by the British people to ensure that gas prices can be set at affordable levels for all the people who are trapped in poverty, the poor, and the most vulnerable in society.

Everybody has the right to be warm in their own home, especially when the gas is being taken from under their feet. This is the only way reasonable prices can be achieved, as selling the rights to foreign companies will only line the pockets of their shareholders and will continue to make energy unaffordable to a fast growing number of people.

ASHFIELD GENERAL BRANCH
Midland & East Coast Region

SOCIAL POLICY: HOUSING

C23. 234. THE HOUSING CRISIS

This Congress notes:

- More than two million people find their rent or mortgage a constant struggle or are falling behind with payments
- Families renting privately on low incomes have to put up with poor living conditions and little security
- 1.4 million children in England live in bad housing
- 7.4 million homes in England fail to meet the Government’s Decent Homes standards
- The UK is now more polarised by housing wealth than at any time since the Victorian era

- At the end of September 2010, 49,000 households were living in temporary accommodation arranged by local authorities. Just over 38,000 of these households had dependent children.

Decades of underinvestment in the social housing sector, de-regulation of the private rental sector and lack of support for the building of new, good-standard social housing has left UK housing in a crisis. We call on the GMB to actively campaign for the reintroduction of policies such as the Fair Rent Act, to pressure the Labour Party to commit to a sustained building programme once in power, and to publicise to its members, services available which will help with housing difficulties, such as free legal advice.

HOLBORN BRANCH
London Region

C23. 235. THE AFFORDABLE HOUSING CRISIS

Congress is aware of the affordable housing crisis and believes much more should be done to build more affordable homes. Working people have long had to suffer insufficient, poor, inadequate and expensive housing, causing social and economic problems, for any one without sufficient resources wishing to create a life for themselves and the future generation.

This crisis is made much worse by citizens from this and other countries having more than one home. People from as far away as China are speculating on affordable homes in London as holiday homes, thus helping to force up prices beyond the reach of many working people, which also has a knock on affect in the rented market.

This situation has long affected working local people in holiday areas in the UK, meaning they are priced out of the market. It can be that villages become deserted in the winter and there are not enough permanent residents to support local services.

Congress has passed many resolutions on affordable housing over the years. It is clearly a difficult complicated problem that needs a comprehensive solution. We therefore call upon the CEC to draw up a draft policy covering all aspects of affordable housing. That includes the points raised in this and these resolutions, together with other points not covered which will make it cohesive and workable.

This Policy document to be presented to Congress 2015 for its consideration.

H25 ASCOT AND WINDSOR BRANCH
Southern Region

C23. 236. PROVISION OF SOCIAL HOUSING

This Conference deplores the lack of social housing being provided by the present Government. Hundreds of thousands of low paid workers on Council waiting lists are forced to rent from profiteering Tory landlords due to lack of affordable housing and their quality of life is eroded by having to pay exorbitant rents. This Conference calls on the Government to provide funding to build social housing to meet these needs and as a consequence provide thousands of much needed jobs to boost devastated local economies.

BRISTOL PUBLIC SERVICES
Wales & South West Region

EP 237. AFFORDABLE HOUSING

This Conference notes the huge number of families on local authority housing waiting lists. It calls on the GMB to campaign for an extensive programme of social house building to provide decent affordable housing for rent.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

C24. 238. END RIGHT TO BUY

Congress agrees there is a drastic shortage of affordable housing nationally. The main cause being the failure of successive governments to encourage the building of affordable housing, ensuring the housing crisis would ease and the building industry and economy would be stimulated.

However the much heralded Right to Buy Scheme is also a major cause of the housing shortage. Houses were sold off at massive discounts and the money was not used to build more houses. Furthermore, repossessions and the built in profit these massive discounts gave meant these houses fell into the hands of greedy landlords who charge inflated rents subsidised by the very councils who sold the houses in the first place.

Congress agrees the Right to Buy Scheme should be scrapped.

BARKING & DAGENHAM LGO BRANCH
London Region

C24. 239. SOCIAL HOUSING SOLUTIONS

This Conference calls on a future Labour Government to give local authorities the right to actively purchase houses from the open market, e.g. ex-council houses and empty properties to increase the stock of social housing in their area. It also calls for the end of Right to Buy discounts on social housing stock.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

C24. 240. COMPULSORY PURCHASE OF HOUSING

This Conference calls upon the GMB to campaign for the Labour Party to investigate the legality of using "compulsory purchase orders" on houses that have stood empty and unoccupied for more than two years.

These properties should come back under ownership of local Councils or Housing Trusts, and ease the housing shortage in a socially acceptable manner.

SCUNTHORPE DISTRICT & APEX BRANCH
Midland & East Coast Region

241. HOUSING SOCIAL CLEANSING

Congress is greatly concerned with the Mayor of London, Boris Johnson's proposal to enter into an exclusive agreement with the Chinese to build some prestigious housing in London.

Very little of this housing, if any will be available for British let alone London tenants and will be another aspect of social cleansing, along with the Bedroom tax and the antipathy to benefit tenants many of whom are in employment by private landlords.

These policies have a far wider affect than just for London as many more local authorities and individual tenants are forced to seek accommodation far and wide.

These policies are pernicious in the extreme and need to be challenged.

HENDON BRANCH
London Region

C25. 242. UPDATING PROPERTY VALUATIONS FOR COUNCIL TAX

Congress is requested to campaign and lobby for Council Tax to be based on the previous year's property value and not the property's 1991 value as at present.

As costs have increased we need our tax base to keep pace with these increases in order to pay for public services.

NORFOLK PUBLIC SERVICES BRANCH
London Region

C25. 243. COUNCIL TAX REVAMP

This Conference calls on the Labour Party to include in its 2015 manifesto a policy of updating the Council Tax system to make the system more progressive and reflect the true value of houses.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

C26. 244. HOUSING MARKET – BUY TO LET

Congress notes the growth area of buy to let in the housing market in the pre 2008 financial crash era. This has continued to a degree in more recent times and appears to be a central ingredient on an over inflated housing market, (regionally), with unrealistic house prices not underpinned by economic and financial fundamentals.

Congress is deeply concerned by the growth in ‘amateur landlords’ and the immorality of individuals owning numerous properties why young families struggle or find it impossible to purchase the one home. It is noted that many individuals have left professions such as teaching, nursing and the legal profession to name but a few, to ‘play’ the housing game.

The phenomena of buy to let reinforces the message of housing as investment while Congress fundamentally believes in housing as a home and the basis for secure families in secure communities.

Congress believes that the UK obsession with housing investment and house prices as a barometer of a successful economy as seriously misguided and harmful in relation to the true symbols of a successful economy, manufacturing, engineering, production, exports (visible and invisible) and first class services.

The UK is blighted by greedy landlords and the harmful effect on housing benefit. Congress recognizes the perpetuation of housing difficulty created by low wage and insecure UK employment and the large numbers of working poor.

Congress notes the lack of stimulus to the UK economy of collection of properties that may occasionally change tenancy, whereas properties bought and sold in an open housing market leads directly to money spent in the economy as new owners tailor the home to their own wishes and change carpets, curtains etc etc

Congress wishes the GMB to lobby and influence an incoming Labour government to address these issues. A new Labour government must introduce a dissuasive tax regime to remove the UK from the invidious activity of ‘amateur landlords’.

X23 DOVER FERRIES BRANCH
Southern Region

C26. 245. PRIVATE LANDLORDS NOTICE TO QUIT

Congress finds it disturbing that major private landlords, including Fergus and Judith Wilson, reputed to be Britain’s biggest buy to let landlords, can seemingly issue notices to quit to housing benefit tenants at will, over 200 at one go.

This appears to be operating in conjunction with George Osborne’s move to stop housing benefit for the under 25s and reduce it overall and Iain Duncan Smith’s Bedroom tax.

The combination of the effects of these policies will no doubt drive many deserving families from their homes into substandard accommodation, in the most deprived housing available.

We therefore call upon the Parliamentary Labour Party to immediately launch a campaign not only to highlight and reverse these policies but also to return greater security of tenure to vulnerable tenants but to couple it with a drive for more social housing for rent.

HAVERING BRANCH
London Region

246. REGULATE LANDLORDS

This Conference notes that the private housing rental sector increasingly resembles the housing market of the 1930's with unscrupulous landlords and poor housing conditions and housing used for profit rather than to provide decent accommodation. Furthermore, the market is operated to the detriment of taxpayers through the use of Housing Benefit to profit poor landlords. This conference calls on the Labour Party to include in its 2015 election manifesto proposals to introduce regulation to this sector through:

- the use of rent controls
- statutory registration of landlords
- increased powers of enforcement for local authorities
- the taxing of landlords as businesses
- increased rights for private sector tenants

It also calls for the right of local authorities to use compulsory purchase powers to acquire properties where landlords fail to meet statutory standards.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

247. LANDLORD LICENSING

This Conference is concerned that even after passing an Act of Parliament on Licensing Housing Landlords its implementation is extremely low across the country.

This concerns those housing landlords who are failing in their duty to their tenants to maintain and upgrade their property; also they neglect any responsibility for their tenants.

We therefore seek that the CEC organise campaigns to include in the licensing of landlords for all those who rent property for accommodation across the country and not just those with multiple occupancy or multiple flats. The CEC also campaigns that Local Authorities take action against those who do not either (a) make their property up to the standards required with the 2004 Act of Parliament and that (b) principle Authorities also takes punitive action against landlords whose tenants are creating unsocial behaviour to the detriment of others in the area. Both of these actions are allowable under the 2004 Act of Parliament covering the licensing of landlords.

This action will benefit tenants, other residents, other social landlords, the local authority and will save money by not having to cover the costs that unsocial behaviour imposes on all those who live within a local authority boundary.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

SOCIAL POLICY: TRANSPORT

248. ENERGY RISES AND RAIL FARES

This Congress supports the proposal by the Labour leader Ed Miliband to freeze energy prices for 20 months under a Labour government. This proposal will help working people whose energy bills have increased eight times faster than wages since 2010. Energy prices have increased by 37% in this time compared with inflation that has only risen by 10.7%.

This Congress believes that this sensible policy should also be applied to rail fares. This year rail fares have gone up by 3.1% yet wages have risen by less than 1.0%. Rail passenger fares have risen by more than inflation for more than 10 years. Today Rail fares in Britain are now the highest in Europe and many people can no longer afford to travel by train.

Energy and transport along with food take up a far higher proportion of working people's income and a freeze of energy prices and rail fares is in the interest of working people and pensioners who are struggling to make ends meet. Therefore this Congress believes that GMB should campaign for a freeze on rail fare as well as energy prices.

C60 CROYDON BRANCH
Southern Region

249. TRANSPORT

Congress calls on the Labour Party to develop an integrated transport policy, that includes:

- Retaining East Coast mainline in public ownership and re-nationalising all other rail franchises at the point their current franchise ends.
- Retention of the Freedom Pass, without further restrictions, in Greater London and a roll out of similar schemes across the country.
- Strengthening the Regulation of the Transport Industry so that hard working families are not constantly hit by above inflation fare rises on trains, London Transport and buses. The industry watchdog needs more powers, so that the realistic capping of fares is enforced on operators.
- Developing a comprehensive rural transport policy that stops the closure of rural bus services that are a lifeline for many people who live in remote towns and villages.
- Opposition to the closure of ticket offices on London Transport and elsewhere. These not only lead to job losses but also unsafe journeys for all who use public transport.

Congress calls on the CEC to campaign on all these issues together with our colleagues in Transport Unions.

ISLINGTON APEX BRANCH
London Region

250. LONDON UNDERGROUND TICKET OFFICES

Congress deplores the Mayor of London's proposals to close ticket offices at London Underground stations and greatly reduce the safety-focused supervisory grades which would have a devastating effect on the system with increased crime and vandalism a certainty and a far worse overall service particularly for those older users, those disabled and those not familiar with the system.

Congress calls on the GMB not to support any Labour Mayoral candidate unless they pledge either not to implement these draconian cuts or reverse them.

NORTH WEST LONDON BRANCH
London Region

251. KEEP TRAIN GUARDS ON TRAINS

This Conference believes that train guards/ticket inspectors provide an essential role on trains, in terms of passenger security and information.

We therefore instruct the CEC to mount a campaign to work with other Trade Unions to keep guards on trains for public safety.

GMB MID LINCS BRANCH
Midland & East Coast Region

252. UNFAIR AVIATION TAX

This Congress calls upon the CEC and GMB to campaign against excessive aviation tax for those flying to destinations such as the Caribbean. We ask for a fair deal for those of ethnic decent who wish to travel back home to the Caribbean.

We call upon the GMB to lobby the UK Government to scrap the unrealistic bands used for assessing Air Passenger Duty Tax. This is a “destructive juggernaut” of a tax that is crippling the Caribbean and UK tourism industry. The UK has the heaviest tax burden in global aviation.

This tax bears the heaviest burden on those who wish to travel to the Caribbean. This is because the Tax is heaviest on Caribbean flights. However, there is no tax charged at all for 22 EU countries.

In 2011 British Airways (BA) cut the capacity of its flights to the Caribbean because of the UK’s sky high Air Passenger Duty Tax, BA switched its flight capacity to destinations such as Florida which currently has a 20% lower tax burden than that of the Caribbean Islands.

PLAISTOW BRANCH
London Region

253. 20MPH SPEED LIMITS

This Congress notes more than half of road deaths and serious injury occur on roads with 30mph speed limits. British parents consistently cite traffic speed as the main reason why their children are not allowed to cycle or walk to school.

Healthy roads have slow speed limits. Roads and pavements make up most of the public realm. Wide 20mph limits affordably and effectively tackle fear, injury risks, children protection, obesity and health inequalities whilst raising fitness through active travel.

Lowering urban and residential speed limits to 20mph has been found to decrease child pedestrian accidents by up to 70% (Transport Research Laboratory). In Portsmouth the 20mph limit on all residential roads has reduced casualties by 22% and in Hull child pedestrian casualties dropped by 74%.

We call on the GMB to actively support campaigns for the introduction of 20mph speed limits on all residential and urban streets.

HOLBORN BRANCH
London Region

254. AUTOMATIC ENTRY ONTO NATIONAL DATABASE OF MOTOR ACCIDENTS

This Conference asks that automatic entry onto the national database of motor accidents following car insurance claims be stopped.

Congress is appalled that ambulance chasing firms are being empowered by this database, and allowing our members to face months of harassment by these unscrupulous firms.

MANSFIELD CENTRAL BRANCH
Midland & East Coast Region

SOCIAL POLICY: WELFARE RIGHTS & SERVICES

255. SOCIAL SECURITY BENEFITS

This Conference notes:

1. In Britain 20.3 million families receive some kind of benefit (64% of all families), about 8.7 million of them pensioners. For 9.6 million families, benefits make up more than half of their income (30% of all families), around 5.3 million of them pensioners.
2. The Joseph Rowntree Foundation’s study (December 2013) could not find any families where three generations had never worked, contrary to the government’s propaganda. If they exist, they account for a minuscule fraction of workless people. Under 1% of workless households might have two

generations who have never worked – about 15,000 households in the UK. The long-term worklessness of parents was a result of complex problems (particularly related to ill-health) associated with living in long-term and deep poverty. In an already tight labour market, multiple problems combined to place people at the back of a long queue for jobs.

3. For 2011-12 it is estimated that 0.8%, or £1.2bn, of total benefit expenditure was overpaid as a result of fraud. This is far lower than the figures widely believed by the public. A TUC poll recently revealed that people believe 27% of the welfare budget is claimed fraudulently.
4. More than 80% of claimants find work within six months. For disability benefits, there are more long-term claimants.
5. 50% of cuts fall into two areas. Benefits (to be cut by 20%) most of which is for disabled people and people in poverty. Local Government (to be cut by over 40%) most of which is for social care (which will be cut by 33%)
6. People in poverty (1 in 5 of us) bear 39% of all cuts.
7. Disabled people (1 in 13 of us) bear 29% of all cuts
8. People with severe disabilities (1 in 50 of us) bear 15% of all cuts.
9. Disabled people are twice as likely to live in poverty as other citizens, with roughly a third of disabled people living in poverty at some point in their lives.

This Conference believes:

10. That the government and its allies in the right wing press (such as the Sun and Daily Mail) are scapegoating people claiming benefits. This is an ideologically driven assault using austerity and the deficit as a smoke screen to dismantle state provision of welfare.
11. Any increase in worklessness is the result of high adult unemployment because of a lack of decent jobs.
12. The cuts are not fair. They have been targeted against the very people a decent society would protect. The protection of the sick, disabled and most vulnerable is fundamental to a decent civilized society.

This Conference Resolves;

13. To campaign against the government's current methods of assessing disability as being unfair and failing to properly assess a person's impairment or their needs.
14. To call for a halt to the current program of cuts.
15. To call for the repeal of the Welfare Reform Act.
16. To call for an independent assessment of the cumulative impact of the cuts on disabled people and other vulnerable groups.
17. To call for the development of a fairer welfare system built on a recognition of the equal worth of all human beings and the guarantee of human rights for all.

LEEDS GENERAL BRANCH
Yorkshire & North Derbyshire Region

256. BUDGET OUTRAGE

This Congress agrees that the proposal by George Osborne the Tory Chancellor to take another £12.5bn from the welfare budget is outrageous and shows the Tories in their true anti-working class colours.

This clearly demonstrates why they need to be defeated in the 2015 election.

BARKING BRANCH
London Region

257. UNIVERSAL BENEFITS AND MEANS TESTING

This Conference - at a time of austerity this government would have us believe that the sixth biggest economy in the world cannot any longer afford to pay universal benefits.

We believe this to be wrong and whilst some current universal benefits could be abolished as part of the introduction of a real living wage we are of the view that benefits such as child benefit could and should continue to be paid to all parents who contribute to the tax system in the UK, we therefore call upon the next Labour Government to repeal cuts to benefits that have had a negative impact upon families.

PONTYPRIDD GENERAL BRANCH
Wales & South West Region

259. DOMESTIC VIOLENCE SERVICE PROVIDERS

This Congress recognises the contribution that committed and professional REFUGE workers make to their organisation, the women and children they serve and towards making our society a better place to live in.

Local Authority cutbacks have meant that organisations such as REFUGE are being forced to compete for service contracts in an environment that demands “more for less” as a return rather than a “best quality” social return that would allow REFUGE to commit more time to education, prevention, early intervention programmes and the long-term support of women and children affected by domestic violence.

Established and effective services are being discontinued or pushed into the voluntary sector when funding has been cut (LBH = £175,000 cut in funding since 2011) and services outsourced to other generalist providers, at a time when demand for REFUGE’s services continues to rise.

Austerity cutbacks in funding for victims of domestic violence forced to leave their homes is having serious implications for their wellbeing – and that of their children – when they attempt to resettle from refuges.

Cutbacks in housing benefit have had a direct impact on the opportunities for domestic violence survivors to be rehoused, with women having to move far away from their local area and support networks in order to find private landlords who are willing to take on tenants funded by Housing Benefit. There is no additional public funding available to support these women in these circumstances.

Congress calls for the ring fencing of monies and dedicated funding within local authorities budgets to be used specifically to tackle the issue and consequence of domestic violence and to support the continuing funding of established specialist organisations such as REFUGE in providing services to some of the most vulnerable people in our society.

HOUNSLOW BRANCH
London Region

260. WHO BENEFITS

This Conference notes the good work done by the five charities that help create the campaign website whobenefits.org.uk

This website supports the idea that benefits are acceptable and just in a decent caring society.

This Conference calls on the CEC to support this good work and join them on their campaign to tell people’s real life stories of benefits.

GMB MID Lincs BRANCH
Midland & East Coast Region

262. UNEMPLOYMENT

This Conference to ask why the employment of the public who are unfortunate to be unemployed are considered for a post that is unsuitable for them.

If they refuse their money is sanctioned.

This Government has been for years tearing away at the rights of the people who are unfortunate to be unemployed.

GLASGOW HEALTH SERVICE APEX BRANCH
GMB Scotland

263. UNDER 25 BENEFITS

Congress notes

- There has been continued discussion by both Labour and the Conservatives around cutting certain benefits for under 25's
- The cuts are being considered for income support, JSA and Housing benefit
- The cuts will come in the form of restrictions and means-testing, which will look at the young person's extended family as well as their own position.

Congress further notes

- These proposals come from a position of cutting welfare spending for under-25's however they are not tackling the problem of why under-25s need to claim benefits
- This is direct age discrimination against workers who may have contributed in tax and national insurance payments for over 8 years
- Homeless Charities believe that cutting housing benefit will make more young people homeless and therefore make it more unlikely that they will find sustainable employment.
- A significant proportion of GMB membership will be 25 and under.
- Such cuts to benefits may contribute to the prevention of young workers wishing to absent themselves from hostile homes.

Congress resolves

- To lobby both the government and the Labour party to try to prevent the adoption of such legislation
- For the GMB to inform its branches and members about the legitimate concerns and issues that will be caused by adoption of legislation of this kind
- To support action taken by groups to highlight or fight such proposals.
- To look to collaborate with like-minded groups around research in to the damage such policies would cause, challenging legislation and protesting against any such legislation.

M27 LB MERTON BRANCH
Southern Region

264. SOCIAL SECURITY BENEFITS FOR YOUNG PEOPLE

This Conference notes:

1. Tory members of the government including David Cameron have talked about reducing social security and benefits for young people between the ages of 16-25 year olds.

This Conference believes

2. Where poverty rates and homelessness is rising that implementing policies of this nature would be further detriment to our young people.
3. Young people already leave school with less hope of finding a job than before. To do so without support would further increase crimes rates and higher mental health issues in our young people.
4. Young people should be guaranteed training or work at the proper rate of pay. To simply stop benefits and not put in support measures would be a catastrophe.

This Conference resolves

5. To call for 16-25 year olds to have equal access to all benefits and services as the rest of the population.

6. To call for guaranteed jobs with equal pay.
7. A government run and regulated apprentice scheme, to ensure it is not abused by employers to subsidise the wage bill or to complete work that would have been done by full time permanent employees.

LEEDS GENERAL BRANCH
Yorkshire & North Derbyshire Region

265. OPPOSING WORKFARE SCHEMES

This Conference notes that with unemployment amongst young workers running at approximately 20% (with some estimates citing over 1,000,000 unemployed young workers) Workfare schemes incur a particularly high incidence of young workers.

Young Workers are at particular risk of harm from Workfare schemes as they establish a precedent of barely existent wages (in the form of benefit payments) and poor terms and conditions. Prolonged unemployment can result in mental health issues and future pay disparity for young workers. Furthermore a damaging cycle may emerge of young workers being shifted from one Workfare job to the next, in addition to this Workfare schemes are used to cover cuts made within some public services.

Such schemes must be anathema to those in the Trade Union movement. Workfare is profoundly detrimental to those on it, undercuts the wages of fellow workers and prevents a job role from being properly recompensed. One of the principles at the heart of the Trade Union movement is a fair and equitable wage in exchange for labour.

Congress believes that the most effective way to counter this threat is through building solidarity between all workers regardless of their employment status and vigorously opposing Workfare schemes at every level.

This Congress resolves to:-

- Support any anti-Workfare action undertaken under the auspices of Young Workers Month.
- Oppose Workfare by robustly lobbying for its end at those entities which support its delivery.
- Actively promote union membership and coverage (on unwaged rates) to those on Workfare schemes.

WALES & WEST UTILITIES BRANCH
Wales & South West Region

266. INTRODUCTION OF MANDATORY RECONSIDERATIONS FOR BENEFITS

From 28th October 2013, the Government introduced the fact that when a person who disagrees with a decision for benefits, such as Employment and Support Allowance, they can only request for a mandatory reconsideration. During this period they will not be awarded the benefit but will have to sign on for Job Seekers Allowance to gain any type of income.

This has a severe detrimental affect on the most vulnerable of our society. They can be waiting many months or even over a year to gain the right benefit for their needs. They will be on a reduced benefit or no benefit at all, they end up homeless and/or even more disabled than they were. Many disabled people forget to go to appointments or are too ill to go and end up with their benefits being sanctioned.

Add to this that many of these vulnerable people have lost their support network through services or by being made redundant from a job with support.

We call upon GMB to lobby the Government to give support to overturn this policy and to give support to these vulnerable people.

A08 BRANCH
North West & Irish Region

267. DISABILITY BENEFITS

This conference believes that the governments Employment Support Allowance is increasingly impossible to get.

For example:

The criteria for receiving these benefits are so limited that many people who are clearly unable to work are put in the “work related activity”. ATOS who carry out these assessments are a heartless and despicable company with no humanity and are clearly tasked with reducing the number of claimants.

Since the 1st April 2013 ESA has been means tested which means that any claimant in the “work related activity” group will only receive the payment for 1 year if they have an alternative income even a very small ill health retirement pension.

The union should campaign against the means testing of ESA.

The contract with ATOS should be terminated and the criteria reviewed to ensure that it is genuinely possible to identify those who could work but need support and those who genuinely can't work these people should not be continually threatened with loss of their benefits.

C23 CARSHALTON BRANCH
Southern Region

268. LONG WAITING LIST FOR WORK CAPABILITY ASSESSMENTS WITH ATOS

When applying for Employment and Support Allowance, you are automatically awarded an assessment rate of £56.80 for under 25's or £71.70 for a period of 13 weeks. This is called the assessment phase and during this period most people will have to have a Work Capability Assessment medical through ATOS. Until they have this medical, they will have to stay on the lower income. The waiting lists are that long now that many people in the North West are waiting over 20 weeks for a medical, therefore living on a lower benefit.

Most people who apply for ESA have been working and paying into the system, they are treated with little or no respect and are made to feel like they don't deserve the benefit.

A08 BRANCH
North West & Irish Region

269. WORK CAPABILITY ASSESSMENT

This Conference condemns the Department of Work and Pensions Work Capability Assessments, used to determine eligibility for employment and support allowance.

Dogged by problems since its inception in 2008 under a Labour Government and retained by the coalition, who's own Ministers admit is not fit for purpose.

GMB has an excellent history of working with disabled groups therefore we ask Conference to support & campaign along with disabled groups. Such as – We Are Spartacus – the Centre for Welfare Reform the Parkinsons Society UK, the National Rheumatoid Arthritis Society, MS Society & the Cystic Fibrosis Trust, for the improvement of the Work Capability Assessment.

- We ask Conference to call on the Department of Work and Pensions to ensure that anyone with a prognosis being unlikely to return to work in the longer term is placed into a support group rather than allocated to work related activity.
- We ask Congress to call on the D.W.P. to oblige ATOS professionals to seek further evidence to clinically justify their recommendation on likely return to work before being able to place anyone with a progressive condition in the work related activity group.

- We ask Conference to call on the D.W.P. to abandon prognosis statements which advise that a return to work could be considered in a certain timeframe, if that person has a debilitating progressive condition.

LA STAFFS TAYSIDE APEX BRANCH
GMB Scotland

270. MEDICAL ASSESSMENTS

This Congress proposes the current contract with ATOS should be rescinded as they are not fit for purpose.

Over the years they have made too many mistakes, causing unnecessary hardship even suicide, which must surely put them in breach of their fundamental contractual obligations, which are obviously not being adequately staffed and/or monitored.

KING'S LYNN NO 1 BRANCH
London Region

271. CAMPAIGN FOR AN INVESTIGATION OF ATOS HEALTHCARE

ATOS carries out disability assessments on behalf of the Department for Work and Pensions. Since the Government has handed ATOS the role of Assessor, more and more people are complaining, some about the lack of compassion, whilst others complain about illnesses or disabilities that mean they can't work. ATOS gives them a clean bill of health, and their Benefits are stopped.

We therefore ask for a campaign to be started for a full investigation into ATOS, and for the Department for Work and Pensions not to renew any future contracts and to take the work back in-house.

ANWICK & MID LINCS COMMUNITY BRANCH
Midland & East Coast Region

272. PIP ISSUES FROM ASSESSMENT DELAYS

This Congress calls upon the Government to address the flaws in the PIP assessment process which could deny legitimate claimants the right to financial assistance to enable them the necessities they need to carry out everyday tasks.

SOUTHEND ON SEA BRANCH
London Region

C27. 273. PUNITIVE POLICIES

Congress is deeply disturbed at the plight of tens of thousands of people, many of them women with children, caught in the double barbs of withdrawn means tested Council Tax benefit and bedroom tax.

Many have already appeared in Court across the country incurring further costs and from April of this year, could find themselves facing liability costs and eviction.

All of this from the Con-Dem Government who imposed 2½% VAT increase on one hand but reduced income tax by 5p in the pound for the richest.

Congress, we should campaign to have these and similar penalties removed as soon as possible. They are a blight on a modern society and bring shame on those who impose them.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

C27. 274. BEDROOM TAX REMOVAL

Congress asks the CEC to do all it can for the removal of the new 'bedroom tax' as it is unfair to most of the people who it will affect. This new tax is unfair, unjust and on a par with the 'poll tax' on its introduction.

David Cameron wants us to believe that he is family orientated, puts families first and wants us all to have good old-fashioned family values. But surely his 'bedroom tax' is doing the complete opposite.

For many people whose family has grown up and left the family home find they are now having to re-think their future in that home, which for many hold many treasured memories. Although these homes on the surface can appear too large for a couple or single person, they can serve a much needed purpose. Over the years the composition of British nuclear and extended families have greatly altered. We now have more and more 'blended' families, also added to this many families are strewn widely over the British Isles and sometimes even further afield. Having the 'family home' can be invaluable in such cases and enable families to be families far more easily and much more often, which can only be for society as a whole.

In the natural order of things, Grandparents play a huge and important role within the family with more and more having to step in and help and care for their grandchildren due to the cost of child care. Having a spare bedroom or two enables this to happen much more efficiently and smoothly. Many grandchildren sleep at their grandparents in the 'family home' so that their parents can work. Without this many families would simply not be able to have both parents working, or in the case of single parent families, that lone parent would find it impossible to find a job that fits around school, its hours and holidays, let alone if a child is poorly and unable to go to school.

In many cultures the older a person is, the more importance and respect is shown to them. Why is it that in today's Britain this seems to be in the reverse? We should be taking these people's feelings, opinions and wishes into account because the DO MATTER, they ARE VALUABLE members of our society and we have much to learn from them and most of all they ARE IMPORTANT and deserve our respect. How will the young people of our country ever learn that these people are worth listening to, learning from and mean anything if our Government do not? Young people learn from example. What example is being shown by the introduction of the 'bedroom tax' that respects no-one?

P42 BRANCH
North West & Irish Region

C27. 275. BEDROOM TAX

This Conference calls upon the CEC to act upon the Bedroom Tax. There needs to be help for people to get extra help to pay for this as local councils and social landlords are losing out, as they used to get the full housing benefit allowance. This is now not the case and they get 14% and 25% levy against the property if there are not enough household members within that property. Most residents of these low households cannot find suitable accommodation with the correct number of bedrooms and now they might even start to include dining rooms as an extra room.

Members who are just about keeping their heads above water with all the extra charges on utility bills are now having to try and find some extra rent allowance as well. This extra charge is making people suffer more and more and this is why a lot of our members are off work with stress.

Foster parents are only allowed one extra room no matter how many extra children they have to foster. Carers are not given any extra help. If you have a disabled member in the household you are not given an extra room even though that member might need their own room due to medical conditions or equipment. This is now going to the High Court and something or someone with some common sense needs to say they deserve a quality of life.

We also have members who have split families. The parent without care or child benefit has to have a room suitable for the child to stay in. They would have to pay this out of their own income, as they would not be given the extra room allowance if they claim any housing benefit.

S02 BRANCH
North West & Irish Region

C27. 276. BEDROOM TAX

This Congress believes that the Bedroom Tax was a mistake and should not have been introduced in the Welfare Reform Act 2012. Congress further believes that councils should be given more exemptions, including where they can and wish to let houses above the recommended size without penalty to the individual or council. Congress calls on the Department for Work and Pensions to conduct an urgent review of the policy and make changes and further believes that if the Department refuses to do this the policy should be scrapped altogether. Congress notes and applauds the decision by the Labour Party to scrap the Bedroom Tax if it returns to government in 2015.

Z26 MIDDLESBROUGH MANUFACTURING BRANCH
Northern Region

C27. 277. BEDROOM TAX

This Congress recognises that the bedroom tax is unjust, discriminates against disabled and sick people, carers, separated parents, grandparents, the low paid and the poorest, will not reduce homelessness or housing benefit spending as claimed, and puts financial and social strain on communities, landlords and local authorities. Congress calls on the Government to scrap the policy and to recognise that the impact of the Bedroom Tax has caused great distress and further reduced the social fabric in communities.

S52 SOUTH SHIELDS 2 BRANCH
Northern Region

C27. 278. BEDROOM TAX CONSEQUENCES

This Congress condemns as outrageous and inhuman, the way in which the bedroom tax, which we repudiated at last year's Congress, is splitting families and communities.

Forcing people to move from their homes in some cases a hundred miles, children to move from their schools and families to move to unemployment blackspots.

The ultimate bill in both monetary and family costs will ultimately be far more than any savings made from the heartless imposition.

Nor should we forget that it affects working as well as unemployed families.

BARKING BRANCH
London Region

C27. 279. BEDROOM TAX

This conference is pleased to see that the Labour Party have pledged to abolish the bedroom tax when next in power. However many people need protecting from this draconian tax now.

The tax is not only unjust but is unworkable with many councils not having alternative housing for these tenants.

This makes it a tax on people who are unable to access an alternative. People who are often already struggling to get by. It also affects families in terrible situations for example, families of service men and women, families whose children have died, people with disabilities or children with disabilities.

This conference believes that Labour councils should identify ways to prevent the bedroom tax being implemented and resulting in homelessness and poverty.

We oppose the policy as a clear attack on the vulnerable, poor and powerless.

C23 CARSHALTON BRANCH
Southern Region

INTERNATIONAL

280. THE IMPACT OF THE GREEK CRISIS ON WOMEN AND CHILDREN

Congress notes the impact of the continued austerity programme carried out by the Greek Government, backed by the international finance institutions and other European Governments. These attacks include sacking public sector workers, decimating public services, slashing salaries and pensions, worsening contracts of employment and cutting benefits.

Congress notes the TUCs Motion “Solidarity with Greek Workers” adopted in September 2013, in support of the Labour movement resistance to the continued austerity programme carried out by the Greek Government.

Congress acknowledges that whilst austerity cuts have hit all areas of Greek society including workers, the unemployed, pensioners, the young and poor in Greece are at the sharp end of attacks. It is women (and as a direct consequence, children) who have been particularly hardest hit.

Congress notes that whilst unemployment has risen in all areas of Greek society, women have been hardest hit with unemployment for women currently standing at 26% compared to men at 19%. Congress condemns the increasing introduction of legislation designed to reverse the hard-won equality rights for women, and condemns the Greek Government in doing little or nothing to stop the increase in discrimination by employers towards women, particularly those of child-bearing age, forcing them to give their word of honour that they will not get pregnant.

Congress condemns the ever-widening gender pay gap which currently stands at 20% in the private-sector and 7% in the public sector.

Congress acknowledges that women face what experts call the “double burden”, whereby they are not only being disproportionately hit by cuts to public services, but they also often have to take on the lion’s share of care work.

Congress condemns the steep rise in gender-based violence (including domestic abuse, rape, sexual harassment and human trafficking).

Congress calls on the Greek Health Ministry to do more to support women to enable them to keep their children and stem the sharp rise in children being given up for adoption because their families can no longer afford to keep them. In 2012, 20% of all cases where children were being offered up for adoption were from single-parent families, all of whom were single mothers.

Congress supports the Labour movement resistance to these attacks and encourages all members to forge direct links with our sisters, women aid workers and their representative / affiliate organisations in Greece.

LEICESTER SERVICES BRANCH
Midland & East Coast Region

282. SOLIDARITY WITH PROGRESS IN LATIN AMERICA

Congress notes:

There have been significant advances for working people in Latin America.

For example:

- Cuba’s healthcare system is impressive, with one of the world’s lowest infant mortality rates – just slightly lower than that of the US. Life expectancy is 77.5 years, one of the world’s highest. Cuba leads the world with the lowest patient to doctor ratio, 155:1 and per capita Cuba graduates roughly three times the number of doctors as the US.

- Venezuela has recently increased the minimum wage by 10% to bring wages above inflation levels. Venezuela has continued to substantially reduce poverty, increase equality and reduce unemployment throughout the economic crisis. Venezuelans also benefit from free health, education, and other services, and workers can buy highly subsidised food through a government programme and all these services have been defended despite slowdown in its economy.

Congress believes:

In many cases these gains have been made despite economic, legal and political sanctions from the US.

These benefits are going beyond the two countries mentioned and benefiting the whole region. For example, the strong economic growth in Ecuador as a result of stimulating the public sector and introducing a living wage for all have been more effective in tackling the economic crisis than austerity policies and are a model in our campaign against austerity.

The outstanding achievements in Latin America can be held up as a good example of those of us in Britain that want to achieve a more equal society.

Congress resolves:

- That the GMB resolves to write to regions and branches to encourage them to affiliate to the campaigns Cuba Solidarity Campaign and Venezuela Solidarity Campaign and to invite speakers to attend meetings.
- To publicise through local branches the establishment of the *International Commission of Inquiry into the case of the Cuban (Miami) Five*.
- To distribute the Venezuelan Labour Law pamphlet written by the Institute of Employment Rights and the VSC.
- To raise awareness of Ecuador's significant legal challenge against multi-national Chevron for vast social and environmental damage caused in the country – a clear example of corporate abuse of power.
- Write to GMB sponsored MPs and MEPs to request that they challenge the economic embargo on Cuba.

NORTH WEST LONDON BRANCH
London Region

283. INTERNATIONAL NICARAGUA

This Congress applauds the progress made by the Sandinista since being elected in 2007 towards social and economic justice in Nicaragua. In the present harsh climate for Trade Unions in the UK, it is heartening to hear of, for example, an increase in the minimum wage and a range of new laws designed to protect Nicaraguan workers. Rights including in particular collective bargaining.

Illiteracy has been cut from 36% to 3% and education and health are now free. In addition a range of social programmes, primarily to support women, have been introduced to reduce poverty and hunger and Nicaragua has been ranked 10th in the world in terms of gender equality.

We consider that these advances provide golden opportunities for the GMB and the Nicaraguan Trade Union Movement to work together to the mutual benefit at a time when Trade Unions in the UK are under constant attack whilst in Nicaragua Trade Union membership, particularly amongst young people is growing.

In spite of the advances made in Nicaragua it remains the second poorest country in the Western hemisphere and continual support and solidarity remain vital.

We also recognise the pivotal role that the Nicaraguan Trade Union campaign has played in maintaining an awareness of Nicaraguan progress both amongst Trade Unions and the general public and in facilitating the deepening of the relationship between Trade Unions in the UK and Nicaragua.

With this in mind Congress agrees:

- 1) To affiliate to the Nicaraguan Solidarity Campaign
- 2) To encourage all branches and regions to affiliate to NSCAG and to promote NSCAG events and campaigns.
- 3) To work closely and to explore how relations with sister unions relevant to GMB can be developed.

LONDON CENTRAL GENERAL BRANCH
London Region

284. GMB SUPPORT FOR THE WESTERN SAHARA CAMPAIGN

This Conference notes the struggles of the Saharawi people to assert their rights to self-determination and independence in their own homeland of Western Sahara. Since 1979, Western Sahara has been occupied, its natural resources plundered and its people brutally repressed by Morocco, who lay claim to the territory. Rather than putting pressure on Morocco to comply with UN resolutions, the major world powers condone Morocco's occupation, for example, by allowing the importation of goods from the occupied territory marked as being produce of Morocco. In addition, the EU has chosen to approve a fisheries agreement that pays them for European vessels to fish in the waters of occupied Western Sahara.

Conference calls on the GMB to formalise its existing relationship with the Western Sahara Campaign (WSC), who work in solidarity with the Saharawi people, by affiliating the union to the WSC on a national basis and to encourage regions and branches to do the same.

Conference also agrees that, when considered appropriate, the GMB should work with the WSC on their campaigning strategy.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

285. THE AMRITSAR MASSACRE

Congress was deeply concerned to learn that the British Prime Minister Margaret Thatcher and an unnamed officer of the SAS, could have been involved with the Indian Government's assault on Amritsar in 1984 as disclosed under the 30 Year Rule.

Giving further concern in respect of the length of time that some of these vital decisions are kept from the General Public.

HENDON BRANCH
London Region

290. HOLDING UK BUSINESSES ACCOUNTABLE FOR HUMAN RIGHTS ABUSES OVERSEAS.

Congress notes that In 2011, the UK Government endorsed the ten basic principles of the UN Global Compact for ethical business practices and, in 2013, released its action plan on business and human rights, in line with OECD guidelines that have been widely criticised for being ineffective. Congress further notes that the by failing to develop enforceable policies on corporate conduct the Government could be considered to be in violation of articles 1, 3 and 56 of the UN Charter of Human Rights and also the International Covenant on economic , social and cultural rights.

Congress agrees that:

- a) GMB should join the United Nations Global Compact and affiliate to the LCID (Labour Campaign for International Development), an independent organisation affiliated to the Labour Party and use our

influence to pressure Labour politicians into taking action that will contribute to the eradication of global poverty.

b) GMB should encourage the Labour Party to endorse the Global Compact and commit to establishing an action plan that will work towards holding UK-based companies accountable for their behaviour overseas.

c) GMB should lobby the UK Government and Opposition to appoint a suitably qualified official, preferably with a trade union background, to represent the UK at the UN Global Compact International; establish a legal framework whereby victims of negligence or misconduct by multinational companies domiciled in the UK can seek redress; and to ensure that corporations breaching accepted standards of human rights, are excluded from procuring public services.

G36 SECURITY BRANCH
Southern Region

291. GLOBAL WORKERS' PROTECTION

This Conference notes the secrecy around the proposed EU/US Free Trade Deal and fears the effects on UK employment, employment rights and UK standards. This conference calls on the GMB, through the TUC, to work with US unions on a joint position to protect both EU and US workers.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

292. CALL FOR GLOBAL PEACE, EQUALITY AND PROSPERITY

This Conference recognises that in the pursuit of peace and civil liberties we sometimes have to engage in dialogue with those we would not normally want to be associated with or have discussions with. This Conference empowers the National Executive to speak to whoever it deems necessary to help bring peace and reconciliation around the globe. This Conference trusts the National Executive's judgment and supports any dialogue it undertakes in its endeavour to bring peace, equality and prosperity to troubled nations of the world.

BRISTOL PUBLIC SERVICES BRANCH
Wales & South West Region

NATIONAL EQUALITIES CONFERENCE MOTION

EP 293. FEMALE GENITAL MUTILATION

That This GMB Congress calls on this Central Executive Committee to campaign against the inequality that women and young girls have to endure when they are forced to go through the traumatic and horrendous procedure for Female Genital Mutilation.

FGM does not only have deep rooted inequality between the sexes, it also violates a person's right to health and to be free from cruelty and torture, in extreme cases FGM violates the right to life.

It is estimated that 66,000 women and girls have undergone FGM in England and Wales and 24,000 girls under the age of 11 are at risk of undergoing it, despite the fact that it has been illegal in the UK since 1985, no one has ever been prosecuted.

Let us put a stop to this practice and be the voice that stops it.

Congress call upon the Central Executive Committee to campaign and put a stop to FGM in the UK and worldwide.

NATIONAL EQUALITIES CONFERENCE

CEC RULE AMENDMENTS

(Line numbering refers to rules as printed in the GMB rulebook)

Rule 17a Officials – authority over

1 The Central Executive Council has full authority over all national, sectional and regional officers and has the final say over all matters relating to their conditions of employment or otherwise (except disciplinary matters). The council's decision will be final and binding on to all officials.

CECRA1

Clause 1, Line 4

Delete: "to"

Clause to read:

1 The Central Executive Council has full authority over all national, sectional and regional officers and has the final say over all matters relating to their conditions of employment or otherwise (except disciplinary matters). The council's decision will be final and binding on all officials.

Rule 17e National Officials

4 No member will be eligible to be nominated or elected to any national office within the union unless the Central Executive Council is satisfied that the member is suitably qualified for the office in line with rule 17a3. The election procedure will be as set out in rules 17f and 66, unless changed by the Central Executive Council.

CECRA2

Clause 4, Line 4

Delete "66", Insert "65"

Clause to read:

4 No member will be eligible to be nominated or elected to any national office within the union unless the Central Executive Council is satisfied that the member is suitably qualified for the office in line with rule 17a3. The election procedure will be as set out in rules 17f and 65, unless changed by the Central Executive Council.

Rule 17f Procedure for electing organisers

2 No member will be eligible to be nominated for election to an organiser position unless:

- they meet the standards set by the Central Executive Council; and rule 17A3
- the regional committee is satisfied that the member is capable of efficiently carrying out the duties of the office.
- have paid contributions for 53 weeks in row before the date they are nominated;
- are a fully financial member

CECRA3

Clause 2, Line 7

Before have, Insert "they"

Clause 2, Line 9

Before are Insert "they"

Clause to read:

2 No member will be eligible to be nominated for election to an organiser position unless:

- they meet the standards set by the Central Executive Council; and rule 17A3
- the regional committee is satisfied that the member is capable of efficiently carrying out the duties of the office.
- they have paid contributions for 53 weeks in row before the date they are nominated;
- they are a fully financial member

Rule 18 Qualifying for office, and the definition of officers

2 During their whole term of office, the following holders in both lists 'a' and 'b' below must pay the full amount of their union contributions in line with rules 45 and 46.

- a
 - **President**
 - **Vice-president**
 - **Central Executive Council members elected under rule 11**
 - **Congress representatives**
 - **General member auditors**
 - **The regional president**
 - **Regional council members**
 - **Regional member auditors**
 - **Regional trustees**
 - **Branch presidents**
 - **Branch secretaries**
 - **Branch equality officers**
 - **Branch youth officers**
 - **Branch member auditors**
 - **Collecting stewards**
 - **Representatives going to authorised conferences**
 - **Candidates for public organisations**

CECRA4

Clause 2a

After Branch youth officers, add new bullet point:

- **Branch race officers**

Clause to read:

2 During their whole term of office, the following holders in both lists 'a' and 'b' below must pay the full amount of their union contributions in line with rules 45 and 46.

- a
- President
 - Vice-president
 - Central Executive Council members elected under rule 11
 - Congress representatives
 - General member auditors
 - The regional president
 - Regional council members
 - Regional member auditors
 - Regional trustees
 - Branch presidents
 - Branch secretaries
 - Branch equality officers
 - Branch youth officers
 - Branch race officers
 - Branch member auditors
 - Collecting stewards
 - Representatives going to authorised conferences
 - Candidates for public organisations

Rule 31 Members' superannuation fund

7 Members on superannuation benefit will not be allowed to return to the trade without the permission of the Manufacturing Section National Committee. Members who return to the trade will not be paid superannuation benefit until by the Manufacturing Section National Committee has given its permission.

CECRA5

Clause 7, Line 4

Delete "by"

Clause to read:

7 Members on superannuation benefit will not be allowed to return to the trade without the permission of the Manufacturing Section National Committee. Members who return to the trade will not be paid superannuation benefit until the Manufacturing Section National Committee has given its permission.

Rule 35 Branches

3 Each branch will have a president, secretary, equality officer, youth officer and two auditors (except in branches of less than 100 members, which will only have one auditor), and a committee of no less than nine members. The president, secretary, equality officer and youth officer will all be members of the committee, and will act within the powers set out in these rules. There will need to be at least five members present at the committee meetings for any decisions to be valid (known as a quorum).

CECRA6

Clause 3, Line 2

Add after youth officer “, race officer”

Clause to read:

3 Each branch will have a president, secretary, equality officer, youth officer, race officer and two auditors (except in branches of less than 100 members, which will only have one auditor), and a committee of no less than nine members. The president, secretary, equality officer and youth officer will all be members of the committee, and will act within the powers set out in these rules. There will need to be at least five members present at the committee meetings for any decisions to be valid (known as a quorum).

Rule 45 Contributions

4 In these rules, a ‘financial member’ is a member who owes up to six weeks’ contributions, and a ‘full financial member’ is a financial member who has been a member for at least six months and has paid contributions for 27 weeks in a row. In each case, ‘paying contributions’ means paying the full amount of the member’s appropriate contribution rate as set out in these rules.

However, to be entitled to any benefit under rules 53, 54, 57 and 58, the members must pay grade-1 or grade-2 contributions for 27 or 53 weeks in a row (depending on which rate applies).

CECRA7

Clause 4, Line 7

Delete “57 and 58”, Insert “56 and 57”

Clause to read:

4 In these rules, a ‘financial member’ is a member who owes up to six weeks’ contributions, and a ‘full financial member’ is a financial member who has been a member for at least six months and has paid contributions for 27 weeks in a row. In each case, ‘paying contributions’ means paying the full amount of the member’s appropriate contribution rate as set out in these rules.

However, to be entitled to any benefit under rules 53, 54, 56 and 57, the members must pay grade-1 or grade-2 contributions for 27 or 53 weeks in a row (depending on which rate applies).

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 a fully paid-up 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 54.

CECRA8

Clause 4, Line 9

Delete "54", Insert "53"

Clause to read:

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 a fully paid-up 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.

Rule 48 Qualifying for benefits

1 A member will be entitled to any benefits (except the disablement grant, funeral benefit and fatal accident benefit (occupational or non-occupational), paid in line with rules 52, 53, and 56) as long as they are a grade-1 or grade-2 member and a full financial member at the time they claim. The Union will not pay the disablement grant and fatal accident benefit (occupational or non-occupational) until the person has been a continuous member for 12 months and has paid contributions for 53 weeks in a row. Funeral benefit is not payable to any member with less than eight years' continuous membership. Whether they are entitled to any benefit will depend on whether they keep to the conditions set out in this rule and the appropriate rules relating to those benefits. We will not pay any benefit if the member owes more than six weeks' contributions on the date they claim.

CECRA9

Clause 1, Line 9

Delete "eight", Insert "five"

Clause to read:

1 A member will be entitled to any benefits (except the disablement grant, funeral benefit and fatal accident benefit (occupational or non-occupational), paid in line with rules 52, 53, and 56) as long as they are a grade-1 or grade-2 member and a full financial member at the time they claim. The Union will not pay the disablement grant and fatal accident benefit (occupational or non-occupational) until the person has been a continuous member for 12 months and has paid contributions for 53 weeks in a row. Funeral benefit is not payable to any member with less than five years' continuous membership. Whether they are entitled to any benefit will depend on whether they keep to the conditions set out in this rule and the appropriate rules relating to those benefits. We will not pay any benefit if the member owes more than six weeks' contributions on the date they claim.

Rule 53 Funeral Benefit

3 We will not pay this benefit if a member's widow, widower or relative makes a claim for fatal accident benefit under Rule 57.

CECRA10

Clause 3, Line 2

Delete "57", Insert "56"

Clause to read:

3 We will not pay this benefit if a member's widow, widower or relative makes a claim for fatal accident benefit under Rule 56.

Rule 56 Fatal accident benefit

5 We will take any benefit paid under rule 52 (disablement grants), and any funeral benefit paid under rules 53 and 55, from the fatal accident benefit.

CECRA11

Clause 5, Line 2

Delete "55", Insert "54"

Clause to read:

5 We will take any benefit paid under rule 52 (disablement grants), and any funeral benefit paid under rules 53 and 54, from the fatal accident benefit.

COMPOSITE MOTIONS

C1. Covering Motions:

37. AFFILIATION TO INTERNATIONAL LESBIAN, GAY, BISEXUAL, TRANS AND INTERSEX ASSOCIATION (ILGA) (*London Region*)
38. INTERNATIONAL, LESBIAN, GAY, BISEXUAL, TRANS AND INTERSEX ASSOCIATION (*London Region*)

AFFILIATION TO INTERNATIONAL LESBIAN, GAY, BISEXUAL, TRANS AND INTERSEX ASSOCIATION (ILGA)

Congress recognises the important work that the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) has undertaken in the field of LGBT and intersex rights over many years. The recent developments in countries such as Russia in re-criminalising LGBT people, shows that campaign is far from won. The GMB can play a vital role in ILGA campaigns and in raising awareness of LGBT human rights to our own members.

ILGA's aims mirror ours in terms of lobbying for the decriminalisation of LGBT people and the need to promote and fight for LGBT equality and human rights in our workplaces, in society, at home and in our democratic structures, whether here or overseas.

Congress therefore agrees and instructs the CEC to affiliate to the ILGA at a cost of 300 Euros per annum and to take an active part in developing its work.

London Region to Move London Region to Second

C2. Covering Motions:

40. PUTTING CLASS BACK ON THE AGENDA (*London Region*)
41. CLASS AS A STRAND OF THE EQUALITY ACT (*London Region*)

CLASS AS A STRAND OF THE EQUALITY ACT

Congress calls on the CEC to run a branded campaign around income inequality. The inequality of opportunity income levels creates huge barriers in peoples' lives, but the lack of empathy shown by the current Government and media forces a large amount of the population to be unsympathetic. It is essential the public have access to information which exposes the downfalls of the capitalist system we live in rather than demonise and scapegoat certain groups of individuals.

Congress to campaign and lobby to have class, defined by a person's socio-economic status, included as a strand in the Equality Act. The campaign should include the following:

- Collect facts and figures about the extent of poverty (especially in-work poverty) in the UK and its effects, and post them on our webpage and social media sites.
- Gather research on the effects of how low income on living standards and opportunities (including the effect on our economy) and distribute the findings to all MPs and any businesses we can.
- Publish easy read articles challenging negative propaganda about welfare claimants/working class and distribute to branches to put in their newsletters. These should be available at request in different languages too as immigrants are more likely to be suffering poverty

- Create a webpage which breaks down important government policies in an easy to read way, also available in other languages
- Offer free basic politics training to members to encourage them to challenge income inequalities in a constructive way.

This motion also asks the CEC to consider whether class should be an equalities strand.

London Region to Move
London Region to Second

C3. covering Motions:

49. RETIREMENT CHANGES (*Wales & South West Region*)
50. RETIREMENT AGE LEGISLATION (*Midland & East Coast Region*)

RETIREMENT AGE LEGISLATION

This Conference is concerned that the announcement to increase the retirement age fails to take into account the quality of work available and differing life expectancies between manual, office and professional workers.

It is common knowledge within the pension industry that manual workers in industrial occupations within the UK do not enjoy anything like the same life expectancy as professionals, or other classes of employees. To force someone who has done a lifetime of work in manufacturing, shipbuilding, health service or in factories to work longer than 65 is discriminatory to a large section of our membership and completely unacceptable.

We therefore call for opposition to any increase in the retirement age. This Conference agrees to mount a campaign seeking to repeal the Con-Dem government's retirement age legislation.

Wales & South West Region to Move
Midland & East Coast Region to Second

C4. Covering Motions:

58. ANTI-TRADE UNION LAWS (*London Region*)
59. TRADE UNION RIGHTS (*Yorkshire & North Derbyshire Region*)

TRADE UNION RIGHTS & ANTI TRADE UNION LAWS

This Conference is appalled that an inquiry is being held by this Tory-LibDem government into trade union tactics that could see an end to our right to strike and right to protect.

As austerity continues and millions of people face falling real wages, unemployment, part time or casualised low paid work, the need for strong union organisation is clear.

This Congress is appalled by the Government's anti-Trade Union Laws and attitude and is determined to fight these Tory attacks and will unite with other unions to ensure they are stopped.

Yorkshire & North Derbyshire Region to Move
London Region to Second

C5. Covering Motions:

62. ZERO HOURS CONTRACT (*Southern Region*)
64. ZERO HOURS CONTRACTS (*Birmingham & West Midlands Region*)
65. ZERO HOURS CONTRACTS SHOULD NOT BECOME THE NORM (*Midland & East Coast Region*)
68. ZERO HOURS CONTRACTS (*Midland & East Coast Region*)
69. ZERO HOURS CONTRACTS (*Midland & East Coast Region*)

ZERO HOURS CONTRACTS SHOULD NOT BECOME THE NORM

This Conference is extremely concerned at the growth and increased use of zero hours contracts leading to the disempowerment and increased exploitation of workers and asks that zero hours contracts are not allowed to become the norm.

These are particularly prevalent in industries where workers are already under pressure and often exploited, like security, retail, hospitality and care.

These contracts are blight upon the workplace and the working population of the early part of the 21st century. In 2013 there were over 200,000 people on zero hours contracts. The vast majority of these workers will be desperate for as much work as is available. The flexibility of these contracts in most cases only really benefits the employer.

Workers on zero hours contracts are reminiscent of workers lining up outside of docks during the last century and beginning of this one. Modern day workers awake and stay by the phone in the hope that they will be given some work that day.

This causes harm both to the individual but also uncertainty for their family. It also causes problems for the benefit system which is not nuanced enough to cope with this.

This Conference opposes the use of zero hours contracts by various employers. Employers use zero hours contracts to cut wages, avoid holiday pay, pensions and other benefits enjoyed by employees and agency staff.

Workers on zero hours contracts:

- Work fewer hours on average
- Receive lower gross pay
- Have a lower hourly wage

In most cases it should not be impossible for these often large companies to give their staff guaranteed hours. In lots of cases zero hours contracts are used to control workers as companies know that if workers complain about working conditions or pay they can just stop giving them work.

Workers are also unable to take on other work as they are obliged to be available for work at the whim of the employer and with the high level of insecurity comes the risk of bullying, harassment and stress. How can members be expected to survive when they have no idea whether they are going to get any hours in order to get pay, when they cannot get a mortgage or loan because they are not guaranteed hours.

The rise of zero hours contracts in the workplace is the latest attack on workers' rights and dignity. It's time to end the exploitation. The use of these contracts do not afford our members with the same legal protection as permanent contracts. Moreover, this Conference is of the opinion and notes with deep concern that the steady erosion of Trade Union rights in recent years has greatly contributed to this situation.

There may be cases where zero hours contracts suit both employees and employers. However these are minimal and the very high use of zero hours contracts must be kerbed.

They are supposed to allow flexibility on both sides, however who can afford to turn down work in today's economic state, and if work is turned down, how many times are employees made to feel guilty about it?

Zero hours contracts must be legislated for to ensure that companies do not take advantage. Give our members a chance, and stop employers from using these contracts in order to get labour on tap 24 hours a day, 7 days a week, 365 days a year.

This Conference calls upon the CEC to use every effort and to campaign vigorously to achieve these aims and for an end to the disgrace in our workplaces of zero hours contracts. Such a campaign must seek equality in employment standards and a level playing field, especially for the young, who are deliberately being discouraged from work!

We therefore call for:

- a full investigation of zero hours contracts, leading to proposals for changes to Employment Law
- a legislative framework which enables Unions to operate effectively in obtaining and defending fair and just working conditions for all workers.

**Midland & East Coast Region to Move
Southern Region to Second
Birmingham & West Midlands Region Priority in debate**

C6. Covering Motions:

66. ZERO HOURS, CASUAL CONTRACTS (*Wales & South West Region*)
67. ZERO HOURS CONTRACTS (*Wales & South West Region*)
70. ZERO HOURS CONTRACTS (*Midland & East Coast Region*)
71. ZERO HOUR CONTRACTS (*Midland & East Coast Region*)
72. ZERO HOURS CONTRACTS (*London Region*)
73. EMPLOYMENT LAW (*Birmingham & West Midlands Region*)

ZERO HOURS CONTRACTS & EMPLOYMENT LAW

This Congress is outraged by the scandal due to extensive use of zero hours contracts being used by established employers. In a time of perpetual financial crisis, it is appalling that this government allows unscrupulous employers to allow profits to be gained at the expense of employment security.

This Conference supports Ed Miliband in his commitment to end the scandal of zero hour contracts within the first Parliament of the incoming new Labour Government or Labour led Coalition and agrees that the next labour government will introduce legislation preventing employers introducing zero hours contracts in the workplace.

This Conference agrees to mount a campaign with the Trade Union and Labour Movement with the objective of zero hours contracts being deemed unlawful, in the first term of office of the next Labour government.

This Conference calls on this government and our Labour MP's to end this era of Zero Hour contracts.

Congress calls to abolish zero hours/casual contracts, oppose zero hours contracts in place of permanent employment and to employ individuals on fair and decent contracts and calls on the CEC to ensure all GMB sponsored MPs vote and campaign in line with this motion and ensures that the full weight of the GMB campaign for the ending of zero hours contracts.

**Midland & East Coast Region to Move
London Region to Second
Wales & South West Region, Birmingham & West Midlands Region Priority in debate**

C7. Covering Motions:

85. SHORT TERM CONTRACTS AND THEIR EFFECT ON AGENCY WORKERS (*Wales & South West Region*)
86. AGENCY WORKERS (*Birmingham & West Midlands Region*)
87. EXPLOITATION OF AGENCY WORKERS (*Birmingham & West. Midlands Region*)

EXPLOITATION OF AGENCY WORKERS ON SHORT TERM CONTRACTS

This Conference is fully aware that agency workers should be treated the same as direct employees, but already some companies are changing their approach to agency workers by offering short term rolling contracts resulting in a two tier workforce being created.

This Conference agrees that the Agency Workers Regulations are found wanting even before the 'paint is dry'. The last Labour Government bought in regulations that should have seen agency workers that worked for a company for twelve weeks or more having the same rights and be earning the same wage as full time employees. Disappointingly the Regulations were passed while containing this loophole that allowed the agencies and employers to do deals that made agency workers, no longer agency workers becoming employees of the agency. This takes away their rights to equal pay and enables the continued exploitation of these workers keeping them on minimum wage and almost zero hours contracts.

It has now been reported that the Labour leader Mr Ed Milliband has assured us that 'The next Labour Government will work with British business to close this loophole and ensure that agency workers cannot be used to undercut non-agency staff'.

We call upon the CEC to lobby Parliament to end the two tier workforce created by this and ensure all employees are treated equally.

The GMB calls upon a future Labour Government to go further than this by pledging to include in its election manifesto reforms to the derogated agency opt out and to changing as a matter of urgency the way the UK interprets the Agency Workers Directive.

This Conference calls on the GMB to campaign and seek the real commitment of the Labour Party to take measures when back in Government to close the Swedish Derogation loophole in the Agency Workers Regulation.

We also ask that we are given a commitment by Labour when dealing with this issue, that they will listen to the Trade Union who speak for the vulnerable workers and act in the best interests of the workers and not that of big business who will only wish to continue to use the law to take advantage of and abuse low paid workers.

**Birmingham & West Midlands Region to Move
Wales & South West Region to Second**

C8. Covering Motions:

- 94. STATUTORY BEREAVEMENT LEAVE (*Wales & South West Region*)
- 95. STATUTORY BEREAVEMENT LEAVE (*Midland & East Coast Region*)
- 96. CHANGE BEREAVEMENT LEAVE CAMPAIGN (*Yorkshire & North Derbyshire Region*)

STATUTORY BEREAVEMENT LEAVE

At the present time the majority of bereaved workers are failing to receive the compassionate support from their employer at this very emotional and stressful time, the introduction of Statutory Bereavement Leave would be a step in the provision of compassionate support for them.

Statutory Bereavement Leave should be given as a right when the death occurs of a parent, adopted parent, partner, son or daughter

Currently workers have the right to a "Reasonable" amount of time off work following an emergency that involves a dependent. The length of time an employee is allowed to take as leave depends on their contract of employment & is at the discretion of the employer. Typically, compassionate leave is between three & five days. Grieving workers then need to use their holiday entitlement or be signed off sick!

This Conference asks GMB Congress to support Change Bereavement Leave Campaign. While many good employers offer compassionate leave, there is no statutory right to leave & this campaign aims to introduce four weeks paid bereavement leave for parents.

Change Bereavement Leave Campaign & Gone Too Soon Website believes that with lack of clear legislation leaves bereaved employees at the mercy of their bosses. This campaign is championing the work of Lucy Herd who lost her 23 month old son Jack in August 2010 & although Lucy was not working at the time, her then partner was only given five days leave. Lucy Herd's Campaign is called Jacks Rainbow.

While supporting this campaign, GMB could also introduce that this campaign needs to recognise that other bereaved relatives should also be entitled to paid time off at times of bereavement. Frances O'Grady TUC'S General Secretary Quoted coping with the sudden loss of a loved one is traumatic enough without having to worry about work too. The government should do the right thing & give people a legal right to paid time away from their jobs after someone close to them has died.

This Conference believes that there should be a statutory entitlement to bereavement leave for all employees and calls upon the GMB to conduct a national campaign and lobby Government to introduce Statutory Bereavement Leave, with pay, paid at average earnings, for four weeks, when a loved one dies.

**Yorkshire & North Derbyshire Region to Move
Wales & South West Region to Second
Midland & East Coast Region Priority in debate**

C9. Covering Motions:

- 100. UK ECONOMY – REALITY (*Southern Region*)
- 102. NATIONAL CAMPAIGN AGAINST AUSTERITY MEASURES (*Wales & South West Region*)

THE REAL UK ECONOMY & A NATIONAL CAMPAIGN AGAINST AUSTERITY MEASURES

Congress recognizes that with less than a year until the next General Election, the UK electorate must be made aware of the true condition of the economic position. The current Tory led government must not be allowed to con the British public into 'safety first' voting on the belief that the 'tough decisions' are paying off and that we are all on the path of prosperity. The GMB must place all possible reasonable resources into

conveying the true picture to the electorate and ensure that all our partners in the wider labour movement are similarly working along the same lines. Cameron, Osborne & Co have dared to go where even Thatcher would not and the future for working class people in this country is unthinkable should the Tories be returned to government.

Congress recognizes that 4 years into the Tory led coalition GDP is less than the 2008 pre financial crisis figure. In terms of production, manufacturing and exports, the figure is substantially less. The apparent / perceived current economic good news is based on an unsustainable 'credit card', debt laden consumer spend and London / South East housing bubble in an unbalanced economy.

Congress deplores the cynical electoral ploy of David Cameron with his interventions into the mortgage and housing markets as represented most recently with the latest government help to buy scheme. The Tory government is creating similar conditions to those which were instrumental in bringing about the financial and banking crisis of 2008 with all the misery that has followed.

Congress is deeply concerned that levels of personal UK debt are reaching the figures of the pre 2008 position. Most worrying is that debt levels prior to 2008 were due in part to lavish spending on high end products / luxury goods / holidays etc, but now debt levels represent the people attempting to maintain their standard of living and fighting to halt the continuous decline in living standards.

Congress cannot accept that perceived good economic news is a result of the tough austerity based, deficit reduction policies of Osborne. Financial belts can only be tightened for so long and similarly the delaying of expenditure on household goods, appliances, cars etc. Congress recognizes that to maintain a living standard purchases have to be made but unfortunately much of this pent up, delayed, consumer led demand is on the basis of increased debt. We are not witnessing sustainable economic growth in the form of growth in manufacturing, production and exports.

Congress accepts that abnormally low interest rates are the sign of an unhealthy, unbalanced economy. Congress is concerned about the prospects for many households in relation to mortgage payments, but believes that a gradual and steady increase to normal historic levels is essential to reflect a truly sound and sustainable economy and that the disaster of the 2008 crash is finally end. Retired members, pensioners, hard working people with some prudent savings, persons on fixed incomes, pension funds, cannot indefinitely subsidize an unrealistic housing market and others personal debt. The current consumer demand growth is in part the spend of people who see no financial sense in sensible saving as inflation erodes purchasing power. Congress deplores the irresponsibility of the Tories in attempting to create a feel good factor with house price increases that have no connection with underlying economic performance and financial fundamentals.

Congress recognizes that if the GMB in association with the wider labour movement does not make the UK electorate aware of the reality of the economic position of UK plc, we risk the return of a Cameron government, a false economic recovery that peters out soon after 2015 and 5 years of austerity and misery with a sustained attack on working and middle class families.

This Conference calls upon the CEC to actively promote a national campaign, to expose this Con/Lib Dem Government, on their austerity measures, which are damaging to public sector workers, and communities across the country.

**Southern Region to Move
Wales & South West Region to Second**

C10. Covering Motions:

106. THE GAP BETWEEN RICH AND POOR HAS WIDENED CONSIDERABLY UNDER THE TORY/LIB DEM COALITION GOVERNMENT (*Wales & South West Region*)
107. GROWING INEQUALITY (*London Region*)

GROWING INEQUALITY AND THE WIDENING GAP BETWEEN RICH AND POOR UNDER THE COALITION GOVERNMENT

This Conference notes with great concern that the ever widening earnings gap between rich and poor has widened considerably under the Tory/Lib Dem Coalition Government with 10% of the richest people in the UK owning 90% of the wealth.

This cannot be right, that in the twenty first century rich people are getting richer and the rest are facing uncertainty in employment with zero hours and more draconian employment rights, increasing debt, with charities reporting up to a 44% rise in those people seeking advice on how to make ends meet, and food banks in some areas becoming the fastest growing businesses.

This is the driving force of growing inequality that has been occurring over the last 30 years.

It both explains and justifies Ed Miliband's claim that any economic upturn that may be taking place, is not benefiting the vast majority of the public and also fully justifies the GMB's drive for a living wage.

Consequently Congress believes that the growing wages gap should be central to both the Trade Unions and Labour Party economic propaganda regarding the 2015 General Election and the GMB Living Wage Campaign

We call upon the GMB/Labour Party to campaign for:-

- A fairer graduated taxation system which allows those that can afford to pay more.
- The introduction of the Living Wage across both the Public and Private Sectors.
- The re-introduction of Universal Benefits, which work on the basis of 'you pay in; you get out when you need it'.

Wales & South West Region to Move London Region to Second

C11. Covering Motions:

111. TORIES AND BANKERS BONUS (*Southern Region*)
112. BANKERS BONUSES (*London Region*)

BANKERS BONUSES

This conference is disgusted that following the recent worldwide banking crisis the British government are currently taking the EU to court over its proposed bankers bonus cap. This legal action is just another example of how the Tories are on the side of the rich and privileged.

Considering the economic crisis was in part caused by the irresponsible bonus arrangements within the banking sector it is amazing that this government would take such action to defend bankers. Failure should not be rewarded and if we are hearing correctly and we are coming out of recession we know it's only going to be a matter of time before the above inflation bonuses will be given to Bankers once again.

Why we hear that we are climbing out of recession we must not be complacent and remember to cast our minds back to the last few years. Where friends and family have been made redundant, and for many forced to take reductions in their salary just to remain in Employment.

We are absolutely not “all in this together”. This union must ensure that this message gets out to the electorate. The Tories are never on the side of working people.

Congress calls on the CEC to lobby the Government regarding Bankers Bonuses.

**Southern Region to Move
London Region to Second**

C12. Covering Motions:

- 127. UTILITIES (*London Region*)
- 128. PUBLIC OWNERSHIP (*London Region*)

PUBLIC OWNERSHIP OF UTILITIES

This Conference recognises that there is a place in society for public ownership. The corporate greed of the energy and rail companies to control its drive for higher profits damages the standard of living of the British public.

Our members have had enough of struggling to pay increasingly high prices for these necessary services while the wealthy profit from our need. “Competition” doesn’t work, public ownership does.

Therefore Congress calls for the next Labour Government to bring into place a plan of nationalisation, and resolves that GMB will pursue every avenue to persuade Government to nationalise the utilities (gas, electricity and water) and also rail and buses.

GMB will campaign on all fronts in pursuit of this aim, now, during and after any forthcoming election.

**London Region to Move
London Region to Second**

C13. Covering Motions:

- 142. FINANCIAL INCENTIVES FOR EMPLOYERS TO TAKE ON THE LONG-TERM UNEMPLOYED (*Midland & East Coast Region*)
- 146. LIVING WAGE (*Yorkshire & North Derbyshire Region*)

FINANCIAL INCENTIVES FOR EMPLOYERS TO TAKE ON THE LONG-TERM UNEMPLOYED AND MANDATORY LIVING WAGE

This Conference calls on the CEC to campaign for the Labour Party to adopt the mandatory Living Wage as a policy and introduce into its 2015 Manifesto a policy which would give financial incentives in the form of tax concessions to employers who take on the long-term unemployed into their employment for at least a 12 month period of work, paid at the Living Wage rate.

**Midland & East Coast Region to Move
Yorkshire & North Derbyshire Region to Second**

C14. Covering Motions:

- 143. OPPOSE GAGGING BILL (*Southern Region*)
- 144. LOBBYING BILL (*Midland & East Coast Region*)

LOBBYING BILL

Congress believes that the Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Bill, also known as the Gagging Bill, represents a serious threat to democracy. Congress notes that even Jenny Watson of the Electoral Commission has described the bill as posing “real questions around free speech”.

The third part of the Bill is particularly damaging to trade unions where there are proposals to alter the regulations concerning trade union membership records. The particularly worrying aspect of this part of the Bill is the number of people who will be able to look at trade union membership data which will include the government and employers’ agents. This is a direct attack on trade unionists.

Congress resolves to oppose the provisions of the Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Bill which require membership records to be disclosed.

This Conference calls on the Labour Party on its return to Government to repeal the Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Bill forthwith.

Southern Region to Move
Midland & East Coast Region to Second

C15. Covering Motions:

- 168. ECONOMIC POVERTY (*Yorkshire & North Derbyshire Region*)
- 169. FOOD BANKS (*Wales & South West Region*)

FOOD BANKS AND ECONOMIC POVERTY

This Conference recognises the significant spread of food banks across the country and thinks it is a national disgrace that in 2013, in this enlightened society, we have families relying on food banks.

These food banks are used by those on benefits as well as low paid workers, driven there as a result of Government austerity policies. These are, in the main, hardworking families where the causes are: hours have been cut, jobs have been lost, the impact of bedroom tax; loss of vital benefits, the rise in energy costs, to name but a few.

Basic economics show that if people have jobs where they are paid a living wage, they retain their dignity and have enough money to ensure that they no longer have to make a decision whether to keep warm & cook nourishing meals or buy food to feed their families.

This government has taken us back to the food queues of the 1930’s. It is a savage attack on those on benefits, low paid, hardworking people who have had the basic right of being able to feed their family taken from them. This is Cameron’s way of fixing Britain. We must stop the injustice of economic poverty. It must stop now.

We call upon the CEC to campaign to stop and ensure that all families and individual members of our society are lifted out of economic poverty, and for the GMB to work with the Labour Party MP’s to repeal this draconian practice.

This Conference demands that a future Labour Government ensures that no one ever again suffers the indignity of having to use a food bank.

**Yorkshire & North Derbyshire Region to Move
Wales & South West Region to Second**

C16. Covering Motions:

- 170. PAYDAY LOANS (*Birmingham & West Midlands Region*)
- 171. EXCESSIVE INTEREST RATES (*Birmingham & West Midlands Region*)

PAYDAY LOANS AND EXCESSIVE INTEREST RATES

This Conference is appalled at the excessive interest rates charged by payday lenders. These greedy firms are making a financial killing from exploiting low paid workers who take out loans to make ends meet and end up with spiralling debts because they struggle to pay back the loan at the end of the term thus incurring more interest on the loan. These companies are charging its customers interest rates in excess of 1000% APR plus.

This Conference therefore calls upon the GMB union using all of its contacts politically and in the wider trade union movement, to continue to mount its campaign against the extortionate interest rates charged by payday loan companies.

Conference urges the CEC to secure legislation that restricts Payday lenders to interest rates at RPI +10% and start planning this action at the end of this week.

**Birmingham & West Midlands Region to Move
Birmingham & West Midlands Region to Second**

C17. Covering Motions:

- 175. INCREASE IN CHILD CARE COSTS (*Wales & South West Region*)
- 177. AFFORDABLE CHILDCARE (*GMB Scotland*)

THE COST OF AFFORDABLE CHILDCARE

This Conference recognises the fact that the cost of child care in the UK has risen considerably under this Coalition Government.

Congress further recognises that if we truly going to have an impact upon the scandalous poverty trap that many families find themselves in we must act now to provide consistent good quality affordable childcare across the UK. Affordable childcare is good for children, parents, and grandparents and generates socially useful jobs.

Congress notes that the Scottish Government has called for a “childcare revolution” after independence. This is a crude attempt to bribe women voters in the forthcoming referendum. We believe women should not have to wait for an Independent Scotland for this social advance and calls for major new investment in publicly owned and operated childcare right across the UK.

We therefore call upon the next Labour Government to commit to a complete review of the provision and cost of childcare to ensure that a childcare strategy action plan can be implemented as part of an anti-poverty campaign that will allow those who wish to work to do so.

This Conference calls on the GMB to campaign for affordable childcare now.

**GMB Scotland to Move
Wales & South West Region to Second**

C18. Covering Motions:

- 187. FOOD COSTS CONTROLS (*London Region*)
- 188. GREATER REGULATION OF THE FOOD INDUSTRY (*London Region*)
- 189. CAMPAIGN FOR THE REMOVAL OF HYDROGENATED FATS FROM FOODSTUFFS (*London Region*)

FOOD COSTS, REMOVAL OF HYDROGENATED FATS FROM FOOD THE REGULATION OF FOOD INDUSTRY

This Congress is asking the GMB to campaign for the complete removal of trans fatty acids (hydrogenated fats) from all food. Many companies have voluntarily reduced its use but the time has come to bring the use of it down to zero. It is of no nutritional value and is reported to cause many illnesses.

Congress says that consumers struggle to purchase their everyday food due to the cost. Congress is requested to campaign and lobby to seek greater regulation of the food industry in order to address the increasing problems of poor diet that manifests itself in health related illnesses i.e. diabetes, heart disease, obesity etc. generating increased demands on the NHS and Congress seeks that specialist food is not exploited in cost to the consumer.

**London Region to Move
London Region to Second**

C19. Covering Motions:

- 203. 30 YEAR RULE (*London Region*)
- 204. MINERS' STRIKE (*Northern Region*)

1984-5 MINERS STRIKE AND THE 30 YEAR RULE

Congress is appalled to learn what thousands of people in mining communities have strongly suspected for 30 years relating to the 1984-85 miners' strike.

Congress was not surprised to read in the wake of the recently released Thatcher papers, under the 30 year rule, following her death, that despite the denials whilst in office and after, that senior Cabinet ministers, including the Prime Minister, micromanaged the Government's side of the strike, whilst publicly claiming to be innocent bystanders.

Congress notes that all along, as many of us believed at the time, she and her henchman Ian MacGregor of the National Coal Board had discussed the intention to close over 70 collieries with the loss of 50,000 plus jobs as claimed by Arthur Scargill, General Secretary of the NUM whilst publicly claiming the number to be around 20.

Had that fact been known at the time with its likely consequences, it would almost certainly had had a huge impact on the feelings of the general public at that time.

Congress notes that senior Cabinet Ministers deliberately misled the country; further notes that when those striking to protect their communities seemed to be on the verge of victory, the Government plotted to bring in the armed forces to avoid defeat;

Congress therefore believes that there is a solid case for reviewing the length of time that such important facts and Cabinet papers remain hidden and furthermore demands a full independent inquiry into the then Government's handling of the 1984-85 miners' strike and closure of 70 plus mines.

Northern Region to Move London Region to Second

C20. Covering Motions:

218. YOUTH UNEMPLOYMENT (*Birmingham & West Midlands Region*)

223. APPRENTICESHIPS (*Southern Region*)

224. REAL APPRENTICESHIPS AND THEIR IMPACT ON THE UK ECONOMY (*Wales & South West Region*)

YOUTH UNEMPLOYMENT, REAL APPRENTICESHIPS AND THE IMPACT ON THE UK ECONOMY

This Conference has major concerns that youth unemployment under the Con-Dem Government is still too high. With close to one million young people out of work, GMB Union must support policies to deal with this problem. We need to campaign to reverse this deplorable statistic before the position becomes irreversible.

This Conference is aware of the effects of the loss of skills within the United Kingdom and the lack of real apprenticeships within the UK job sectors. We must skill our young people to enjoy a better future. The best way to achieve this is through proper apprenticeships where young people can learn trades to last them a lifetime.

We call upon the CEC to lobby Parliament and to promote and encourage employers to invest and introduce real apprenticeships within their Organisations.

Southern Region to Move Wales & South West Region to Second Birmingham & West Midlands Region Priority in debate

C21. Covering Motions:

226. ENERGY MARKET (*Northern Region*)

227. ENERGY COMPANY CONTROLS (*London Region*)

ENERGY MARKET & COMPANY CONTROLS

This Conference calls for a fundamental review into the Energy Market to investigate practices, infrastructure, pricing, energy supply and policy. Since the Autumn of 2012, the cost of living crisis has come to the forefront of policy, but the wider implications on jobs, a balanced energy policy, a safe and secure energy domestic supply, a change to the way the cartel power market operates, the need for public sector finance to support major infrastructure projects, have all come into the complex equation that leads to keeping the lights on and to the UK consumer domestic or business, being able to obtain basic needs.

Conference calls for Lawmakers and Regulators to work with all interested parties so that policy can be urgently developed and that can lead to the re-setting of the UK energy industry to be put on a much more sustainable footing.

This Congress proposes there should be a new totally independent governing body to oversee the energy companies. The current body OFGEM has proved to be toothless allowing scandalous price hikes in recent years.

Before any energy company can increase their prices they should be required to justify them to the new controlling body. This would then help the customer in lots of ways i.e. make the utilities companies invest in better infrastructure and invest in long-term cheaper energy. Not buy it two years earlier from themselves and then sell it on at huge profit at a later date.

Northern Region to Move London Region to Second

C22. Covering Motions:

- 232. FRACKING FOR GAS SUPPLIES (*London Region*)
- 233. UK FRACKING RIGHTS (*Midland & East Coast Region*)

FRACKING

Congress recognises the Coalition Government will eventually give the go ahead for fracking for gas supplies throughout Great Britain. One area in the Lake District is thought to contain 172 trillion cubic metres of gas. This is only one of a hundred areas ear-marked for fracking.

The financial markets are now taking considerable interest in “gas exploration” (fracking). Barclays private Sovereign Wealth Fund has started to invest in iGas and Quadrilla, which companies hold the exclusive licences for exploration for this gas. These funds have considerable Middle Eastern and Chinese (i.e. non-domestic) backing. Gas from this valuable resource will be sold at international prices which will have a dramatic effect on all British domestic and business energy consumers, as it had for North Sea Gas and North Sea Oil resources.

Congress therefore believes that this drive for fracking will override all environmental concerns in the pursuit of releasing this resource to private enterprise and the pursuit of profit.

This Conference calls on Congress to demand the rights for extracting shale gas, known as fracking, to be 100% owned by the British people to ensure that gas prices can be set at affordable levels for all the people who are trapped in poverty, the poor, and the most vulnerable in society.

Everybody has the right to be warm in their own home, especially when the gas is being taken from under their feet. This is the only way reasonable prices can be achieved, as selling the rights to foreign companies will only line the pockets of their shareholders and will continue to make energy unaffordable to a fast growing number of people.

London Region to Move Midland & East Coast Region to Second

C23. Covering Motions:

234. THE HOUSING CRISIS (*London Region*)

235. THE AFFORDABLE HOUSING CRISIS (*Southern Region*)

236. PROVISION OF SOCIAL HOUSING (*Wales & South West Region*)

THE HOUSING CRISIS

Decades of underinvestment in the social housing sector, de-regulation of the private rental sector and lack of support for the building of new, good-standard social housing has left UK housing in a crisis.

This Congress notes:

- More than two million people find their rent or mortgage a constant struggle or are falling behind with payments
- Families renting privately on low incomes have to put up with poor living conditions and little security
- 1.4 million children in England live in bad housing
- 7.4 million homes in England fail to meet the Government's Decent Homes standards
- The UK is now more polarised by housing wealth than at any time since the Victorian era
- At the end of September 2010, 49,000 households were living in temporary accommodation arranged by local authorities. Just over 38,000 of these households had dependent children.

This Conference deplores the lack of social housing being provided by the present Government, is aware of the affordable housing crisis and believes much more should be done to build more affordable homes.

Hundreds of thousands of low paid workers on Council waiting lists are forced to rent from profiteering Tory landlords due to lack of affordable housing and their quality of life is eroded by having to pay exorbitant rents. Working people have long had to suffer insufficient, poor, inadequate and expensive housing, causing social and economic problems, for any one without sufficient resources wishing to create a life for themselves and the future generation.

This crisis is made much worse by citizens from this and other countries having more than one home. People from as far away as China are speculating on affordable homes in London as holiday homes, thus helping to force up prices beyond the reach of many working people, which also has a knock on affect in the rented market.

This situation has long affected working local people in holiday areas in the UK, meaning they are priced out of the market. It can be that villages become deserted in the winter and there are not enough permanent residents to support local services.

Congress has passed many resolutions on affordable housing over the years. It is clearly a difficult complicated problem that needs a comprehensive solution.

We therefore call upon the CEC to draw up a draft policy covering all aspects of affordable housing. That includes the points raised in this and these resolutions, together with other points not covered which will make it cohesive and workable. This Policy document to be presented to Congress 2015 for its consideration.

This Conference calls on the Government to provide funding to build social housing to meet these needs and as a consequence provide thousands of much needed jobs to boost devastated local economies.

We also call on the GMB to and actively campaign for the reintroduction of policies such as the Fair Rent Act, to pressure the Labour Party to commit to a sustained building programme once in power, to publicise to its members, services available which will help with housing difficulties, such as free legal advice.

**Wales & South West Region to Move
Southern Region to Second
London Region Priority in debate**

C24. Covering Motions:

- 238. END RIGHT TO BUY (*London Region*)
- 239. SOCIAL HOUSING SOLUTIONS (*Yorkshire & North Derbyshire Region*)
- 240. COMPULSORY PURCHASE OF HOUSING (*Midland & East Coast Region*)

SOCIAL HOUSING SOLUTIONS: END THE RIGHT TO BUY & COMPULSORY PURCHASE OF HOUSING

Congress agrees there is a drastic shortage of affordable housing nationally.

The main cause being the failure of successive governments to encourage the building of affordable housing, ensuring the housing crisis would ease and the building industry and economy would be stimulated.

However the much heralded Right to Buy Scheme is also a major cause of the housing shortage. Houses were sold off at massive discounts and the money was not used to build more houses.

Furthermore, repossessions and the built in profit these massive discounts gave meant these houses fell into the hands of greedy landlords who charge inflated rents subsidised by the very councils who sold the houses in the first place.

This Conference calls

- for the end of Right to Buy discounts on social housing stock and agrees the Right to Buy Scheme should be scrapped
- On a future Labour Government to give local authorities the right to actively purchase houses from the open market, e.g. ex-council houses and empty properties to increase the stock of social housing in their area
- upon the GMB to campaign for the Labour Party to investigate the legality of using “compulsory purchase orders” on houses that have stood empty and unoccupied for more than two years. These properties should come back under ownership of local Councils or Housing Trusts, and ease the housing shortage in a socially acceptable manner

**Midland & East Coast Region to Move
Yorkshire & North Derbyshire Region to Second
London Region Priority in debate**

C25. Covering Motions:

- 242. UPDATING PROPERTY VALUATIONS FOR COUNCIL TAX (*London Region*)
- 243. COUNCIL TAX REVAMP (*Yorkshire & North Derbyshire Region*)

UPDATING PROPERTY VALUATIONS FOR COUNCIL TAX

Congress is requested to campaign and lobby for Council Tax to be based on the previous year’s property value and not the property’s 1991 value as at present.

As costs have increased we need our tax base to keep pace with these increases in order to pay for public services.

This Conference calls on the Labour Party to include in its 2015 manifesto a policy of updating the Council Tax system to make the system more progressive and reflect the true value of houses.

**Yorkshire & North Derbyshire Region to Move
London Region to Second**

C26. Covering Motions:

244. HOUSING MARKET – BUY TO LET (*Southern Region*)

245. PRIVATE LANDLORDS NOTICE TO QUIT (*London Region*)

HOUSING - BUY TO LET AND PRIVATE LANDLORDS

Congress believes that the UK obsession with housing investment and house prices as a barometer of a successful economy as seriously misguided and harmful in relation to the true symbols of a successful economy, manufacturing, engineering, production, exports (visible and invisible) and first class services.

Congress notes the lack of stimulus to the UK economy of collection of properties that may occasionally change tenancy, whereas properties bought and sold in an open housing market leads directly to money spent in the economy as new owners tailor the home to their own wishes and change carpets, curtains etc etc

Congress notes the growth area of buy to let in the housing market in the pre 2008 financial crash era. This has continued to a degree in more recent times and appears to be a central ingredient on an over inflated housing market, (regionally), with unrealistic house prices not underpinned by economic and financial fundamentals.

Congress is deeply concerned by the growth in 'amateur landlords' and the immorality of individuals owning numerous properties why young families struggle or find it impossible to purchase the one home. It is noted that many individuals have left professions such as teaching, nursing and the legal profession to name but a few, to 'play' the housing game.

The phenomena of buy to let reinforces the message of housing as investment while Congress fundamentally believes in housing as a home and the basis for secure families in secure communities. The UK is blighted by greedy landlords and the harmful effect on housing benefit. Congress finds it disturbing that major private landlords, including Fergus and Judith Wilson, reputed to be Britain's biggest buy to let landlords, can seemingly issue notices to quit to housing benefit tenants at will, over 200 at one go. This appears to be operating in conjunction with George Osborne's move to stop housing benefit for the under 25s and reduce it overall and Iain Duncan Smith's Bedroom tax. The combination of the effects of these policies will no doubt drive many deserving families from their homes into substandard accommodation, in the most deprived housing available. Congress recognizes the perpetuation of housing difficulty created by low wage and insecure UK employment and the large numbers of working poor.

Congress wishes the GMB to lobby and influence an incoming Labour government to address these issues. A new Labour government must introduce a dissuasive tax regime to remove the UK from the invidious activity of 'amateur landlords'. We therefore call upon the Parliamentary Labour Party to immediately launch a campaign not only to highlight and reverse these policies but also to return greater security of tenure to vulnerable tenants but to couple it with a drive for more social housing for rent.

Southern Region to Move
London Region to Second

C27. Covering Motions:

- 273. PUNITIVE POLICIES (*London Region*)
- 274. BEDROOM TAX REMOVAL (*North West & Irish Region*)
- 275. BEDROOM TAX (*North West & Irish Region*)
- 276. BEDROOM TAX (*Northern Region*)
- 277. BEDROOM TAX (*Northern Region*)
- 278. BEDROOM TAX CONSEQUENCES (*London Region*)
- 279. BEDROOM TAX (*Southern Region*)

BEDROOM TAX

Congress is deeply disturbed at the plight of tens of thousands of people, many of them women with children, caught in the double barbs of withdrawn means tested Council Tax benefit and bedroom tax. Members who are already struggling to get by, often just about keeping their heads above water with all the extra charges on utility bills are now having to try and find some extra rent allowance as well. This extra charge is making people suffer more and more and this is why a lot of our members are off work with stress. Nor should we forget that it affects working as well as unemployed families.

This Congress recognises that the bedroom tax is unjust, discriminates against disabled and sick people, carers, separated parents, grandparents, the low paid and the poorest. It also affects families in terrible situations for example, families of service men and women, families whose children have died, people with disabilities or children with disabilities. Foster parents are only allowed one extra room no matter how many extra children they have to foster. Carers are not given any extra help. If you have a disabled member in the household you are not given an extra room even though that member might need their own room due to medical conditions or equipment. This is now going to the High Court and something or someone with some common sense needs to say they deserve a quality of life. We also have members who have split families. The parent without care or child benefit has to have a room suitable for the child to stay in. They would have to pay this out of their own income, as they would not be given the extra room allowance if they claim any housing benefit.

There needs to be help for people to get extra help to pay for this as local councils and social landlords are losing out, as they used to get the full housing benefit allowance. This is now not the case and they get 14% and 25% levy against the property if there are not enough household members within that property. It will not reduce homelessness or housing benefit spending as claimed, and puts financial and social strain on communities, landlords and local authorities.

Many people across the country have already appeared in Court incurring further costs and from April of this year, could find themselves facing liability costs and eviction. Most residents of these low households cannot find suitable accommodation with the correct number of bedrooms and now they might even start to include dining rooms as an extra room. This makes it a tax on people who are unable to access an alternative.

All of this from the Con-Dem Government who imposed 2½% VAT increase on one hand but reduced income tax by 5p in the pound for the richest

Congress, we should campaign to have these and similar penalties removed as soon as possible. They are a blight on a modern society and bring shame on those who impose them. This Congress believes that the Bedroom Tax was a mistake and should not have been introduced in the Welfare Reform Act 2012. The tax is not only unjust but is unworkable with many councils not having alternative housing for these tenants. This conference believes that Labour councils should identify ways to prevent the bedroom tax being implemented and resulting in homelessness and poverty. Congress further believes that councils should be given more exemptions, including where they can and wish to let houses above the recommended size

without penalty to the individual or council. We oppose the policy as a clear attack on the vulnerable, poor and powerless.

This Congress condemns as outrageous and inhuman, the way in which the bedroom tax, which we repudiated at last year's Congress, is splitting families and communities. David Cameron wants us to believe that he is family orientated, puts families first and wants us all to have good old-fashioned family values. But surely his 'bedroom tax' is doing the complete opposite. Forcing people to move from their homes in some cases a hundred miles, children to move from their schools and families to move to unemployment blackspots.

The ultimate bill in both monetary and family costs will ultimately be far more than any savings made from the heartless imposition.

For many people whose family has grown up and left the family home find they are now having to re-think their future in that home, which for many hold many treasured memories. Although these homes on the surface can appear too large for a couple or single person, they can serve a much needed purpose. Over the years the composition of British nuclear and extended families have greatly altered. We now have more and more 'blended' families, also added to this many families are strewn widely over the British Isles and sometimes even further afield. Having the 'family home' can be invaluable in such cases and enable families to be families far more easily and much more often, which can only be for society as a whole.

In the natural order of things, Grandparents play a huge and important role within the family with more and more having to step in and help and care for their grandchildren due to the cost of child care. Having a spare bedroom or two enables this to happen much more efficiently and smoothly. Many grandchildren sleep at their grandparents in the 'family home' so that their parents can work. Without this many families would simply not be able to have both parents working, or in the case of single parent families, that lone parent would find it impossible to find a job that fits around school, its hours and holidays, let alone if a child is poorly and unable to go to school.

In many cultures the older a person is, the more importance and respect is shown to them. Why is it that in today's Britain this seems to be in the reverse? We should be taking these people's feelings, opinions and wishes into account because the DO MATTER, they ARE VALUABLE members of our society and we have much to learn from them and most of all they ARE IMPORTANT and deserve our respect. How will the young people of our country ever learn that these people are worth listening to, learning from and mean anything if our Government do not? Young people learn from example. What example is being shown by the introduction of the 'bedroom tax' that respects no-one?

This Congress notes and applauds the decision, and is pleased to see that the Labour Party have pledged to abolish the bedroom tax when it next returns to government/power in 2015. However many people need protecting from this draconian tax now. This new tax is unfair, unjust and on a par with the 'poll tax' on its introduction.

Congress calls upon the CEC to act upon the Bedroom Tax and asks the CEC to do all it can for the removal of the new 'bedroom tax' as it is unfair to most of the people who it will affect.

Congress calls on the Department for Work and Pensions to conduct an urgent review of the policy and make changes and further believes that if the Department refuses to do this the policy should be scrapped altogether.

Congress calls on the Government to scrap the Bedroom Tax policy and to recognise that the impact of the Bedroom Tax has caused great distress and further reduced the social fabric in communities.

North West & Irish Region to Move
Northern Region to Second
London Region, Southern Region Priority in debate

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 2012 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 16 Existing Policy motions have been withdrawn from the Preliminary Agenda at the Regional Delegation Meetings.

- 48 RETIREMENT AGE INCREASE
- 61 EMPLOYMENT LEGISLATION
- 75 NATIONAL MINIMUM WAGE RATES
- 82 PAY RISE FOR ALL WORKERS
- 90 TERMINATION OF THE RIGHT TO EMPLOY PERMANENT SITED CONTRACTORS
- 109 COST OF LIVING CRISIS
- 145 LABOUR PARTY UNITY & ORGANISATION
- 148 LABOUR PARTY AUSTERITY AND SOCIAL POLICY
- 149 TRADE UNION & LABOUR PARTY LINK
- 150 LABOUR PARTY AND THE HISTORIC TU LINK
- 199 LEGAL AID
- 211 PREVENTING PRIVATE USE OF NHS RESOURCES
- 216 FREE PARKING AT ALL NHS HOSPITALS
- 219 UNIVERSITY FEES SHOULD BE ABOLISHED
- 258 WELFARE BENEFIT CAPPING
- 261 RIGHTS TO BENEFITS

CEC STANCES on EXISTING POLICY MOTIONS

The following outlines the stance adopted by the Central Executive Council towards each motion deemed as **Existing Policy** at its meetings in March and April for motions remaining on the Agenda

57. PENSIONS: WE'RE ALL IN (BUT THE JURY'S OUT)

The Motion asks that we keep pensions high on the political agenda, to keep members informed and strive for improvements. These remain the focus of the National Pensions Department.

60. DRACONIAN EMPLOYMENT LEGISLATION

The motion calls for a review of employment legislation in the UK. This is in line with existing GMB policy determined by recent Congresses see for example Composite 6 Employment Rights carried at Congress 2011.

79. MINIMUM WAGE

The general feeling as outlined in this motion is that the National Minimum Wage may have outlived its purpose and there needs to be a movement for this to reflect a living wage. It is currently GMB Policy to call for the National Minimum Wage to substantially increase to at least £8 to reflect a move to a living wage (Comp 7 GMB Congress 2012, Congress 2011 (Motion 100) and Congress 2013 motion 125). This motion is therefore in line with the current GMB National Campaign to lobby and negotiate with companies to commit to paying a Living Wage of £10 per hour for all directly employed and contracted staff.

103. THE IMPACT OF PUBLIC SERVICE CUTS UPON VULNERABLE WOMEN AND ORGANISATIONS

This motion is in line with GMB's campaigns highlighting the particular impact of austerity cuts on women and children and the vulnerable.

200. SUPPORT FOR LEGAL AID

The motion calls for a campaign to support Legal aid and access to justice. The intentions of the Motion are in line with existing GMB policy, see for example Motion 142 Justice for Working People carried at Congress 2010, Motion 212 Legal Aid Reforms carried at Congress 2011, and Motion 175 Legal Aid Reform carried with a qualification at Congress 2012.

237. AFFORDABLE HOUSING

GMB has a longstanding campaign and commitment for more affordable social housing

293. FEMALE GENITAL MUTILATION

Motion 292 which was carried at Congress 2007 by London Region raised the same issues. Current GMB policy is to condemn and campaign to stop this barbaric and inhumane practice. Although this motion provides updated figures, there is no change in our policy position and we would continue to support a UK and worldwide campaign and raise awareness of this issue.



FINAL AGENDA

COMMERCIAL SERVICES SECTION CONFERENCE 2014

**THE BOLERO SUITE
CAPITAL FM ARENA, NOTTINGHAM**

**TUESDAY 10th JUNE 2014
9.30 am - 12.30 pm; 2.00 pm - 5.30 pm**

COMMERCIAL SERVICES SECTION CONFERENCE

NATIONAL OFFICE

SMITH, GARY	<i>National Secretary</i>
BRIMBLE, JUDE	<i>National Officer</i>
RIX, MICK	<i>National Officer</i>
BALFOUR, MICK	
BARNES, ANNA	
CLARKE, PAUL	
HARDING, KERRI	
O'HEARN LARGE, EAMON	

SECTION NATIONAL COMMITTEE

ADAMS, BRIAN	Birmingham & West Midlands
BUCHANAN, KEVIN	GMB Scotland
CLEMENTS, DAVE	Southern
DUNNETT, ROY	London
FLANAGAN, KEVIN	North West & Irish (Section President)
FOSTER, JEAN	Southern
GREGG, MARGARET	North West & Irish
JUSS, WARINDER	Birmingham & West Midlands
KANE, PETER	Northern
MURPHY, CATHERINE	GMB Scotland
SAGE, MALCOLM	Midland & East Coast
SLATER, KATHLEEN	Midland & East Coast
SHARP, LENA	London
SHARPE, NICOLA	Yorkshire & North Derbyshire

BIRMINGHAM & WEST MIDLANDS

BALDWIN, HEATHER	DHL Supply Chain Banbury
BOULD, GRAHAM	Self Employed
CLARKE, MARGARET	ASDA
DALEY, ELAINE	Unemployed
DUGGAN, JIM	Retired
DYDE, PHIL	British Gas
FELLOWS, TREVOR	Retired
GIBBS, LAURA	Unspecified
HALL, BRETT	British as G
HARVEY, GLYN	Border Automatics Ltd
HAYDON-DAVIS	Western Power Distribution
MACDONALD, MELVYN	DHL Supply Chain Banbury
PERRY-JONES, DAVID	Mears Group

LONDON

ANDERSON, DIANNE	Unspecified
BATSON, JUDITH	Unemployed
BOATSWAIN, ALTON	Unspecified
BOWMAN, MAVIS	Unemployed
CHANA, TARANJIT	Unspecified
CHOLERTON, TONY	Zoological Society of London

COUSIN, ALISON	ASDA
FAITH, DANIEL	British Airways plc
FORREST, STEVEN	Unspecified
GARELICK, STEPHEN	Unspecified
HENDRY, KIM	PCS
HUGHES, ELIZABETH	Proctor & Gamble
HUGHES, MARGARET	Unite the Union
HUSBANDS, MICHAEL	G4S Aviation
ISAACS, JOE	Unspecified
JAMES, MARC	Unspecified
KERR, COLIN	LB Havering
LANCASTER, MICHAEL	ASDA
NOKES, TERRY	Retired
PURCELL, HELEN	PCS
RAWLINSON, RICHARD	Swissport
ROBINSON, PAUL	ND Logistics
SAGGARS, PAUL	Northumbrian Water
SAYWELL, MATT	BMA
SHAW, BRIAN	PCS
STEPHENS, CATHERINE	Unspecified
THOMAS, VAUGHAN	Unspecified
WOODS, GEORGE	TSSA

MIDLAND & EAST COAST

CLARKSON, CAROL	ASDA
EVANS, JASON	Severn Trent Water
FERN, STEVEN	British Gas Services
GOLDING, JIMMY	Ikea Retail
HOARE, SUSAN	Wilkinsons
LASCELLES, DAVID	OCS Group
MARTIN, ANGIE	ASDA
OKURE, NATALIE	Hillarys LindsB

NORTHERN

AVERILL, LYNNE	Thompsons Solicitors
CARR, MICHAEL	Self Employed
DAVISON, VERONICA	Retired
DERWART, GARY	EDF Energy
HARDING, ANGELA	Northern Utilities
MORRIS, YVONNE	Retired
NELSON, DAVID	G4S Security Services
QUINN, KIRI-ANNE	ASDA Superstore
RAMSAY, PAUL	Northumbrian Water
ROBERTSON, DIANE	Sellafield Ltd
STOBART, ETAIN	Northumbrian Water
THOMSON, KEVIN	EDF Energy

NORTH WEST & IRISH

ASHWORTH, TRACEY	Menzies Aviation
BRIERLEY, SUSAN	ASDA

CLEARY, BERNARD	Servisair
DOCKREY, MARGARET	ASDA
EVANS, PAUL	Retired (Transport)
GOULDING, WILLIAM	Retired (Water)
LARKIN, TONY	USDAW
McCARTNEY, JAMES	ASDA
MOLD, THOMAS	Capita
MULLEN, AGNES	ASDA
NICHOLLS, SAMANTHA	Wilkinson
PATRICK, TRACEY	Power N.I.
ROGERS, CLAIRE	United Utilities
SUTCLIFFE, DEREK	Retired
THOMPSON, STEPHEN	G4S
WHITTLE, STEVEN	British Gas Smart Metering
WILLIS, CATHERINE	ASDA
WRIGLEY, DAVID	British Gas

GMB SCOTLAND

ALEXANDER, FRANK	EDF Energy
GAULD, JULIE	ASDA Stores
HAKIM, ZAFFIR	Scottish TUC
McCULLOCH, MARTIN	Yodel
STEWART, IDA	Wilkinson
WARD, PETER	ASDA Distribution
WRIGHT, JOHN	British Gas

SOUTHERN

ACHI, AKE	Self-Employed
ADAMS, OUISE	G4S
DEVINE, BOB	AA
DOLAN, MARTIN	ASDA Didcot
DURRANT, ALAN	Conel College/Ruskin College
GOODACRE, PAUL	P & O Ferries
LANGLOIS, TIM	Jersey elec om
SAYED, HAYDAR	Tennessee Chicken
SMITH, PAUL	G4S
SONY, PAUL	Mitie Security
STANSELL, CANDICE	G4S
WATTS, CHRIS	Self-employed
WEIR, ALEX	Magnox
WIJE, ASHA	Simpson Millar

WALES & SOUTH WESTERN

BOUNDS, IAN	Thompsons olict s
BRADY, JULIA	Welsh Water
CAMERON, MATTHEW	ASDA Stores
EVANS, NIGEL	Welsh Water
GASKELL, WILLIAM	Wilkinson Hardware
HAMBLIN, DAVID	Wales & West Utilities
HUNT, PAUL	Welsh Water

HUNT, ROGER	Retired
JONES, STEPHEN	Yodel
MACARIAN, SANDRA	ASDA
NEWMAN, RIAN	Retired
PUTMAN, STEVEN	Western Power Distribution
SAMUEL, STEVEN	Western Power Distribution
WALSH, KARL	Yodel
WILSON, MIKE	Welsh Water

YORKSHIRE & NORTH DERBYSHIRE

BARDZ, BARTLOMIEJ	Right 4 Staff Agency
DAGNALL, LEWIS	Young blm Students
FORD, SARAH	Retired
GRIFFITHS, MONICA	British Gas
HAMPTON, COLIN	Derbyshire employment Centre
POLLARD, GLEN	G4S Cash Solutions Ltd
STEER, PHILIP	Bidvest Logistics
WALKER, SUSAN	ASDA Stores Ltd
WARD, RYAN	ASDA Stores Ltd
WOODHOUSE, SIMON	ASDA Distribution Ltd

COMMERCIAL SERVICES SECTION CONFERENCE PROGRAMME

The Bolero Suite

TUESDAY 10TH JUNE 2014

09.30 Conference Opens

Chair's welcome, announcements and opening remarks

Kevin Flanagan, Section President

Motions:

CS1 SIA Licence Fees – Tax on Jobs for Low Paid Workers

CS2 Attacks in the Security Industry

CS3 Living Wage in the Security Industry

CS4 Living Wage

CS5 SIA Licence – Changes to Regulations

CS6 Licensing of In-House Security Officers

CS7 Cutting Red Tape within the Security Industry Authority

Industrial Report

Jude Brimble, National Officer

Motions:

CS8 Living Wage in Retail Sector

CS9 Zero Tolerance

CS10 Protection for Airport Workers

CS11 Exploitation of the Workforce in Stansted

CS12 Recovery Vehicles

CS13 Professional Drivers Committee/Branch Review

CS14 Hire Drivers Licensing Responsibilities

CS15 Hendon College Syllabus

Industrial Report

Mick Rix, National Officer

12.30 Conference Adjourns

14.00

Conference Resumes

Address to Conference

Paul Kenny, General Secretary

S

Presentation of the “Dave Lyons” Award to the Commercial Services Section Outstanding Activist

Health and Safety Report

Dan Shears, Health, Safety & Environmental Policy Officer

Motion:

CS16 Pensions Bill

P

Pensions Update

Phil McEvoy, Pensions Officer

Motions:

CS1

CS17 Real Apprenticeships within the Utilities Sector
8 Involving Ofwat Employers

Industrial Report

Gary Smith, National Secretary

Ethical Audit of Garment Manufacture

Mark Thomas, Vice Chairman of GMB Leadership Group, British Gas

Campaigns and Action

Reports from GMB activists on their campaigning, industrial and organising activity

Conference Summary

Gary Smith, National Secretary

Closing Address

Kevin Flanagan, Section President

17.30

Conference Closes

COMMERCIAL SERVICES SECTION CONFERENCE: INDEX OF MOTIONS

Motion No.	Subject
CS2	ATTACKS IN THE SECURITY INDUSTRY
CS7	CUTTING RED TAPE WITHIN THE SECURITY INDUSTRY AUTHORITY
CS11	EXPLOITATION OF THE WORKFORCE IN STANSTED
CS15	HENDON COLLEGE SYLLABUS
CS14	HIRE DRIVERS LICENSING RESPONSIBILITIES
CS18	INVOLVING OFWAT EMPLOYERS
CS6	LICENSING OF IN-HOUSE SECURITY OFFICERS
CS4	LIVING WAGE
CS8	LIVING WAGE IN RETAIL SECTOR
CS3	LIVING WAGE IN THE SECURITY INDUSTRY
CS16	PENSIONS BILL
CS10	PROTECTION FOR AIRPORT WORKERS
CS13	PROFESSIONAL DRIVERS COMMITTEE / BRANCH REVIEW
CS17	REAL APPRENTICESHIPS WITHIN THE UTILITIES SECTOR
CS12	RECOVERY VEHICLES
CS5	SIA LICENCE – CHANGES TO REGULATIONS
CS1	SIA LICENCE FEES – TAX ON JOBS FOR LOW PAID WORKERS
CS9	ZERO TOLERANCE

COMMERCIAL SERVICES SECTION CONFERENCE MOTIONS

CS1. SIA LICENCE FEES – TAX ON JOBS FOR LOW PAID WORKERS

This Conference calls upon the Commercial Services National Committee (CSNC) and the National Officer to continue to campaign against employers in the Security Industry passing the cost of SIA licence fees onto low paid workers.

Employers like G4S are using the changes to prop up their profit margins in these tough economic times, saving money for them and their customers whilst passing all the costs onto hard working low paid workers.

GMB must continue to keep up the pressure and fight against these charges – which is a tax on jobs for low paid workers.

G36 SECURITY BRANCH
Southern Region

CS2. ATTACKS IN THE SECURITY INDUSTRY

This Conference congratulates the work carried out by GMB in terms of the introduction of the SafeGuard campaign.

This Conference also congratulates the GMB attacks committee within the G4S Telereal Trillium contract on raising awareness introducing the zero tolerance charter, lapel cameras and better reporting systems.

However, more work needs to be done to ensure we get the GMB message out, reduce attacks and organise the issue of reducing violence across the whole of the security industry.

One officer injured is way too many, any injury to one is an injury to us all.

We need to campaign, protect and organize our members in the security industry to ensure standards improve.

G36 SECURITY BRANCH
Southern Region

CS3. LIVING WAGE IN THE SECURITY INDUSTRY

This Conference calls upon the Commercial Services National Committee (CSNC) and the National Officer to explore all avenues to mount a national campaign for the living wage and London living wage across the security industry.

In recent years due to the market pressures, we have seen a 'race to the bottom' in many cases, often resulting in a greater use of National Minimum Wage (NMW) rates, low pay and pay freezes.

Despite the high standards of service delivery our members provide and the constant threat of violence they are often subjected to, Security Officer roles continue in the main to be low pay and poor terms and conditions.

We call on the CSSC to mount a campaign for all government contracts and blue chip companies that buy security provision to insist that employers delivering the contracts pay no less than the living wage.

Contract specifications need to be priced at a sustainable level that delivers a living wage.

G36 SECURITY BRANCH
Southern Region

CS4. LIVING WAGE

This Conference campaign by Commercial Services “Security” for living wage implementation, due to low wages within the “Security Sector”, especially in the North East, which is prevalent to other parts of the country.

G50 - GENERAL SECURITY BRANCH
Northern Region

CS5. SIA LICENCE – CHANGES TO REGULATIONS

This Conference requests that GMB CSSC and our negotiators use every political leverage to ensure that the ConDem Government deliver on the new security regulations.

After consigning the SIA to the bonfire of quangos, they were forced to set up a review of future licensing and not dismantle anything until 2015.

GMB has been at the forefront of the arguments and these negotiations. The new regulations should make the cost of licensing less of a burden to individuals and will for the first time introduce business licensing, which GMB have campaigned for many years.

All these changes can be brought about under secondary legislation, but one of the key powers to prosecute requires a change in primary legislation.

This branch is seriously concerned that there is no real commitment from this government to ensure primary legislation is brought in, so that the SIA still have the power to prosecute.

It is vital the SIA retains such powers if we are to stamp out illegal activities and keep the rogue and cowboy employers out of our industry.

G36 SECURITY BRANCH
Southern Region

CS6. LICENSING OF IN-HOUSE SECURITY OFFICERS

This Conference recalls that when the Private Security Industry Act was being debated in Parliament, some MPs didn't want in-house included in the proposed regulations – perhaps they were being lobbied by certain parties with other interests.

In 2013 the Security Industry Authority announced again, that licensing requirements will not be extended to include in-house Security Guards. Some companies such as the Co-op essentially creating organisations like Aegis to circumvent the legislation; this is a loophole that must be closed.

The London Security Branch calls on conference to be fully supportive of a unilateral licensing of security personnel that carry out the same “licensable activities” and believe that it is unacceptable and certainly not in the long term public interest, to sustain a potential two-tier system, where fully trained, qualified, CRB checked and licensed contract Security Guards could be required to work alongside

colleagues that meet none of these criterion because they are known under a different title or are in-house employees.

By allowing such a two-tier system, we are providing a potential “bolt-hole” for those undesirable individuals who have failed the licensing process elsewhere. The London Security Branch calls on the GMB to lobby the SIA, to put a business case to the Home Office justifying the inclusion of in-house regulations.

GMB LONDON SECURITY BRANCH
London Region

CS7. CUTTING RED TAPE WITHIN THE SECURITY INDUSTRY AUTHORITY

This Conference agrees that regulation does not have to mean burdensome red tape. Some of our GMB members are licensed static security officers based on zero hours contracts or casual contracts within the security industry. Some licensed static security officers are required competencies for security officer training that allow officers to work as door supervisors. At present, licensed door supervisors can work as licensed static security officers, but licensed static officers cannot work as licensed door supervisors.

The GMB London Security Branch is a strong supporter of the Regulator, and feel both sadness and frustration when attending 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.

The London Security Branch calls on GMB, it is time for legitimate challenges to be laid before the SIA and Government. We need to cut red tape in Parliament and address such issues or they will not go away.

GMB LONDON SECURITY BRANCH
London Region

CS8. LIVING WAGE IN RETAIL SECTOR

This Conference is called upon to ensure that we have negotiation rights to enable us to be paid a living wage within the Retail Sector. This is in line with GMB policy.

A15 ASDA BRANCH
Birmingham & West Midlands Region

CS9. ZERO TOLERANCE

This Conference is called upon to ensure that our members are treated with dignity and respect. We demand a zero tolerance policy within ASDA STORES. All too often our members are subjected to abuse from members of the public. The company have refused this request. Please support.

A15 ASDA BRANCH
Birmingham & West Midlands Region

CS10. PROTECTION FOR AIRPORT WORKERS

This Conference deplores the increase in physical and verbal assaults by travelling passengers on airport staff and insist that all airport operators, and airlines alike, do more to protect their staff in Stansted Airport.

STANSTED AIRPORT BRANCH
London Region

CS11. EXPLOITATION OF THE WORKFORCE IN STANSTED

This Conference deplores the introduction of a 25 hour week contract to staff of Swissport Stansted Ltd.

This involves staff to work up to 44 hours a week on a 17 week rolling period, bank hours and not being paid overtime for additional hours.

Pay is Passenger Services Agent £6.90 per hour and Ramp Agent £7.20 per hour plus a small amount of shift pay.

Take Home Pay £800 - £900 per month

The scope of earning additional pay.

STANSTED AIRPORT BRANCH
London Region

CS12. RECOVERY VEHICLES

Conference agrees to lobby the Department of Transport to ensure that all recovery vehicles comply with necessary legislation for the safety of the public and employees of the AA alike.

X99 AA BRANCH
Southern Region

CS13. PROFESSIONAL DRIVERS COMMITTEE/BRANCH REVIEW

This Conference calls upon the National Committee to review the working of the Professional Driver Branches (PDB) and the Professional Drivers National Committee in order to improve communication to GMB members employed in the trade across the country.

We ask Regions to appoint Regional delegates from the trade to participate in the National Professional Drivers Committee. These delegates should have the full support of the region in order to help improve feedback and information to members and enabling them to effectively represent regional views.

Professional Drivers face changes and increased pressures as a result of new legislation and working practices. The GMB needs a strong Professional Driver Section to reflect and represent member views at a national and regional level in many forums. The key to this is two-way communication and sharing of good practice.

Q22 BRANCH
North West & Irish Region

CS14. HIRE DRIVERS LICENSING RESPONSIBILITIES

Conference at present licensing authorities set down rules for drivers standards and behaviour. This should be replicated for operators and staff, very often the business owners so that all concerned with the business carry the same responsibilities in order the drivers do not carry an unfair level of responsibilities and can be wrongly or unfairly disciplined.

GMB PROFESSIONAL DRIVERS BRANCH

CS15. HENDON COLLEGE SYLLABUS

Conference agrees that the laws relating to private hire and taxi legislation should be re-introduced to the Hendon Police College where they were once part of the syllabus.

Currently there is a high level of physical and verbal assaults towards drivers and/or their passengers which needs to be challenged.

This would best be done if the Policeman on the beat was once again fully informed of the Private Hire and Taxi Drivers professional responsibilities.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

CS16. PENSIONS BILL

This Conference condemns the coalition Governments' move to undermine statutory pension protections enjoyed by many workers in the electricity industry and the voting rights many of our gas members have under their Defined Benefit Pension Scheme rules. The statutory protections and voting rights were hard fought and they have helped protect our members' interests in the Gas and Electricity Defined Benefit Pension Schemes.

The coalition are making this attack under the Pensions Bill as part of the move to a single tier state pension. This Conference believes the move by the coalition represents the thin end of the wedge in attacking pensions in the privatised energy sector.

Conference recognises that GMB was the only union that argued and lobbied to defend Gas Defined Benefit Pension Scheme voting rights. However, Conference is dismayed that the Labour front bench made no effort to defend voting rights for those in the Gas Defined Benefit Pension Scheme.

Conference calls on the national union to continue to publicise the potential impact of changes being implemented under the Pensions Bill for members of Defined Benefit Pension Schemes in the gas and electricity sector. Moreover, Conference calls on the national union to continue to fight hard to defend the protections many of the members still enjoy as part of the Gas and Electricity Defined Benefit Pension Schemes. We also demand that a future Labour Government commits to respecting the voting rights and statutory protections that many of our members still have.

C91 COVENTRY NO.3 BRANCH
Birmingham & West Midlands Region

CS17. REAL APPRENTICESHIPS WITHIN THE UTILITIES SECTOR

This Conference notes the challenges presented in the Utility Services Sector arising from an ageing field-based workforce.

Apprenticeships offer a practical and properly structured career path which can attract young people into this industry, and serve to address the skills deficit encountered by employers.

Investing in apprenticeships makes clear business sense, and should be an integral part of a clear strategy designed to both bridge the gap as qualified and experienced people leave the industry and support and develop a new generation of artisans.

Conference therefore agrees to promote the value and necessity of training activity amongst employers within the Utilities Sector.

WALES & WEST UTILITIES BRANCH
Wales & South West Region

CS18. INVOLVING OFWAT EMPLOYERS

This Conference agrees that the GMB puts pressure on the incoming Government to ensure that OFWAT involve employees as stakeholders to have their say on pensions and job security.

THREE VALLEYS WATER BRANCH
London Region



FINAL AGENDA

MANUFACTURING SECTION CONFERENCE 2014

**PLATINUM SUITE
CAPITAL FM ARENA
NOTTINGHAM**

**TUESDAY 10th JUNE 2014
09.30am – 12.30pm; 14.00pm – 17.30pm**

SECTION NATIONAL COMMITTEE

WAUGH, RONNIE	North West & Irish	Section President
GUNN, BOB	North West & Irish	Section Vice President
MARNELL, EDWARD	North West & Irish	General Seat
MCDONNELL, JOHN	North West & Irish	General Seat
MCLAREN, ANN	Scotland	Woman's Reserved
DOLAN, JOHN	Scotland	Manufacturing Section
HULLEY, BRYAN	Southern	Manufacturing Section
BEARCROFT, SHEILA	Wales & South West	Women's Reserved
LEADER, ANN	Wales & South West	General Seat
FARR, BRIAN	Wales & South West	Manufacturing Section
STRIBLEY, JAMES	Yorkshire & North Derbyshire	Manufacturing Section
RICHARDSON, GORDON	Birmingham & West Midlands	Manufacturing Section
FRASER, BRENDA	London	Manufacturing Section
WHEATLEY, PAUL	Midland & East Coast	Manufacturing Section
HUTCHINSON, MARY	Northern	Women's Reserved
FERGUSON, GERARD	Northern	General Seat
EMMERSON, GEORGE	Northern	Manufacturing Section
MCGIVERN, ANDREW	North West & Irish	General Seat (N Ireland)
HARRY, AUDREY	Midland & East Coast	Race Reserved

NATIONAL OFFICE

NELSON, JERRY	Acting National Secretary
HULSE, DAVE	National Officer
BLACK, ALLAN	National Officer
WHITEHURST, PHIL	Acting National Officer
KEMP, STEVE	Organising Officer
WILDE, SHARON	Organiser
GANNON, PAT	Administrator

CONFERENCE SPEAKERS

ROBERTS, DAVID	Group Chairman of Arlington Industries
LAVERY, IAN	MP, Wansbeck Constituency

REGIONAL OFFICERS

RISEBURY, DESIREE	Yorkshire Region
FEGAN, STUART	Wales & South West Region
HUGHES, GREG	Wales & South West Region
KENNY, WARREN	London Region
TAYLOR, RICHARD	Midland & East Coast Region
MCNEIL, BOB	Yorkshire & North Derbyshire Region
MCGUIGAN, ALBIE	North West & Irish Region
HARRITY, CHARLES	Southern Region
GRIFFITHS, COLIN	Birmingham & West Midlands Region
GIBBONS, STEVE	Northern Region
MOOHAN, JIM	Scotland Region

DELEGATES

BIRMINGHAM & WEST MIDLANDS

BAKER, KEVIN	Wienerberger Brick	C15 General
CORBETT, ANDREW	Doosan Babcock Energy	D40 Dudley Engineering
INGLEY, JACKIE	GMB	T10 Tamworth
JONES, ROGER	Retired	T36 Tipton No 2
LAL, MADAN	Retired	W70 Willenhall
POSTON, DAVID	Eaton Ltd	B76 Brierley Hill
STEVENSON, ANDREW	JC Bamfords	R35 Rochester JCB General
THURSFIELD, ADAM	JC Bamfords	R35 Rochester JCB General

LONDON

CULBERT, PAUL	Unemployed	Huntingdon & Wisbech
DARCI, JAJSUCLAL	Katsouris Fresh Foods Ltd	Central Wembley
DUDHAIYA, TUSHAR	Katsouris Fresh Foods Ltd	Central Wembley
PRESHAW, MICHAEL	Fords	Dagenham Motor Industries

MIDLAND & EAST COAST

ALLINSON, SHANE	Crown Paints	Hull Paint & Engineering
DIMMOCK, STEVE	Weinerberger (Sandtoft Ltd)	Hull Food & General
EYRE, PAUL	Unemployed	Long Eaton CFTA
FREEAR, NIGEL	Tata Steel	Scunthorpe Tec
GROCOCK, JOHN	Moy Park	Anwick & Mid Lincs Community
GUNTER, COLIN	Moy Park	Grantham Community
MILLS, DOROTHY	Retired	Alfreton No 1
MORGAN, RICHARD	AMAC	Derbyshire Community
SOPER, PHILIP	Almor Group	Nottingham Tec
WHILDING, ROB	Tarmac Quarry Prods	Buxton
HARRY, AUDREY		CEC Member
TAYLOR, RICHARD		Senior Organiser
WHEATLEY, PAUL		CEC Member

NORTHERN

DOWSON, RAYMOND	BHK UK Ltd	Durham General
GROUNDWATER, STEPHEN	Barrow 5	BAE Systems
HUGHES, WILLIAM	Retired	Sunderland 1 Engineering
SAWDON, PETER	Retired	Stockton 3 Engineering
SPEAKMAN, RICHARD	North Yorkshire Timber	Darlington Engineering
STUBBS, KENNETH	Retired	Remploy North
WINTER, TONY	Unemployed	South Sheilds 2
TAYLOR, BERNIE	Tees Valley Housing Group	Middlesbrough Manufacturing

NORTH WEST & IRISH

BIRD, JULIE	Tetrad	P42
BODEN, STEPHEN	Astra Zeneca	M96
BYRNE, UNA	Bombardier	X02
CARTWRIGHT, GRAHAM	Tetrad	P42
GRAY, DAVID	Beckers	G40
GUNN, ROBERT	Retired (MOD)	F72
HARGREAVES, CLAIR	Matalan	W87
RAWSTHORNE, BARBARA	Retired (C&T)	Y03
SMITH, JOSEPH	Enigma CCTV	R01
WELHAM, ROBERT	Crown Paints	C51
WILLETT, JON	Cereal Partners	V15

GMB SCOTLAND

CARSON, BRENDA	Edrington Group	Clydebonding
HILLS, JEFFREY	Retired	Remploy Lanarkshire 306 (CFTA)
LOGAN, ALEXANDER	Ferguson Shipbuilders	Port Glasgow No4 Engineering
MCNEILL, FRANCIS	BAE Systems Surface Ships	Glasgow 66 Engineering
MOOHAN, MARY	Chivas	Dumbarton 2
PARKER, VINCE	Gates Power Transmission	Heathhall
RIDDELL, PHYLLIS	United Biscuits (McVities)	Tollcross Biscuits
WALKER, DUNCAN	Retired	Grangemouth 583 (CFTA)

SOUTHERN

LEAK, DAVID	Medway Queen Preservation Society	Z39
LOVEJOY, MALCOLM	BAE Support Services	Z42
POWELL, JOHN	Retired	W27

WALES & SOUTH WEST

DE-BANKS, AARON	Babcock Appledore	North Devon
DENT, JAMES	Full Time Branch Secretary	Plymouth & District
HARRISON, SHARON	Kautex CVS Ltd	Hengoed Engineering
HUGHES, PHILIP	Ifor Williams Trailers Ltd	Ifor Williams Trailers
LEGG, BRIAN	Retired	Swansea BMS
SMITH, JENNIFER	Unemployed	Mid Glamorgan C&T
WARN, NIGEL	Babcock Marine	Devonport
WILLIAMS, GARY	Wilkinson Ltd	Newport 6

YORKSHIRE & NORTH DERBYSHIRE

GILBERTHORPE, KENNETH	Firth Rixon Metals	Z13
GOLDING, BRIAN	Nestle UK	Y22
HINSLIFFE, WILLIAM	Retired	Y27
HIRST, MICHAEL	Tangerine Confectionary Ltd	P45
JARVIS, GRAHAM	Safestyle UK	J20
KEMP, IAN	TATA	P20
KIRKHAM, BEN	Severfield Watson Structures Ltd	R75
PIPER, VINCENT	Robert McBride Ltd	R50
ROSS, PAMELA	Sick & Unemployed	X16
SHIELD, JIM	Tangerine Confectionary Ltd	Y10
SULLIVAN, JEREMY	Arla Foods	A35
TAYLOR, MAUREEN	Retired	C18
TOWNEND, NIGEL	BASF Chemicals	C41
GLEDHILL, ANTHONY	Enabled Works Ltd	L14

CONFERENCE AGENDA

TUESDAY 10TH JUNE 2014

09.30am Conference Opens

Chair's welcome, announcements and opening remarks

Ronnie Waugh, Section President

Conference Arrangements/Standing Orders

Motions:

MF1 Anti War

MF3 Disabled Workers

MF4 Co-Op's for Remploi Workers

MF5 Funding Cut to Ex Remploi Members

MF2 Contact and Thanks For Ex Remploi Workers

MF6 Growth Within UK Manufacturing

MF7 UK R & D/Manufacturing

MF8 Pay - Manufacturing Section - Furniture

Address to Conference

Paul Kenny, General Secretary

Presentation of the " Awards" to the Manufacturing Services Section:

Ben Rubner Award

Denny Hurst Award

J im Kooyman Award

S peaker:

David Roberts, Group Chairman of Arlington Industries

Kathleen Walker Shaw, GMB European Officer

12.30pm Conference Adjourns

14.00pm Conference Resumes

Speaker:

Ian Lavery, MP, Wansbeck Constituency

Motions:

MF9 Maintaining Shipbuilding in Portsmouth

MF10 Everyday Low Prices Delivering Everyday Low Wages

National Officer Report: Dave Hulse

Motions:

MF11 Opening of Some Coal Mines
MF12 Importance of Cement Industry

National Officer Report: Allan Black

Motion:

MF13 Entrepreneurial Outrage

Acting National Officer Report: Phil Whitehurst

Acting National Secretary Report: Jerry Nelson

Closing Address

Ronnie Waugh, Section President

17.30pm Conference Closes

INDEX OF MOTIONS

MF1	ANTI WAR
MF3	DISABLED WORKERS
MF4	CO-OP'S FOR REMPLOY WORKERS
MF5	FUNDING CUT TO EX REMPLOY MEMBERS
MF2	CONTACT AND THANKS FOR EX REMPLOY WORKERS
MF6	GROWTH WITHIN UK MANUFACTURING
MF7	UK R & D/MANUFACTURING
MF8	PAY – MANUFACTURING SECTION - FURNITURE
MF9	MAINTAINING SHIPBUILDING IN PORTSMOUTH
MF10	EVERYDAY LOW PRICES DELIVERING EVERYDAY LOW WAGES
MF11	OPENING OF SOME COAL MINES
MF12	IMPORTANCE OF CEMENT INDUSTRY
MF13	ENTREPRENEURIAL OUTRAGE

CONFERENCE MOTIONS

MF1. ANTI WAR

Conference notes

- That war of any kind has the deepest and most profound effect on the working class
- Trade Unionism has a background of working for peace and international socialism

Conference further notes

- Weapons produced in the UK are often used in atrocities around the world. Recently it was widely acknowledged that British companies sold industrial materials to Syria which could have been used to produce chemical weapons.
- In 2011 the government spent 30 times more on arms research and development than it did on renewable energy ((UK Research & Development spending on arms was £1,560 million in 2010/11 (BIS, SET Statistics 2012) while R&D for renewable energy was £50.3 million in 2011 (International Energy Agency, R&D Statistics))
- The recent proposed job cuts by BAE highlight the need to shift investment from the arms trade to renewables

Conference resolves

- To lobby government for stronger regulations around arms dealing
- Lobby government to reduce defence spending
- Any money saved on defence spending to be invested in to a sustainable manufacturing strategy that will produce jobs and prosperity
- To use our links to the Labour party to get them to commit to investing in more sustainable jobs for our skilled workers who currently work in this industry – offshore wind power will require purpose-built equipment employing similar skills to the shipbuilding industry

M27 LB MERTON BRANCH
Southern Region

MF3. DISABLED WORKERS

This Conference calls upon the CEC to organise a campaign to force the Government to create a new nationalised company whose sole purpose will be to create workplaces and provide both Government and private contracts on a non-profit basis, to employ disabled workers in particular ex Remploy and disabled ex Armed Forces service men and women.

B16 BRANCH
North West & Irish Region

MF4. CO-OP'S FOR REMPLOY WORKERS

This Conference calls on the GMB to make it policy and give it all the necessary support to ex Remploy workers in setting up workers co-ops where for this to become union policy to support these essential tools in support of these ex Remploy workers.

REMPLOY YORKSHIRE BRANCH
Yorkshire & North Derbyshire Region

MF5. FUNDING CUT TO EX REMPLOY MEMBERS

This Conference we call on the GMB and the CEC to campaign on the latest treatment towards Remploy workers, the withdrawal of funding that was committed to in the support package that hasn't been used is being taken back by the DWP. Where we are told the case worker will end in May 2014 which will give former Remploy workers more barriers to gain future employment. There are 2 main pots of funding available.

The first is Community Support Fund, £8m to help DPULO's (Disabled People User Led Organisations) fund 'activities' for ex-Remploy workers. Mainly charities have had money which is used, normally indirectly, for different events. I have attached the DWP update on its usage. There is a further DWP initiative to 'strengthen' DPULO's and allow a second bite of the cherry to large charities who can afford to fund upfront

The second fund stream is an 'individual pot' allocated through each ex-Remploy workers' assigned JC+ case worker. This is an elusive pot of money, I personally have had my branded work wear £200 and one tank of fuel £60 and nothing else. The 'individual pot' is supposed to be around £1800 each, but unless people have been really pushy, most of it has not been accessed; this is the money which is being stolen back by the DWP. We believe it should be ring fenced and rules of how and what it is used for as even the job centre case workers don't really know.

To first concentrate on the 'individual pot' and on the support for ex-Remploy in some cases this money is to make reasonable adjustments people, many of whom sadly still do not have employment. We call on the GMB at all levels of the union to campaign for this to be reinstated to ex Remploy members made redundant in 2012 and for those made redundant in 2014 so that the support packages are continued. We need to campaign with Treasury, and MP's and a commitment from an incoming Labour government such as what will happen to the ex-Remploy employees when the case worker support is withdrawn in May 2014? Where what is happening here is what we suspected would happen.

REMPLOY YORKSHIRE BRANCH
Yorkshire & North Derbyshire Region

MF2. CONTACT AND THANKS FOR EX REMPLOY WORKERS

This Conference we call on this union to formally thank Remploy workers and the consortium for the hard work that happened over the years of fighting for Remploy. Also that respect is given and appreciation is given from the union as a national body and allow ex Remploy to continue to be involved in the GMB and wider union movement and not forgot and that the union keeps in regular contact with these members.

REMPLOY YORKSHIRE BRANCH
Yorkshire & North Derbyshire Region

MF6. GROWTH WITHIN UK MANUFACTURING

This Conference calls upon the CEC to lobby Parliament and MP's for Government to invest in manufacturing to encourage growth and employment within this Sector.

MOTIL PLASTICS BRANCH
Wales & South West Region

MF7. UK R & D/MANUFACTURING

Colleagues, 2013 saw further announcements of large multinationals moving work from the North West & Irish Region to the South or from the UK.

This Condem Government must protect these highly skilled jobs.

Instead we see them support their cronies at all levels. Conference, this must stop.

M96 BRANCH
North West & Irish Region

MF8. PAY - MANUFACTURING SECTION - FURNITURE

This Conference calls upon the Section to consider their position when negotiating the NLA for terms and conditions of employment. Our members continually have very small percentage increase and as a consequence, look forward to the National Committee on behalf of the members negotiating a substantial pay rise for 2014. This pay rise needs to be inflation busting, due to the current economic climate. The industry as a whole is starting to see an improvement in most sectors within the manufacturing of furniture, and this should be reflected in the pay that is being offered.

LONG EATON CFTA BRANCH
Midland & East Coast Region

MF9. MAINTAINING SHIPBUILDING IN PORTSMOUTH

Conference believes that despite government rhetoric, engineering and manufacturing in the UK continues to decline and that the announcement by BA and of its intention to end shipbuilding in Portsmouth is further evidence of that fact.

Conference feels that government should recognize the enormous part that shipbuilding has played across the south coast of England for many, many years, of not only creating thousands of jobs and training opportunities for young people, but also contributing billions of pounds in exports to the British Economy.

Conference therefore calls upon the CEC to use everything within their power to ensure that the Prime Minister does not renege on the promise he made in an open letter "to maintain shipbuilding in Portsmouth" and that any future government is also committed to maintaining shipbuilding activity in Portsmouth and the south coast.

Z42 SOUTHAMPTON NO.1 BRANCH
Southern Region

MF10. EVERYDAY LOW PRICES DELIVERING EVERYDAY LOW WAGES

This Conference deplores the effects of supermarket power on conditions for workers employed along supermarket supply chains in the UK. Pay and working conditions are negatively affected as supermarkets squeeze suppliers for goods at lower prices or relocate in search of cheaper products. The major food retailers exert undue pressure on suppliers, causing job losses and pay cuts in food processing companies that cannot produce goods at the prices the supermarkets wish to pay.

Conference calls on the Government to legislate to curb the market power of all the major British supermarkets and to insist upon the highest ethical standards for workers employed by companies throughout the supply chain.

V15 BRANCH
North West & Irish Region

MF11. OPENING OF SOME COAL MINES

The UK has large reserves of coal, of which only a small portion is used. In fact, at the moment the UK's needs for coal is not being fulfilled, and we are importing more than we are producing.

We therefore call for the GMB to start a campaign to re-open some closed mines to help increase production, so we could lower our dependency on imported coal and start exporting to other countries to help the economy.

ANWICK & MID LINCS COMMUNITY BRANCH
Midland & East Coast Region

MF12. IMPORTANCE OF CEMENT INDUSTRY

This Conference welcomes the publication of the Mineral Products Association's, Cementing the Future and recognises the strategic significance of cement to the UK economy and society. Conference further recognises the employment the industry generates throughout the UK. Conference notes that cement is a critical ingredient in concrete which is the most-used man-made material in the world and which helps to provide the UK's roads, railways, homes, schools, hospitals and much more that the UK's modern society depends on.

Conference further notes that cement and concrete will be essential to the construction of the UK's future low carbon economy when the material is used in new power generation capacity including concrete gravity bases for off-shore wind towers. This Conference further recognises that the cement industry contributes approximately £1 billion per year to the wider mineral products industry which in turn accounts for £9 billion of the UK economy and supplies other industries with a value of £400 billion, as set out in the Mineral Products Association's publication, Make the Link. Conference calls for Government to match the employment that the Industry brings with the investment required to ensure that the UK's infrastructure, jobs and income are enhanced.

T25 NEWCASTLE AND NORTH TYNE GENERAL BRANCH
Northern Region

MF13. ENTREPRENEURIAL OUTRAGE

Conference finds it unbelievable that one man, billionaire Jim Raftery entrepreneur, head of the Swiss based company INEOS can bring the whole of Grangemouth to a halt with all its potential disastrous consequences, with absolutely no recrimination or condemnation from across the Government from front bench.

Let us for one minute compare that with the hysteria they demonstrated when working people are fighting for their lives.

BARKING BRANCH
London Region

BIOGRAPHIES

David Gareth Roberts

Key Strengths

Key strengths are prescriptive and evolutionary Strategy, black belt Lean Sensei. Strong strategic vision and motivation skills ideally suited for resolving business issues. A pragmatic approach to resolving business issues and addressing critical limiting factors and ability to lead a senior team. Proven in all functions. A natural leader. Strong experience of International operations and markets, MBOs/MBIs, Mergers & Acquisitions and fund raising. A serial entrepreneur specialising in the manufacturing sector with operational turnaround opportunities.

CAREER REVIEW HIGHLIGHTS

ARLINGTON INDUSTRIES LIMITED

APRIL 2013 – PRESENT

Executive Chairman and 52% shareholder of ALL; a holding company investing in automotive and aerospace with the institutional support of Cartesian Capital, a \$2 Billion New York fund.

STRETFORD HOLDINGS LIMITED

APRIL 2007 – PRESENT

Executive Chairman and 50% shareholder of SHL; a holding company investing in industrial, manufacturing sector; operating in Europe, USA, India, China and Brazil. Other 50% shareholder is my long-term business partner, Leo Noe who operates F & C REI

CARRS COATINGS LTD

JUNE 2008 – PRESENT

Acquired established family business of automotive coating company and instigated a profit improvement plan that has seen the business grow to revenues of over £10m and PBT of over 10%.

TRIMITE TECHNOLOGIES LTD

OCT 2008 – PRESENT

Acquired loss making pre-treatment business in Birmingham and invigorated the product portfolio and marketing that has seen the business grow to revenues of nearly £3m and PBT of over 12%.

TRIMITE POWDERS INC

MAY 2007 – PRESENT

Acquired established family business of powder coating company based in South Carolina, USA and have supported the management team that has seen the business grow to revenues of over \$20m and PBT of over 8%.

TRIMITE SCOTLAND LTD

OCT 2008 – PRESENT

Backed a MBO of a small Glasgow based liquid paint business that has seen the business grow to revenues of over £1m and PBT of over 14%. I hold 24% and provided the purchase capital and procured the working capital funding.

WEILBURGER COATINGS LTD

MARCH 2009 – PRESENT

Acquired international coating company that owns the TRIMITE brand and instigated a turnaround plan that has seen the business grow to revenues of over £30m and PBT of over 10%.

EVIDA POWER INC

JUNE 2011 – PRESENT

Invested in Electric Vehicle start up company that has won a 5 year \$250m sales order to supply battery packs in France to MIA Vehicles. Management team were struggling to cope with the size and speed of the order book.

BUSINESS DEVELOPMENT GROUP

APRIL 2001 – PRESENT

Senior Partner in BDG, a consulting practise that provides interim senior management support to companies throughout Europe.

ASCENTURE CAPITAL LIMITED

SEP 2011 – PRESENT

Investment Manager of newly created EIS fund, investing in EIS criteria targets.

SODA CLUB INTERNATIONAL

SEP 2005 – JAN 2007

Interim Executive Chairman of large \$160m revenue drinks Group. Restructured Board and Strategy and Group floated in Nov 2010 on Nasdaq (Symbol: SODA) at valuation of over \$700m. Original investment cost of \$8m in 2006 gave shareholders a return of over 100x.

PTG LIMITED

SEP 2005 – JUNE 2010

Investor and lead manager in buy out of Holroyd and Jones & Shipman from Renold plc. Acquired assets in Dec 2006 with equity of £500k and sold both businesses in June 2010 for over £22m; realising a net profit of over £18m to all investors.

Previous positions include executive roles at Chrysler and Aston Martin Lagonda.

QUALIFICATIONS & OTHER INFORMATION

B SC (ECON) Hons – 1973

LEI Member

TMA member

Age 60, Married with 3 children

Ian Lavery MP

At the General Election in 2010 Ian was honoured to be elected as the Member of Parliament for the Wansbeck Constituency.

Ian has lived his whole life in the Wansbeck Constituency, he proudly represented the District as an elected Councillor. This Constituency is home and is the only place he has ever wanted to represent in Parliament.

Ian left school and enrolled on to a YTS Scheme in the construction Industry then quickly gained employment at Lynemouth Colliery. He transferred to Ellington Colliery when he was granted a National Coal Board apprenticeship. Ian is proud to explain that he was politicised by the 1984-85 Miners Strike, witnessing first-hand how manipulative power is in the wrong hands. At the same time however he saw the power of the collective and trade unionism, and experienced just how the Coalfield communities pulled together in the face of adversity.

Following the Miners Strike, Ian became a more active member of the Labour and Trade Union movement, rising to become the first Cabinet Chairman of Wansbeck District Council then through the National Union of Mineworkers becoming General Secretary of the Northumberland area. Ian was elected to the NUM National Executive committee in 1992 and ten years later, Ian was elected unopposed to the unions most senior post to that of President, succeeding Arthur Scargill. In 2010 Ian resigned his presidency to fight for the Wansbeck Constituency parliamentary seat on behalf of the Labour Party. He was proudly elected.

Since becoming an MP Ian has worked hard to represent those in the Constituency who have fallen victim to unjust and discriminatory legislation.

Ian cares passionately about the local community and holds a number of voluntary positions. He is a Trustee of; CISWO in the North East area, Northumberland Aged Mineworkers' Homes Association, Hirst Welfare Centre and Woodhorn Colliery Museum, he is a Patron of Headway for South East Northumberland as well as Wansbeck Disability Forum and is Chair of Ashington Community Football Club and the Hirst Welfare Centre, Ian is also Chairman and trustee of the world famous Pitman Painters

In Parliament Ian has a keen interest in Energy issues and serves as a member of the Energy & Climate Change Select Committee.

He also serves as a member of the Regulatory Reform Select Committee.

Ian is a member of a range of APPGs (All Party Parliamentary Groups) including those which promote the regeneration of former coalfield areas. He is also a member of a number of trade union groups and was proud to be elected as Chairman of the Trade Union Group of Labour MPs.

In his spare time you can find Ian thoroughly enjoys sports; football, cricket and boxing. He is also a keen Greyhound owner.

Ian married his wife Hilary in 1986 they have two sons Ian Jnr and Liam.

FINAL AGENDA



PUBLIC SERVICES SECTION CONFERENCE 2014

**Capital FM Arena
Nottingham**

**TUESDAY 10 JUNE
9.30 am - 12.30 pm & 2.00 pm - 5.30 pm**

NATIONAL OFFICE

STRUTTON, BRIAN	National Secretary
AZAM, REHANA	National Officer
BOWDEN, JUSTIN	National Officer
CHAMBERS, AVRIL	National Officer
HOLDER, SHARON	National Officer
JENKINS, ROGER	Organiser

SECTION NATIONAL COMMITTEE

BERWICK, SANDRA	Yorkshire & North Derbyshire
BLACKMAN, ELIZABETH	Midland & East Coast Region
BRUNO, DANA	North West & Irish Region
CLARKE, RICHARD	Birmingham & West Midlands Region
DANIELS, KEN	Wales & South Western Region
FRASER, GEORGE	London Region
GIBBS GORDON	Birmingham & West Midlands Region
HALL, JOHN	Midland & East Coast Region
HOPE, DAVID	North West & Irish Region
JACKSON, MARTIN	Yorkshire & North Derbyshire
JONES, JAMES	Northern Region
LOCK, MIKE	Wales & South West Region
MARTIN, EVELYN	London Region
MINNERY, JUNE	GMB Scotland
MODLOCK, BILL	Southern Region
NOBLE, DAVID	Yorkshire & North Derbyshire Region
PARKER, LORRAINE	Wales & South Western Region
SMART, VIV	Birmingham & West Midlands Region
TURNER, MARY	London Region (Section President)
DOW, PETER	MPO
STARR, HEATHER	MPO
RICE, STEVE	ASU Representative
LAMBERT, BARRY	HE Representative
PLANT, BARBARA	Schools Representative

BIRMINGHAM AND WEST MIDLANDS REGION

BAILEY, GARRY	Stoke on Trent City Council
BOLLARD, ANITA	Birmingham City Council
CORBETT, ELIZABETH	Staffordshire Stoke on Trent Partnership Trust (SSOTP)
DUDSON, ALAN	Retired
GARRETT, SVEN	Dudley Council
GILL, DANIEL	HC One Ltd
HACKETT, TONY	Retired
DARREN, JAMES	Sandwich MBC
MURRAY, SIMONE	Swanswell
PICKERILL, PAUL	Newcastle Borough Council

LONDON REGION

BARTLETT, MELANIE	LB Barking & Dagenham
BENHAM, BARBARA	Unspecified
BYRNE, DANNY	City of London
COLE, WILLIAM	Sita GB Ltd

COLES, JONATHAN	LB Redbridge
COLES, PAUL	LB Barnet
DUDLEY, KAREN	Beds CC
DUFFIELD, BRENDAN	LB Barking & Dagenham
FLAHERTY, KOULLA	Thames Ambulance Service
FRANKLIN, FRANCES	Retired
GILLIGAN, DEAN	Enterprise
HARPER, WENDY	Bleinham Primary School
HARRIS, GARY	LB Islington
HIOM, JIM	Milton Keynes BC
HOLLAND, CATHY	Essex CC
JONES, STEPHEN	LB Redbridge
LEE, CLAIRE	LB Barking & Dagenham
MANN, LYNSEY	LB Barking & Dagenham
MEHMET, HASAN	LB Enfield
MOFFETT, JOHN	Cambridge CC
OSBORNE, JAMIE	LB Islington
PARSONS, JEAN	LB Newham
PETERSON, DOTT	LB Camden
REIS, WENDY	Southend on Sea BC
RICHMOND, JIM	LB Newham
RIGBY, DOUG	Braintree DC
SMITH, HENLEY	Veolia
SMITH, JAN	Retired
STEWART, EUTON	LB Brent
WALDRON, SHARON	LB Newham
WEST, FRANK	LB Tower Hamlets
WEST, VAUGHAN	LB Islington
WHISTLECRAFT, JOHN	LB Enfield
WHITTINGTON, WENDY	LB Havering

MIDLAND & EAST COAST REGION

BAINES, VIC	Regional President
BURGIN, ANDY	Ashfield DC
CLARKE, JIM	North Kesteven Council
DUDDING, KEV	Hull City Council
GUBB, LAINE	Leics County Council
HARWOOD, COLLEEN	Unemployed
HEELEY, BILL	Best Connection
HUMPHREYS, KERRY	Nottinghamshire Constabulary
JENKINS, MICHELLE	Derbyshire County Council
JOBSON, DAVE	Leicester City Council
JOHNSON, HELEN	City Healthcare
KLIMOWICZ, ANNA	Four Seasons Healthcare
MATTHEWS, JOANNE	Nottingham City Homes
OKRAM KAREN	Self Employed
ORTEGA, SHONA	Retired
RALSTON, MATT	Notts County Council
SHORT, MILES	North Lincs Council
TAYLOR, ELAINE	United Lincolnshire Hospitals
WARREN, ZILLAH	Sherwood Forest Hospitals NHS Trust

NORTHERN REGION

BRYAN, ALYSON	Washington Multipurpose Centre
CHAMBERS, KEITH	Unemployed
CLEGG, WILLIAM DAVID	Durham County Council
COLLINSON, NEIL	Tees Esk & Wear Valley NHS
EARL, TOMMY	Retired
GILBRAITH, MARY	Hartlepool BC
HENWOOD, COLIN	Retired
HUNTER, TOMMY	Retired
JEPSON, JANETTE	Durham County Council
LINES, CAROLE	Durham County Council
McGOUGH, CHRISTINE	HC One Ltd
MURRAY, GEORGE	Retired
PENELLUM, AMANDA	Holocaust Memorial Day Trust
RIDDLE, DAVID	City of Sunderland
STEWART, ALMA	Newcastle upon Tyne Hospitals NHS Trust
TIMBEY, LES	Durham County Council
WALKER, ALAN	Barchester Healthcare Group
WALLER, EMILY	North Tees and Hartlepool NHS Trust
WATLING, JOHN	Cumbria County Council
WILKINSON, ROSIE	Cumbria Partnership NHS Trust

NORTH WEST & IRISH REGION

BOYLAN, PAUL	Department of Agriculture NI
BUOEY, MICHAEL	NW Ambulance
CLARK, MICHAEL	Liverpool CC
CONVEY, LOUISE	St Helens MBC
DANIELS, ROBERT	Liverpool CC
DAVIES, JAYNE	Liverpool CC
DAVIES, VERONICA	Retired (NHS)
HENRY, DOUGLAS	Retired (NHS)
KEIGHT, JEFF	Amey
LALKHAM, BERNARD	John Moores University
LISNEY, SUSAN	Arvarto
LOWES, IAN	Retired (LCC)
MACKLIN, PETER	Retired
MALLON, COLIN	Retired
McDONOUGH, GAYNOR	Amey
McMULLAN, THOMAS	WELB
PLATT, WILLIAM	Translink
RICHARDS, PAUL	Knowsley BC
SARGENT, ANN	Oldham MBC
SMITH, GRAHAM	Enterprise Liverpool
STODDART, ANN	HC One Ltd
STODDART, BARBARA	HC One Ltd
TAYLOR, ALLISTER	Translink
VINCENT, ANGELA	NEELB
WORSLEY, JAMES	Halton BC

GMB SCOTLAND

BRESLIN, PATRICK	NHS Greater Glasgow & Clyde
CARR-POLLOCK, THOMAS	West Lothian Council
CAMPBELL, CAROLIONE	North Lanarkshire Council

COLL, GARY	Scottish Ambulance Service
DEAN, ANNE	NHS Greater Glasgow & Clyde
DRYLIE, ANNETTE	Fife Council
DUFFY, PATRICK	Retired
FAULDS, JACKIE	Retired
FINN, MARY	NHS Greater Glasgow & Clyde
McAUGHTRIE, ALEXANDER	Falkirk Council
McCROSSAN, JAMES	Defirst (Dumfries & Galloway Council)
McEWAN, WILLIAM	West Dunbartonshire Council
McKENZIE, JOHN	Retired
McMENEMY, JOHN	Renfrewshire Council
MIDDLETON, MICHAEL	Aberdeen City Council
PATERSON, RAYMOND	South Lanarkshire Council
PATERSON, FRANK	Aberdeenshire Council
ROBERTSON, CHARLIE	Dundee College
ROSS, STUART	East Ayrshire Council
THOMPSON, ANDREW	Scottish Water
WATSON, ROBERT	Retired
WILLIAMS, LINDSAY	Amey PLC

SOUTHERN REGION

ADIGWE, JOE	LB Merton
ALADE-ODUMOSU, DOTUN	Aylesbury Learning Centre
BACCHUS, SEAN	Wandsworth LA
BAKER, DERRICK	Retired
BUTLER, MICK	London Ambulance Service
COX, WENDY	London Ambulance Service
CURTIS, PAUL	Veolia ES
DALEY, FRANK	LFEPA
EATON, ALAN	Bracknell Forest Council
HOOD, TINA	Surrey County Council
JACKSON-AMPAW, NANA	Croydon Council
KING, DAVID	Surrey County Council
OAKES, STEVE	Royal Borough of Greenwich
PETRIE, NINA	Wandsworth LA
REEVES, ROY	Retired
SANCHEZ, SHEENA	Unemployed
SINCLAIR, SUZANNE	Kent County Council
WARREN, ANDREA	Lambeth Council

WALES & SOUTH WESTERN REGION

BISHOP, LESLEY	Gloucestershire County Council
BRINKWORTH, GWYLAN	South Wales Police
CLARKE, LYNDON	Newport City Council
DANIELS, ROBERT	Cardiff County Council
ESTEBANEZ, CAROL	Amgen Cymru
FUNNELL, NEIL	Caerphilly CBC
GILROY, KEVIN	Neath & Port Talbot Council
HOLMAN, NATHAN	Welsh Ambulance Services NHS Trust
JONES, CRAIG	Rhondda Cynon Taff CBC
JONES, KEVIN	Merthyr Tydfil
JONES, MARTYN	Stagecoach (South Wales)
KEMPTON, PAUL	Cardiff County Council

LOCK, SIMON	Newport City Council
MOORE, LINDA	Retired
PUCKETT, COLIN	North Bristol NHS Trust
RIMRON, JOANNA	Plymouth City Council
ROGERS, PHILIP	South Wales Police
SIBLEY, CHARLENE	Derriford Hospital
STAFF, PAUL	Bristol City Council
SUTTON, JEFFREY	Bristol City Council
THOMAS, PAUL	Stagecoach (South Wales)
WEEKS, JENNIFER	North Bristol NHS Trust
WOOD, BARRIE	Somerset Care

YORKSHIRE & NORTH DERBYSHIRE REGION

BAGNALL, PETER	Retired
BLAKE, OLIVIA	University of Sheffield
BURLEY, AMANDA	Leeds MDC
ELSHAW, ANDREW	Barnsley MBC
EQUINO, ATU	Leeds MDC
GAVIN, CINDY	Harrogate Ladies College
HILL, MARIA	Sheffield MDC
HINCHLIFFE, MICHAEL	Veolia Environmental Services
JUMMA, FARZANA	Barnsley MBC
KITCHING, JOHN	Barnsley Hospital NHS Trust
LISTER, MATTHEW	Leeds MDC
MARTIN, SINCLAIR	Leeds MDC
MORRELL, ALLISON	Doncaster MBC
MULLEN, JAMES	Hochtief UK
RUSSELL, JOHN	Leeds MDC
STEVENSON, JOHN	Sheffield MDC
VOYSE, SUE	Leeds MDC
YOUNG, SARAH	Sheffield Childrens NHS Foundation

PUBLIC SERVICES SECTION CONFERENCE PROGRAMME

TUESDAY 10 JUNE 2014

09.30	Welcome	Mary Turner President
09.40	Public Services Section Report	Brian Strutton
10.00	Motions in order	
10.30	National Officer Report & Questions	Sharon Holder
10.40	Motions in order	
11.30	Address to Conference : Sue Noyes Chief Executive, East Midlands Ambulance Service	
11.35	National Officer Report & Questions	Rehana Azam
11.45	Motions in order	
12.20	National Officer Report & Questions Chambers	Avril
12.30	Lunch	
14.00	Conference reconvenes	
14.05	Motions in order	
14.30	National Officer Reports & Questions Bowden	Justin
14.40	Motions in order	

- 15.15 Address to Conference : Emma Reynolds MP
Shadow Housing Minister**
- 15.30 Motions in order**
- 16.15 Address to Conference : Roger Edwards
Managing Director, Biffa Municipal Waste**
- 16.30 Public Services Manifesto**
- 16.50 Address to Conference: Paul Kenny,
General Secretary, GMB**
- 17.00 Motions to Close of Conference at 1730** **Mary Turner
President**

PUBLIC SERVICES SECTION CONFERENCE INDEX OF MOTIONS

Motion No.	Subject
PS1.	Campaign for Britain's Public Services
PS2.	GMB's Continuous Fight/Lobby Re-Government and Local Government Leaders
PS3.	Continuing the Campaign Against Public Service Cuts
PS4.	Public Sector Pay
PS5.	Public Services
PS6.	Supporting Local Government Workers Pay Award Campaigns
PS7.	Living Wage
PS8.	Establishment of a Maximum National Wage
PS9.	NHS and Social Care
PS10.	Saving the NHS
PS11.	NHS
PS12.	NHS
PS13.	NHS Campaigns against Closure and Outsourcing
PS14.	Funding the Care Sector
PS15.	Social Care Homes
PS16.	Care for the Elderly
PS17.	Limiting the Growth of Free Schools and Academies
PS Comp.1	Academies School Conversions
PS20.	Free Schools
PS21.	Opposing Cuts to Teaching Support Staff

PSComp.2.	Defending School Support Staff
PS23.	School Support Staff Terms and Conditions
PS24.	National Support Staff Pay Structure
PS27.	Closure of Public Libraries
PS28.	Certificate in Knowledge Of Policing
PS29.	Defence Support Group Sell Off
PS30.	Environment Agency
PS31.	Emergency Response and the Bellwin Scheme
PS32.	Older Women
PS33.	Temporary Contracts
PS34.	Deepest Cuts to Deprived Communities
PS35.	Aggressive Income Tax Avoidance
PS36.	Outsourcing of Services
PS37.	Union Recognition Balfour Beatty
PS38.	PFI Funding used for Local Government & NHS etc Contracts
PS39.	Inclusive Public Services
PS40.	Welfare Reform
PS41.	Disclosure & Barring Services Checks
PS42.	Tendering Out in Councils for Ex Remploy Workers
PS43.	Tory Attack on Trade Unions in the Public Sector
PS44.	Bus Drivers' Working Hours Review

PUBLIC SERVICES SECTION MOTIONS

FINAL MOTIONS (INCLUDING COMPOSITES)

PS1. CAMPAIGN FOR BRITAIN'S PUBLIC SERVICES

This Conference calls upon all sections of the Labour Movement, including Labour MP's, to step up campaigning in defence of Britain's Public Services.

Conference Notes

1. The determination of the Coalition Government to sell off our Public Services.
2. Their readiness to do so, even when as in the case of the Royal Mail and East Coast Rail Service. The publically run service is returning a healthy profit to the Treasury.
3. Their willingness, as in the case of the Defence Support Group has put even our national security in jeopardy.
4. Their strategy in the case of our N.H.S. of replacing co-operative care for the benefit of patients by competitive privatisation for the benefit of private shareholders.

Conference Notes – that keeping our Public Services Public is:

- A/ More economical in that it doesn't require users and other taxpayers to subsidise dividends for private shareholders.
- B/ More accountable in that the standard of service is ultimately the responsibility of a Minister in the House of Commons, rather than an unelected private board with no responsibility at all to the public at large.

Conference therefore calls upon our C.E.C. to step up its campaigning for the public ownership of vital public services, including not just those mentioned above, but also others which are needed to provide basic requirements, such as water, energy and housing.

Z48 SUNDERLAND 1 ENG BRANCH
Northern Region

PS2. GMB'S CONTINUOUS FIGHT/LOBBY RE-GOVERNMENT AND LOCAL GOVERNMENT LEADERS

This Conference agrees to continue to fight/lobby the Government and Local Government leader with regard to cuts to Public Services which disproportionately affect the poorest and most vulnerable members of the community. GMB should fight for proper consultation for the Unions with the Government and Local Government Managers on viable alternative solutions to indiscriminate cuts.

PLYMOUTH & DISTRICT BRANCH
Wales & South West Region

PS3. CONTINUING THE CAMPAIGN AGAINST PUBLIC SERVICE CUTS

This Conference recognises and appreciates all that the GMB has done with the TUC National Campaigns against Westminster Government cuts to Public Services. However, as the current rhetoric from Government is that more years of the same is coming, we call upon GMB to increase such National Campaigns with a particular emphasis on how these harsh cuts is adversely affecting women and the more vulnerable in our communities.

We are asking for an increase in campaigns, having witnessed the first stage of the impact of cuts, which are predominantly hitting part-time female workers in areas of Public Services such as Schools

and Community Care; recognising that Education and Community Care budgets are the targets for many Local Authority cutbacks.

RHONDDA CYNON TAFF
Wales & South West Region

PS4. PUBLIC SECTOR PAY

Conference notes that Public Sector workers have borne the brunt of the Coalition's austerity measures. Hundreds of thousands of jobs have been lost, there have been pay freezes and pay cuts and an erosion of living standards.

Conference believes that enough is enough and resolves to organise a fightback. Conference recognises that the only time Public Sector workers have ever achieved a decent pay rise was as a result of a campaign which included industrial action. Even under previous Labour Governments Public Sector workers have been treated as second class when it comes to decent pay. The current Labour leadership offers no crumb of comfort to Public Sector workers as recent pronouncements make it clear that if elected, Labour would carry on the austerity measures started by the Tories and Lib Dems.

Conference calls for a vigorous campaign in conjunction with other Public Sector Unions to convince the membership that a decent pay rise has to be won, it will not be given. Conference agrees that a co-ordinated campaign of industrial action properly organised and funded through a national levy of Public Sector members will give the membership the confidence that their aims and aspirations can be achieved.

L33 BRANCH
North West & Irish Region

PS5. PUBLIC SERVICES

This Conference recognises that since 2010 our Public Services have been decimated leaving many local councils slashing jobs and services.

We know our Labour Councillors did not get elected to sack workers, cut pay and working conditions as they are now doing.

Conference calls on Labour leadership to pledge to reverse these attacks. To invest in Public Services by taxing the richest in society and their vast profits.

BARNSLEY GMB BRANCH
Yorkshire & North Derbyshire Region

PS6. SUPPORTING LOCAL GOVERNMENT WORKERS PAY AWARD CAMPAIGNS

This Conference supports our members' aim of negotiating a decent pay award. For too long have they had to endure a series of pay freezes followed by a below inflation pay award.

L09 L.B LAMBETH BRANCH
Southern Region

PS7. LIVING WAGE

This Conference notes that the very successful living wage campaign which the GMB Union has been at championing. Conference believes that it is quite wrong that there should be such a disparity between the legally enforceable minimum wage and a wage that people can actually live on. Conference calls on Local Authorities throughout the rest of England to pay the National Living Wage

and in so doing, joining the many Councils in England and all in Scotland who already pay the National Living Wage.

D43 DURHAM COUNTY LA BRANCH
Northern Region

PS8. ESTABLISHMENT OF A MAXIMUM NATIONAL WAGE

This Conference will endorse a campaign for a Maximum National Wage to apply to all Public Services and all businesses that are wholly or partly funded by the taxpayer.

This wage should be a multiple of the wage of the lowest paid worker in the business.

B90 BRANCH
North West & Irish Region

PS9. NHS AND SOCIAL CARE

This Conference notes:

1. The Coalition Government has broken two major commitments on the NHS. David Cameron promised that there would be "no more top-down reorganisations." He broke this promise by implementing a massive reorganisation costing an estimated £3 billion. The Coalition also committed to maintaining NHS funding in real terms. Independent assessments have demonstrated that this promise was also broken.
2. NHS funding being transferred to Local Authority Social Care is reducing the capacity of the NHS still further, and is also being double counted.
3. As a result of these cuts, Leeds Teaching Hospital Trust is being forced to cut at least £140 million from its budget resulting in the loss of hundreds of staff, including doctors and nurses.
4. The Government has escalated the process of outsourcing NHS services to private providers through the provisions of the Health and Social Care Act.
5. This process regrettably gathered momentum under the last Labour Government, though Shadow Health Secretaries John Healey and Andy Burnham have stated that Labour allowed the involvement of the private sector in the NHS to expand too far.
6. Funding cuts to Local Authorities mean Social Care for vulnerable people is increasingly underfunded and outsourced.
7. The so-called savings achieved by outsourcing of Social Care services are based on low pay through the Minimum Wage and Zero Hours Contracts, and inadequate staffing levels and training. Many GMB members in the Commercial Services Section are employed on these terms and conditions.

This Conference believes:

8. The NHS should be properly funded to reflect the needs of the increasing proportion of older people, advances in treatments and technology and fair pay awards for hardworking and dedicated NHS staff.
9. There should be greater co-ordination between NHS and Social Care.
10. The process of marketization and privatisation of NHS and Social Care should cease and be reversed.

Conference resolves to:

11. Urge the Labour Party to make a genuine commitment to protect NHS funding to enable proper care to patients and fair pay to staff, and to cease and reverse marketization and privatisation of NHS and Social Care.

12. Support the policies propounded by Andy Burnham relating to "whole person care" to ensure co-ordination of NHS and Social Care around the individual, and to place the local commissioning of NHS services in the hands of democratically elected and accountable local authorities.
13. Urge a future Labour Government to repeal the Health and Social Care Act.

LEEDS GENERAL BRANCH
Yorkshire & North Derbyshire Region

PS10. SAVING THE NHS

Conference notes the NHS is under attack like never before, facing the biggest threat since its inception.

The policies of this Tory-led Government are designed to fragment and destroy the NHS as we know it, breaking it up piecemeal and handing large parts to the private sector.

The crisis in the NHS is a funding crisis, manufactured by the Tory Coalition.

Legislation, such as Clause 118 of the Care Bill, the so-called "Hospital Closure Clause" is being drafted in the wake of Government defeats as in Lewisham to allow them to force through unpopular policies and hasten their plans to break-up the NHS.

GMB have played a leading role in defending the NHS, particularly with our involvement in the "Save our Hospitals" campaign and the "Stop the NHS Sell-Off in Cambridgeshire" campaigns.

Conference resolves to:

- Continue to expand on GMB NHS campaigning, organising and recruitment.
- Strengthen links with local Labour Groups and call on them to support NHS campaigns making this central to the 2015 Election campaign.
- Call on the Labour Party to commit to the cancellation of PFI debt and for direct government funding.
- Campaign for increase in NHS funding.
- Ask all branches to write to and arrange a lobby of their MPs calling on them to secure the long-term future for the NHS and ask them to commit to a GMB pledge to oppose privatisation of any service and to call for increased funding.
- Work with other Unions and the TUC to hold a National Demonstration in defence of the NHS in London in 2014.

ISLINGTON 1 & HARINGEY BRANCH
London Region

PS11. NHS

This Conference is appalled at proposals in NHS England's Funding Review of Allocations to alter health funding formulas which would divert funding away from areas of poor health outcomes to areas with better health outcomes. Conference notes the long-standing political and scientific consensus that economic deprivation is a major indicator of healthcare needs. Conference further notes that life expectancy can vary by as much as 11.5 years in different parts of England. Conference calls on the Government to resist any further moves to divert funding away from areas of high deprivation in future funding allocations and to oppose the proposals being consulted on in NHS England's funding review of allocations. Conference calls on the Labour Party to give a clear commitment that it will reverse such

funding allocations as part of its Programme for Government in 2015.

G13 GATESHEAD LA BRANCH
Northern Region

PS12. NHS

This Conference notes that the Secretary of State for Health suffered an embarrassing legal defeat after the Court of Appeal judges ruled he had acted illegally in deciding to cut accident and emergency and maternity services at Lewisham Hospital. Conference is disgusted that the Coalition Government has changed the rules to give the power to any hospital administrator appointed in England to dismantle hospital services arbitrarily. Conference believes that this is a blatant attempt to sneak through a fundamental change to the way decisions are made about local hospitals making a mockery of local scrutiny and democracy. Conference calls on the Government to reverse its decision and for The Labour

Party to commit to scrapping such rules should it be elected in 2015.

N39 NORTH WEST DURHAM AHA BRANCH
Northern Region

PS13. NHS CAMPAIGNS AGAINST CLOSURE AND OUTSOURCING

GMB Southern region has recently had a big success in Lewisham in preventing the local NHS trust board from outsourcing their procurement contract to SERCO. This follows the huge success of preventing Jeremy Hunt from closing the A and E department at Lewisham hospital.

Both of these campaigns were run in conjunction with a number of other groups including local community and campaign groups as well as individual users of the hospital and other interested parties. The campaign to prevent privatisation involved Lewisham people before profit, save Lewisham A and E and South East London keep our NHS public. There was a large turnout of GMB members and the public to the board meeting letting the board know that the people were opposed to outsourcing.

What both of these campaigns show is that when the GMB works closely with the community and other interested groups we can not only achieve our objectives but also raise the profile of the GMB so that GMB are seen as the major campaigning union and the union on their side of the public too.

L17 LB LEWISHAM BRANCH
Southern Region

PS14. FUNDING THE CARE SECTOR

This Conference agrees that the main problems throughout the Care Sector is that it has been privatised and fragmented to various providers making it a minefield to regulate. This was highlighted in 2011 with the collapse of the main provider in the country, Southern Cross. Their dire financial situation and their questionable professional ethics, left thousands of vulnerable elderly residents with no home and an uncertain future.

The Care Sector is underfunded, undervalued and is a national disgrace for the most vulnerable people in the sector that it serves.

The solution would be for a full independent review to take place drawing on the knowledge and experience of those who work in the sector, those stakeholders in the sector and their representatives.

We call on Conference to commission such a report, which in turn would lead to stricter controls and regulation around finance and Local Authority funding.

The Government talks about Dignity in Care, but where is it when it comes to funding?

C40 CARE SECTOR BRANCH
Birmingham & West Midlands Region

PS15. SOCIAL CARE HOMES

This Conference welcomes Ed Miliband's decision to charge Baroness Kingsmill with the responsibility of overseeing an enquiry into the exploitation of social care.

Conference notes the appalling events that led to the jailing of three care workers by Preston Crown Court in 2013 and the closure of Orchid View Care Home in West Sussex following a scandal in which nineteen residents died, five as a result of poor levels of care according to the Coroner.

Conference also recognises the appalling situation in the private sector in the community where zero hours contracts, 15 minute visits, non-payment of travelling time and other methods that skimp on care while maximising profit, compromise elderly, dependent adults relying on the service.

Understaffing, low-pay, poor conditions, lack of training, exploitation, migrant labour are all methods used to minimise outlay while at the same time maximising income through charging exorbitant outrageous costs for the client and their families.

Conference therefore instructs the CEC to ensure that the GMB submits a report to the Kingsmill Enquiry into social care, making the following points.

- Private organisations operating for profit are not conducive to providing first class care for elderly vulnerable adults.
- That a statutory democratic public body like the NHS or a Local Authority should have the responsibility and resources for providing such resources.
- An understaffed, underpaid demotivated workforce is not conducive to providing first class care.
- Financial resources to ensure adequate staffing, properly trained and qualified with effective agreements with decent pay and conditions.
- Strict legislation is enacted to ensure that policies relating to staffing levels, qualifications and procedural obligations are legally enforced.

LONDON CENTRAL GENERAL BRANCH
London Region

PS16. CARE FOR THE ELDERLY

This Conference calls on the GMB to campaign for legally enforceable staffing levels in Care Homes.

Following the Keogh inquiry, the Government has issued guidance on NHS staffing levels. The same guidance needs to be applied to the whole of the care sector, not just the NHS.

MIDLAND HEALTHCARE BRANCH
Midland & East Coast Region

PS17. LIMITING THE GROWTH OF FREE SCHOOLS AND ACADEMIES

This Conference calls upon the GMB to campaign through the work of its Executive to persuade the Labour Party of the need to include in its Manifesto for 2015, the limitation of the growth of free schools

and academies, and to remove their right to employ unqualified teachers.

SCUNTHORPE DISTRICT & APEX BRANCH
Midland & East Coast Region

PSCOMP.1 ACADEMIES SCHOOL CONVERSIONS

This Conference agrees to campaign to alter current Government legislation that stipulates that once a school has become an Academy, it cannot revert back to being maintained.

The current legislation does not take into account failing Academies or schools forced to become Academies. This we believe goes against the parents, staff and wider communities' democratic rights and so needs addressing.

If a maintained school fails Ofsted, lots of additional support is being put into that school by the local authority who have a better understanding of the school's needs, for example, geographical knowledge. Local Authorities also have proven track records of supporting schools to improve their performance, achievements as well as pupil and staff welfare. Can this really be done by forcing a school to become an Academy, whose sponsor is based in London but the school is in the heart of the Black Country?

This Conference calls on a future Labour or Labour led Coalition Government to introduce legislation which will allow academy schools to be brought back under local authority control in the same way that any other previously outsourced contract.

Mover: S85 Sandwell Community Branch (*Birmingham & West Midlands Region*)
Seconder: Cambridge 2 Branch (*London Region*)

PS20. FREE SCHOOLS

Conference is gravely concerned that apparent benefactors and patrons of so-called free schools are able to benefit financially, directly or indirectly, from contracts awarded to them or to their companies. Conference notes that a company of the Conservative vice-chairman Alan Lewis, who is a patron of the Kings Science Academy in Bradford, is being paid almost £6 million over 20 years to lease the land on which the academy was built with £10 million of public money. Conference further believes that such deals are not just against the public interest but involve a clear conflict of interest. Conference calls on the Government to scrap Free Schools and also calls on The Labour Party to commit as part of its 2015 manifesto to ensure that no more Free Schools will be allowed to be set up.

G13 GATESHEAD LA BRANCH
Northern Region

PS21. OPPOSING CUTS TO TEACHING SUPPORT STAFF

This Conference supports our members who face government cuts in schools. We should not allow our members in schools to endure any attacks upon their roles by ideological driven agendas.

L09 L.B LAMBETH BRANCH
Southern Region

PSCOMP.2 DEFENDING SCHOOL SUPPORT STAFF

This Conference salutes the fantastic work done by school support staff in improving childrens' education and wellbeing. Conference is appalled at the attitude of the current Government towards support staff and towards the 350,000 teaching assistants in particular.

This Conference calls on the GMB

- To continue leading a national campaign to make the government and the public aware of the valuable and professional role which TAs and other support staff carry out.
- To challenge the government when it uses demeaning language about TAs and other support staff by referring to them as “a mums army”.
- To lobby the Labour Party to make a clear manifesto commitment to maintain TA numbers and other support staff, and to return to the negotiation table to establish national terms and conditions for school support staff when they are next in power.

Mover: G13 Gateshead LA Branch (*Northern Region*)
Seconder: K14 Kent Council Branch (*Southern Region*)

PS23. SCHOOL SUPPORT STAFF TERMS AND CONDITIONS

Conference is requested to campaign and lobby the Labour Party to implement legislation if elected to Government in 2015 to ensure that School Support Staff have equivalent terms and conditions to that of Teachers in that they should get paid for 12 months of the year and not term-time only, spread over 12 months.

NORFOLK PUBLIC SERVICES BRANCH
London Region

PS24. NATIONAL SUPPORT STAFF PAY STRUCTURE

This conference is appalled when the School Support Staff Negotiating body was abolished by Gove in 2010. This body was created to ensure that a national pay structure was to be secured for the 899,000 support staff currently working throughout the country.

Due to the fact that schools can set their wages for staff, workers employed by schools face a lottery for a fair wage. Teaching Assistants for instance can be paid from £11,000 to £21,000 for the exact same position dependent on the school they work for. This unequal pay affects all roles for support staff working within schools.

This conference therefore asks for a negotiating body to be reinstated so that a National Pay Structure can be applied to all support staff for fair and equal wages for all in despite of location, authority, head teacher or school.

L16 L.B. GREENWICH BRANCH
Southern Region

PS27. CLOSURE OF PUBLIC LIBRARIES

This Conference calls upon the Government to stop the closure of our public libraries and to stop axing the existing librarians in favour of volunteers.

SOUTHEND ON SEA BRANCH
London Region

PS28. CERTIFICATE IN KNOWLEDGE OF POLICING

This Conference is concerned by the recent initiatives to make the acquisition of the Certificate in Knowledge of Policing compulsory for all potential recruits prior to application to become police officers.

Recent British history has taught us extremely important lessons about the necessity of its police service attracting recruits from all sections of society. We fear that the pre-requisite of a qualification which will cost the candidate around £1,000 to enroll, will adversely affect its ability to draw people from financially poorer backgrounds.

The GMB should canvass government to prevent this qualification becoming essential so that our police officers come from all sections of our society including the working class.

SOUTH WALES POLICE BRANCH
Wales & South West Region

PS29. DEFENCE SUPPORT GROUP SELL OFF

This Conference deplores the Government's intention to sell off DSG and put 2,800 jobs at potential risk.

This Conference calls on the CEC to work with other Trade Unions in the sector to stop this sell off to a private company.

GMB MID Lincs BRANCH
Midland & East Coast Region

PS30. ENVIRONMENT AGENCY

This Conference deplores the cuts made by Government to the Environment Agency in budgets and staff, which will lead to more communities being put at risks from flooding.

This Conference calls on the CEC to campaign for more investment for flood protection to protect jobs and communities.

GMB MID Lincs BRANCH
Midland & East Coast Region

PS31. EMERGENCY RESPONSE AND THE BELLWIN SCHEME

Conference demands the Government review the Bellwin Scheme for reimbursing local authorities expenditure when responding to emergencies.

At present, Local Authorities have to stomach the vast majority of the costs associated with emergency response and can only claim back a minimal amount of money from the Government.

The GMB agrees to campaign for positive change to the Bellwin Scheme as to remove an additional burden on Local Authority budgets, and in turn lessen the risk of cuts to jobs and services we all rely on.

LOWESTOFT BRANCH
London Region

PS32. OLDER WOMEN

This Conference look at management policy about the material clothing (polyester) our members have to wear.

Staff that have to wear this material are women of a certain age, hot in summer and cold in the winter and hell when our women members are having a hot flush.

We have in our working lives had to wear the given uniform at the work place.

What we need to look at is who is wearing polyester.

GLASGOW NURSES BRANCH
GMB Scotland

PS33. TEMPORARY CONTRACTS

This Conference is asked about Temporary Contracts why are there staff in the N.H.S. on contracts that reflect the post and the hours that are worked, they are offered part time contracts and then that can be increased with working overtime.

What we ask is if they have the hours that can be worked then they should be offered a permanent contract.

GLASGOW NE & SW HEALTH SERVICE BRANCH
GMB Scotland

PS34. DEEPEST CUTS TO DEPRIVED COMMUNITIES

Conference is deeply concerned at the recent report drawn up by Paul Wood veteran Treasurer of Newcastle City Council. This demonstrates beyond doubt the biased and partisan funding of local authorities with the Councils in the most deprived areas suffering cuts averaging 25.3% compared with only 2.54% in the 10 least deprived areas.

It came as no surprise that most of the hardest hit are Labour areas and that of 14 Councils that are receiving an increase 13 have Tory MPs.

Conference agrees that every effort shall be made by both the Trade Unions and the Labour Party between now and the election to highlight this most punitive policy in contradiction of their public claims that those with the broadest shoulders should bear the largest burden.

HENDON BRANCH
London Region

PS35. AGGRESSIVE INCOME TAX AVOIDANCE

This Conference notes with concern the increasing use of aggressive income tax avoidance that is as damaging if not more so than any benefit fraud. The coalition Government is always informing us that we are all in this together and therefore everyone must contribute to the financial shortfall experienced in the UK.

Conference therefore instructs the CEC to use all its powers to seek that those employed in the public sector are paid under the PAYE system of payments. To ensure this is facilitated, we must campaign making it a legal requirement that Local Authorities list in their yearly record of councillors expenses the total money paid into any aggressive income tax avoidance schemes. Government also needs to make sure this scheme is adopted for monies paid to any of its civil servants.

Conference also instructs the CEC to campaign to get Government to change any necessary legislation to make all private employers to list in their annual company accounts any monies that are paid into aggressive tax avoidance schemes.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

PS36. OUTSOURCING OF SERVICES

This conference deplores the continued outsourcing of public services. The recent scandals of outsourced services require thorough investigation. Examples of this are G4S supplying (or rather not supplying) security for the Olympics, to Serco and G4S for overcharging the taxpayer for electronically monitoring criminals.

There is no appetite in the vast majority of the media, to monitor and report on the very poor value for money, the taxpayer receives from these outsourced services.

It is proposed that the TUC sets up a unit, to investigate outsourced services. A confidential helpline is to be set up, so any abuses can be reported without fear of reprisals from the employer.

Full investigations are to be carried out, using all available legislation, into the existing and proposed outsourced services. These should include conflict of interests, which is plain to see in the current National Health Service bidding process.

The unions should then widely publicise their findings and force government to take action.

X98 LFEPA BRANCH
Southern Region

PS37. UNION RECOGNITION BALFOUR BEATTY

Conference notes that Balfour Beatty Living Places (BBLP) has won a number of contracts in providing outsourced services to local councils, for example in Southampton and Wiltshire. Balfour Beatty Living Places (BBLP) is part of the Balfour Beatty group that was an active participant in the unlawful practice of blacklisting; alongside Carillion.

Conference notes with concern that BBLP has stated their intention not to recognize trade unions for collective bargaining on any council contracts.

Conference affirms its commitment to continue campaigning against the blacklist until all the companies involved own up, clean up and pay up. Workers who suffered discrimination due to blacklisting need to be fully compensated for their financial loss, distress and damage to reputation.

Conference believes that private sector companies seeking to bid for public sector contracts must honour existing recognition and collective bargaining agreements.

Conference condemns Balfour Beatty Living Places (BBLP) for their anti-union stance and resolves that GMB will seek to influence public authorities placing contracts for service delivery so that companies that refuse to recognize trade unions are disqualified.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

PS38. PFI FUNDING USED FOR LOCAL GOVERNMENT & NHS ETC CONTRACTS

This Conference supports an investigation into how contracts particularly those that are supported by PFI funds are awarded. It is common knowledge that all PFI funds have to be repaid to the lenders, mostly at huge levels of interest over many years, at huge cost to the public.

The public has the right to know, and have all the information regarding any contract penalty clauses that are agreed between the client and the contractor.

Commercial sensitivity is used to avoid telling us the truth as to how these contracts become almost impossible to withdraw from with the penalty clause capable of bankrupting the client.

This has been discovered with Norfolk County Council who now claims that withdrawal from building an incinerator in King's Lynn which was pushed through against the public's wishes will cost in excess of £90m, a jump of £70m from the original penalty of £20m. Surely, this clearly illustrates the need for openness.

KING'S LYNN NO 1 BRANCH
London Region

PS39. INCLUSIVE PUBLIC SERVICES

This Conference believes that all organisations who provide public services on behalf of the state, like private and voluntary sectors, should be bound by the same equality and human rights conditions and legal and contractual policies, as the public sector is with its staff and public it serves.

This Conference instructs the CEC to mount a campaign to protect the secular nature of public services and to endeavor to make sure that all public services that are contracted out and run by religious bodies, adhere to the above belief of this Conference and don't hide behind the exemptions from the Equality Act, which allows them to discriminate in employment and the way they provide services and who they provide public services to.

GMB MID LINCS BRANCH
Midland & East Coast Region

PS40. WELFARE REFORM

Conference instructs the CEC to continue to campaign and highlight the inequities in the Coalition Government's Welfare Reform. These so called reforms are nothing more than an assault on some of the most vulnerable members of our society and many thousands of hard working families.

Conference is also concerned about the effects that these reforms will have on many of our members who work in Local Government Housing Benefits and Anti-Fraud Services.

The introduction of Universal Credit has left many Local Government workers uncertain of their future. The proposed centralisation of benefit services into the DWP will result in huge losses for staff currently working in Housing Benefit, particularly as the DWP has stated that TUPE will not apply to this group of staff.

Furthermore the proposed merger of Local Government and DWP Anti-Fraud services see another group of staff who face an uncertain future as they have been given no assurances about TUPE rights.

Conference instructs the CEC to continue to campaign on the effects of Welfare Reform on the most vulnerable members of our society.

Conference further instructs the CEC to develop a campaign to highlight and oppose the job losses amongst benefit and Anti-Fraud staff working in Local Government.

ISLINGTON APEX BRANCH
London Region

PS41. DISCLOSURE & BARRING SERVICES CHECKS

This Conference opposes the requirement on Councils in England and Wales to provide background checks on all staff and elected members through the Disclosure and Barring Services (DBS).

Conference acknowledges the need to provide these checks when necessary, when there is direct contact or access to information relating to children and vulnerable adults. It is the extension of this, to include checks on all staff and elected members under the pretext of protecting the "Public Services Network" ("PSN"). This will incur unnecessary and significant costs on local authorities already making cuts to front line services and staffing levels. This will give employers the opportunity to gather information on staff and potentially take action, even if the conviction has no relevance to the criteria set down by the DBS.

Please note that the DBS for England and Wales questions the validity of such checks outside the remit of protecting children and vulnerable adults meaning these will have to be provided by agencies located in Scotland or Northern Ireland.

FOREST OF DEAN BRANCH
Wales & South West Region

PS42. TENDERING OUT IN COUNCILS FOR EX REMPLOY WORKERS

This Conference calls on the GMB to make it policy when tendering out is happening to make it part of the tendering process is to have a question in the tendering process of what support will be given to disabled people and ex Remploy workers and people working in supported employment in finding future employment. We need to make this GMB policy and fight for this in all councils where this comes under public procurement and regulation from Europe.

REMPLOY YORKSHIRE BRANCH
Yorkshire & North Derbyshire Region

PS43. TORY ATTACK ON TRADE UNIONS IN THE PUBLIC SECTOR

This Conference opposes the Tory lead group calling themselves the Trade Union Reform Campaign (TURC). This right wing group are now above two years old and hell bent in finishing off what Maggie started by smashing the unions, thus ending the organisation of working people.

(TURC's) campaigns include

- No to tax payer funded trade activity.
- Commercial rents for unions' use of public buildings.
- Public bodies should not collect trade union dues.
- Scrap trade union modernisation and learning funds.
- Transparency of any public funding for trade unions.

Along with our local Labour councillors (who benefit from our support) and sister trade unions in public services we need to work together to oppose this group. This group needs stopping before it's too late.

C80 DUDLEY BRANCH
Birmingham & West Midlands Region

PS44. BUS DRIVERS' WORKING HOURS REVIEW

Conference should lead the way in supporting bus drivers' demands to have their working hours reviewed and brought into line with EU legislation, as originally promised by John Prescott under the last Labour Government.

At present, drivers can be asked to drive for up to a fortnight, with only a 24 hour break legally required and up to 5½ hours continuously without a break.

A European Directive provides for an 11 hour daily rest for most workers on the grounds of health and safety, but for transport staff only "adequate rest" is required, which can be as little as 8½ hours.

The GMB should be urging the Labour Party to stand by its promises and get bus drivers hours urgently reviewed for the safety of drivers and passengers alike.

KING'S LYNN NO 1 BRANCH
London Region



REBUILDING PUBLIC SERVICES

A Manifesto For Our Future

GMB Public Services Section Conference 2014

CONTENTS

Why We Need to Rebuild

Public Service Principles

Education (Schools, Post-16 Education)

Welfare (Health, Social Care)

Justice (Prisons, Police, Probation)

Communities (Local Government, Housing)

Delivering Public Services

Conclusion

REBUILDING PUBLIC SERVICES: A MANIFESTO FOR OUR FUTURE

WHY WE NEED TO REBUILD

Our public services are a vital part of what holds British society together. It's going to take a massive effort to rebuild them after five years of slash-and-burn by the Tories and Lib Dems. We need a new government committed to righting the wrongs of Cameron and Clegg's coalition. What follows is a pragmatic, constructive programme that we think all supporters of our public services can and should sign up to.

Because we can build a brighter future for our public services. In fact there are lots of ways to help fund the high-quality services Britain needs. GMB is advocating a fiscal strategy based on fair and progressive taxation, tackling tax avoidance and investing for growth. Every year the Treasury could raise tens of billions of pounds just by introducing a "Robin Hood" tax on international financial transactions in line with countries in Europe. If the Exchequer wants to achieve savings it should be cracking down on individual and corporate tax avoidance and unaffordable PFI contracts, not the living standards of public-service workers.

There is a lot of interest in Westminster in the idea of "devolving power" over public services away from central government. In this manifesto we have set out concrete ways that a future government could give more "voice" to service users, public-service workers and local communities together with the resources to make that voice real. At the same time, we are clear that central government will always have ultimate democratic responsibility for public-service provision.

Under the Tories and the Lib Dems we have seen swingeing spending cuts, chaotic reorganisations of schools and hospitals, and more outsourcing and privatisation. The austerity measures have been vindictive and grossly unfair, targeting benefits and services relied upon by millions of ordinary families and society's most vulnerable people. Public-service workers have endured massive job losses as well as cuts to terms and conditions. As a result, they find themselves caught up in a cost-of-living crisis that has swelled the ranks of the working poor.

We all need to remember that it wasn't public-service users who caused the budget deficit, nor the workers delivering these vital services. The blame lies with the greedy bankers who crashed the economy and the regulators who allowed them to get away with it. The coalition government also shares the blame for holding back the economic recovery through their bloody-minded spending cuts.

GMB is a campaigning union and our members have campaigned up and down the country against the mindless destruction of jobs and services. We are committed to making the case for a progressive alternative to more years of austerity.

PUBLIC SERVICE PRINCIPLES

Here are 10 basic principles that should underpin Britain's public services.

- **Quality services, not “bargain basement” ones.** Society's most vulnerable people depend on our public services. We can't go on forever cutting back essential services like social care.
- **Equality.** Equality of access for service users; fairness at work for public-service workers. Equality-proofed pay structures like the NHS's Agenda for Change should be celebrated, not denigrated.
- **Invest to save.** Proper funding of services eases pressure elsewhere in the system, e.g. the impact of social care on hospital admissions. A highly motivated, skilled and well-remunerated workforce is integral to service quality.
- **Protect the public purse.** Savings can be achieved by clamping down on overcharging by contractors and renegotiating unaffordable PFI contracts. Contractors must be made to pay their tax. And public services and assets need to be protected from private-equity predators.
- **Collaboration, not competition.** We need joined-up public services, not a market free-for-all. There should be no default setting that outsourcing is always the way to go. Public authorities should consider bringing poorly performing outsourced services back in-house.
- **Accountability.** The same transparency requirements should apply to all providers of public services. Open-book accounting should be used on all public-service contracts, and Freedom of Information legislation should be extended to cover to all contractors delivering public services.
- **No two-tier workforces.** Everyone who delivers our public services deserves decent employment standards. Outsourcing firms shouldn't be allowed to cut corners on staff terms and conditions.
- **Active engagement.** Service users and staff should both be involved in decisions about service provision. They have a wealth of experience to draw on.
- **Teamwork.** We should recognise the contribution of the whole public-services team, including support staff. In schools, for example, that means acknowledging not just teachers but also classroom assistants, school meals staff, etc.
- **A Living Wage.** Everyone deserves to be paid a liveable wage. The government should lift the public-sector pay cap and help local authorities and other public-sector bodies to become champions of the Living Wage in their communities.

EDUCATION

Schools

The future of our schools

The Tory-Lib Dem government has forced and cajoled over 3,500 schools in England, including half of secondary schools, into becoming academies. Academies and free schools aren't subject to local-authority oversight. Instead they operate like private facilities at "arm's length" from central government under long-term funding arrangements. They have not won public support. According to a Guardian/ICM poll in April 2014, only 32% of voters think that "it is better for schools to become academies, and cut free of local councils". Most voters say that councils "should keep responsibilities in relation to schools".

There is no compelling evidence that academy status raises educational standards. But there are worrying signs that academies can have a negative effect on pupil wellbeing. The School Food Trust has found that "academies are, on average, doing less well in providing healthy food than other secondary schools in which [national food] standards are compulsory".

As schools gain more control over admissions, fair access for pupils is becoming harder to enforce. The Pearson-RSA Academies Commission warned in 2013 that the academies programme risks creating "greater educational and social segregation". "There is evidence that schools that control their own admissions are more likely to be socially selective than community schools", it noted. "Numerous submissions to the Commission suggest some academies are finding methods to select covertly", including steering SEN pupils towards other schools.

Evidence from the earliest free schools suggests that they tend to filter out children from poorer neighbourhoods, taking in smaller proportions of SEN pupils and pupils eligible for means-tested free school meals than other schools in their vicinity. Some free schools are being opened in areas with surplus places, needlessly draining pupils and resources away from nearby schools.

GMB is proud to represent school support staff in all types of school, and we will continue to do so. We have well-defined policy to oppose the academisation of our schools system. A future Labour government must ensure that all schools are properly accountable for the service they provide.

- Take an evidence-based approach to education policy. Instead of just accepting Tory-Lib Dem academies and free schools, assess their impact on pupil attainment and wellbeing, working conditions, local accountability, the public purse, and local-authority support services.
- For as long as academies and free schools are around, they should be subject to greater local scrutiny. Examine which powers relating to these schools (e.g. over admissions) could be devolved from central government to local level. These new arrangements should give a voice to parents, school staff and the wider community.
- Examine ways to toughen up the consultation procedure for schools proposing to convert into academies, in order to give the choice to parents, school staff and the wider community rather than ministers.
- End the forced academisation of struggling schools. Listen to parents and school staff about how they want to turn their school around.

- Focus investment for new schools in areas of greatest need, and end the presumption that any new school has to be an academy or free school.
- To ensure fair access for all children, including those with SEN, crack down on schools that are failing to comply with their obligations under the Admissions Code. Consider removing academy status from any academy or free school found to be in breach of the Code.
- Rule out any change to the charitable status of academy trusts, including free schools, which would allow them to become profit-driven businesses.
- Examine new ways to target extra resources at schools in deprived areas, in order to spread educational opportunity among disadvantaged children.

School staff

21st-century schools couldn't function without the tireless efforts of school support staff, from teaching assistants and cover supervisors to school meals staff and lunchtime supervisors, bursars and administrators, caretakers and cleaners. But school support staff have been treated with appalling disrespect by the Tories and Lib Dems, who abolished the School Support Staff Negotiating Body and cut central-government funding for staff training and development.

Whitehall officials have even reportedly discussed phasing out classroom assistants. This flies in the face of all the evidence that classroom assistants play a vital role in improving the learning and participation of pupils at classroom level, in small intervention groups, and on a one-to-one basis. The most up-to-date research, from the Education Endowment Foundation, found that "teaching assistants can improve literacy and numeracy skills when they are deployed well". Experts at the Institute for Education have warned that cutting teaching assistants would "do more harm than good for students, teachers and schools". Instead they recommend "action to seriously improve the role and function of TAs", and they call on schools to "ensure the goodwill of TAs is not abused, and that they are appropriately rewarded for the work they do".

GMB will continue to campaign for a fair deal for school support staff, the indispensable "hidden professionals" of the school workforce. We are pressing local authorities who have signed up to the Living Wage to ensure that their school-based employees are not left out. We are also making the case for the Living Wage with other employers, such as academy chains.

- Recognise the vitally important contribution of properly deployed classroom assistants to encouraging the learning of pupils, and the contribution of school support staff more generally to keeping schools running and looking after the welfare of pupils through the school day.
- Affirm the right of school support staff, and not just teachers, to a national pay and conditions framework and to collective representation through their trade unions. In partnership with employers and the recognised school support staff trade unions, set up a mechanism for a national agreement setting out minimum national terms and conditions for school support staff, covering all state-funded schools including academies and free schools.
- Examine ways to improve the deployment of classroom assistants by schools, such as requiring schools to set aside time in the school day for teachers and classroom assistants to meet to discuss lesson plans.

- Examine how central government could pump-prime a new and improved training and development offer for school support staff.

Pupil health and wellbeing

School meals

GMB has been campaigning for several years for universal free school meals. The evidence is overwhelming that free, healthy school meals are good for children and improve their attainment. The introduction of free school meals for all pupils in reception, year 1 and year 2 in England is a welcome development, although more investment is needed in kitchen facilities and staffing to enable schools to deliver on this initiative.

The Tory-Lib Dem government was wrong to exempt academies from the national school food standards. All schools should be expected to serve up healthy food.

Too many children go hungry during the school day. We need to do more to help them get the nutritious food they need.

- Take action to ensure that primary schools have the kitchen facilities and staffing they need to deliver hot free school meals to all pupils who want them.
- As part of an holistic review of public spending, examine the economic and social costs and benefits of:
 - Extending universal free school meals to all primary-school pupils
 - Helping schools set up free breakfast clubs, to ensure that no pupil has to start the school day too hungry to learn.
- Take steps to cut out junk food in schools. Make all state-funded schools, including all academies and free schools, subject to robust national school food standards.

Medical care in schools

There is increasing demand for medical support during the school day. Over 1 million UK school children have a long-term medical condition. But the makeshift arrangements many schools currently have in place are totally inadequate. We think that healthcare professionals need to take a bigger role not only in the planning of care, but also in its delivery.

- Launch a thorough review of the provision of medical care in schools, with consideration of ways to introduce a more effective, better regulated system.

Post-16 education

Further and higher education should be about helping young adults from all backgrounds develop their skills and get off to a good start in their working lives. But the elitist Tories and Lib Dems cynically have pulled away the ladder from students from low-income backgrounds. They raised the cap on annual university tuition fees in England to £9,000 despite pre-election promises by the Lib Dems to scrap fees altogether. They abolished the Education Maintenance Allowance in England, which had helped disadvantaged 16 to 19 year-olds to stay on in education at a time of mass youth unemployment. The cynicism of the Tories and Lib Dems when it comes to social mobility and equal educational opportunity is breath-taking.

The tuition-fees hike is likely to have a deterrent effect on people from low-income backgrounds. It may not even generate more revenue. A former Tory adviser has admitted the government “got its maths wrong” by overestimating the amount of debt that graduates will ever repay. Ed Miliband has indicated that Labour would reduce the cap on tuition fees from £9,000 to £6,000 and has recently hinted at going further, promising a “radical offer on tuition fees”.

- As part of an holistic review of public spending, examine the economic and social costs and benefits of:
 - reversing in full the massive and ill-thought-out rise in university tuition fees under the Tory-Lib Dem government
 - plotting a route towards the restoration of free university tuition in all parts of the UK
 - reintroducing education maintenance allowances for 16 to 19 year-olds in England.

The Tories and Lib Dems have also introduced a number of measures to open up FE and HE to more private investors and for-profit providers, such as encouraging FE colleges to turn themselves from corporations into companies. The government has also said it wants to make it easier for universities “to attract private investment”. GMB members in colleges and universities are rightly worried about the increasing private-equity interest in their workplaces. As a general union, GMB has witnessed the effects of privatisation and private equity in many parts of the economy, including areas of our public services like social care, where Southern Cross was asset-stripped and then collapsed. We know that financial predators have made millions by stripping assets and slashing jobs.

- Urgently review the desirability of increased involvement by private investors and for-profit providers in the FE and HE sectors, drawing on evidence from the US and elsewhere about their impact on educational standards and working conditions.
- Consider regulatory reforms to safeguard public assets when colleges or universities are taken over by, or link up with, private investors or for-profit providers.

GMB and the other education unions are campaigning for an end to years of below-inflation pay offers for FE and HE staff, and a commitment from colleges and universities to pay the Living Wage.

WELFARE

Healthcare

Save the NHS

GMB deplors the Tory-Lib Dem attack on the NHS in England. The Health and Social Care Act 2012 vastly increased the scope for the privatisation of NHS services. Among other things, it makes it difficult for GP commissioners to avoid putting services out to tender, and allows foundation-trust hospitals to generate up to half of their income from non-NHS work. Many of the leading private healthcare firms which stand to benefit from the new legislation make widespread use of tax havens to minimise their UK tax liability.

Meanwhile the Tory-Lib Dem spending squeeze has seen widespread cuts to NHS services and staffing. The NHS Pay Review Body has acknowledged that real-terms pay cuts are taking their toll on NHS staff resilience and motivation. There is growing job insecurity. But Tory Health Secretary Jeremy Hunt has been keener to cut services and close hospitals than to tackle unaffordable PFI contracts.

We firmly believe that privatisation is no way to raise standards of care, especially in what is a life-and-death service. We think the NHS should be publicly run, not broken into little bits. Opinion polls show a hardening of public attitudes against the idea of private companies running NHS services. So we welcome Labour's pledge to repeal the Tory-Lib Dem Health and Social Care Act, including Part 3 of the Act that forces competition throughout the NHS. Scrapping the Act would be an important step in putting the NHS in England back together again.

We also welcome the statement by Labour's Health and Care Policy Commission that "Labour believes in national pay frameworks and the stability and recognition they give to the health and care workforce".

- Repeal the Health and Social Care Act 2012 and put the running of the NHS in the hands of accountable public bodies.
- Restore the NHS's status as the preferred provider of NHS services.
- Protect NHS spending to ensure that the service can meet the challenges of a growing and ageing population and its more complex health needs.
- Commit to retaining Agenda for Change, the equality-proofed pay and conditions framework for NHS workers, and support the continuation of national negotiations on NHS staff terms and conditions.
- For NHS trusts in financial difficulty, make sure that senior managers, special administrators and all other stakeholders focus first and foremost on safeguarding the quality of care, including by ensuring adequate staffing.
- Relieve the pressure on hospital admissions by taking steps to ensure the adequate funding of community health services and social-care services.

Staffing levels

The Francis inquiry into the horrendous failings at Mid Staffordshire NHS Foundation Trust recommended a programme of work to establish what each NHS service “is likely to require as a minimum in terms of staff numbers and skill mix. This should include nursing staff on wards, as well as clinical staff”. The inquiry also called for the contribution of the wider healthcare team to high-quality care “to be recognised and valued”. GMB welcomed the Francis report and called for full implementation of its recommendations. The right culture on all NHS wards cannot be guaranteed while hospitals are understaffed and over-stretched.

- Take steps to ensure that the health service has the necessary funding to bring all NHS hospitals up to safe staffing levels.

PFI

The Private Finance Initiative (PFI) is a terrible deal for the taxpayer, but one that makes large profits for bankers, shareholders, lawyers and consultants. It usually leads to the outsourcing of ancillary services like maintenance, catering and cleaning, which can open the door to some disreputable private contractors.

In the health service, PFI repayments are out of control. One trust with heavy PFI liabilities, South London Healthcare NHS Trust, has been dissolved by Tory Health Secretary Jeremy Hunt. The Public Accounts Committee has warned that “a number of trusts in financial difficulty have PFI contracts with fixed annual charges that are so high they cannot be financially viable”. It added that “the priority given to meeting PFI annual charges inevitably distorts priorities”. PFI contracts have been linked to hospital deficits, reductions in services, and staff lay-offs. Public Accounts Committee chair Margaret Hodge has labelled some PFI contracts in the NHS as “unaffordable”. Her predecessor described the profits made by one PFI consortium on an NHS contract as “the unacceptable face of capitalism”. Many PFI companies are avoiding paying UK taxes by registering in offshore tax havens.

- Examine all possible measures to help NHS trusts that are struggling with unaffordable PFI contracts to renegotiate the terms of those contracts without having to cut back on services.
- Review the impact of PFI on NHS services, and the relative cost-effectiveness of public versus private funding of NHS construction projects.

Social care

Funding crisis

Adult social care is suffering an acute funding crisis. Local authority spending on care for older adults fell 12% in real terms between 2010-11 and 2012-13 and is projected to continue falling, despite the growing needs of an ageing population. The tightening of eligibility criteria by cash-strapped councils has left many people struggling to cope. A new funding settlement for the sector is desperately required, and would help to ease the pressure on the NHS. The National Audit Office has noted that “greater spending on social care is related to lower delayed hospital-discharge rates and fewer emergency admissions”.

The funding crisis in social care is compounded by the after-effects of privatisation, with too many care companies cutting corners to turn a profit or pay off debts. Half of local authority directors of adult social care report that cost-cutting is threatening the financial sustainability of private-sector

providers in their areas. This is why GMB advocates a return to a mixed economy of social-care provision, with a bigger role for the public sector and the mutualisation of struggling privately run care homes.

Care workers deserve proper pay and training for the difficult work they do. Care is labour-intensive and physically and emotionally demanding. But the workforce is over-stretched, under-trained and under-paid. The Centre for Workforce Intelligence has reported that “poor terms and conditions coupled with demanding yet sensitive tasks make social care a difficult area to recruit and retain staff”. A joint report from the Local Government Association and the English Community Care Association has acknowledged that “care home staff undertake demanding work but they are often poorly paid, poorly regulated, have too little access to training and support, and lack professional status”. The Cavendish review found that “low pay is contributing to high attrition rates in social care, particularly domiciliary care”.

Social care ought to be "levelled-up" to NHS standards, including by means of comparable investment in the workforce. GMB has campaigned for a national care service equivalent to the NHS, free at the point of use and funded through general taxation. We welcome Labour’s proposal to gradually integrate health and social-care services as a way of achieving this objective. Public bodies should be mandating (and funding) conditions of employment for the social-care workforce that begin to match those in the NHS.

We believe that a high-quality national care service, one that is accessible to all, will require additional funding through taxation. A survey by the Joseph Rowntree Foundation found that “almost all service users consulted think general taxation is the best way to fund social care”.

- Use the integration of health and social-care services to gradually “level-up” social care to NHS standards. Public bodies should be mandating (and funding) conditions of employment for the care workforce that begin to match those in the NHS.
- As part of an holistic review of public spending,
 - examine how to plug the funding gap in social care through extra public investment and new safeguards on the use of public money by private providers
 - examine the economic and social costs and benefits of funding the implementation of the Living Wage throughout the social-care sector.
- Take steps to ensure that the new national minimum eligibility threshold for social-care services is set at a reasonable level that enables people to access the care they need.
- Instruct the regulator to crack down on social-care providers failing to meet essential standards of quality and safety, including standards for staff training and development.
- Examine ways to enhance financial transparency in the care sector, so that the regulator can ensure that private operators are using public money responsibly.
- Urgently review controls on private-equity activity in the care sector, and the use of tax havens by private care firms.

Care homes

The client group in residential care is increasingly high-need and complex, yet the sector is plagued by cost-cutting which significantly affects the ability of staff to deliver care. One-in-five CQC inspections of nursing homes reveal safety concerns, as do one-in-eight inspections of residential homes. Staffing levels are inadequate and residents sometimes go hungry or thirsty because there are not enough staff to help them with their food and drink. Too often the food served up is nutritionally deficient.

The collapse of Southern Cross highlighted the dangers of corporate failure in a sector where service continuity is vital. Lessons must be learned. The existing regulatory framework is woefully inadequate. It does not meaningfully check the financial health of care providers, nor protect the care sector from private-equity predators.

Any proper action plan for giving people dignity in care will have to include the introduction of security of tenure for residents. It is scandalous that elderly and vulnerable residents have no right to choose to stay in their care home, in spite of the known risks of premature death associated with forced moves. Whatever happened to “empowering” service users or “no decision about me without me”? Where home closures are driven by concern for profit rather than standards of care, they ought to be avoided to protect residents’ wellbeing.

In view of the heavy debts of many care-home operators, the government should be developing alternative models of care provision as a matter of urgency. It should consider introducing measures to ease the way for management and staff to convert struggling privately-run care homes into social enterprises.

- Consider new measures to ensure that care homes have adequate staffing levels and skill mix, including at mealtimes and at weekends.
- Examine ways to provide greater security of tenure to elderly and vulnerable care-home residents.
- Consider substantially increasing the personal expenses allowance for care-home residents, which in England is currently a paltry £24.40 per week.
- Commission work to design a cooperative model for residential care, easing the way for management and staff to convert struggling privately run care homes into social enterprises.

Home care

Domiciliary care is another mostly privatised sector that has been buffeted by Tory-Lib Dem spending cuts. The Equality and Human Rights Commission reports that standards in home care are being undermined by “lack of investment in care workers” and the woefully insufficient time allocated to home helps to care for the people in their charge. Cost reductions are “leading to shorter time slots for care visits”. In some cases, “older people had 15-minute visits from care workers who were rushed and unable to finish the tasks that were allocated for each visit”. The Cavendish review made the fundamental point that “caring properly takes time”.

In 2013 Skills for Care estimated that over 300,000 workers in adult social care in England were on zero-hours contracts. These contracts are particularly rife in domiciliary care, adding to the vulnerability of this low-paid workforce. Local authorities should be told to improve their commissioning and not turn a blind eye to precarious employment in contracted-out care services. The Cavendish review warned that zero-hours contracts are one of a number of factors “making it

financially prohibitive” for domiciliary care workers to carry on in their jobs. Attrition rates in the home-care sector “are already dangerously high, and they will only increase when carers feel that they can no longer even give good care.” The refusal by employers to pay staff for travel time is another worrying trend. According to the Resolution Foundation an estimated 160,000 to 220,000 direct care workers are paid below the national minimum wage, which is simply scandalous.

We are very concerned about the pro-market slant of policy around personalization and direct payments, especially in an era of acute funding constraints. The Tory-Lib Dem Care Bill will introduce an entitlement to a personal budget for all local authority service users. Encouraging service users to employ their own personal care assistants risks further casualising the workforce. The National Audit Office has warned that “personal assistants are not regulated, so there is no mechanism for ensuring safe, good-quality services”. The policy needs to be properly evaluated by policymakers and commissioners. The tailoring of care to individual requirements could be accomplished under a variety of service models. It shouldn’t be done in a way that does more damage to workforce standards.

- Give serious consideration to the Cavendish report’s recommendations that:
 - Local authorities must start to commission for outcomes, not by the minute
 - Statutory guidance should require councils to include payment of travel time as a contract condition for homecare providers.

- Consider measures to crack down on the exploitative use of zero-hours contracts in social care and other public services. Tell local authorities to improve their commissioning strategies and not to condone precarious employment in contracted-out services. Contractors should be expected to offer fixed-hours contracts to care workers who do a relatively consistent weekly pattern of work.

- Work with public-service unions on measures to ensure that any steps toward greater personalisation of care services is implemented in a way that builds-in decent employment standards and regulatory scrutiny.

JUSTICE

The Tory-Lib Dem government has drastically stepped up the privatisation of our criminal-justice system and is narrowing access to justice through planned cuts to Legal Aid. GMB, fellow trade unions and human-rights organisations are campaigning to keep justice public and accessible to all.

Prisons

As a result of Tory-Lib Dem spending cuts, even high-security prisons have “had to make savings that impact on safety, regimes and security”, warns the Howard League for Penal Reform. The House of Commons Public Accounts Committee observes that “levels of risk in some prisons have increased as staff numbers have been reduced”. It points to a worrying rise in the number of assaults on staff. The National Audit Office has criticised the Tories and Lib Dems for closing well-performing prisons and replacing them with newer ones that aren’t performing as well.

The UK has the most privatised prison system in Europe, with 14 prisons in England and Wales contracted out to the private sector. They account for 17% of the prisoner population, a higher proportion than in the US. Most are new builds, but in 2011 for the first time a public prison was transferred to the private sector. The Prison Reform Trust warns that private prisons are, in the main, more overcrowded and less safe. They are also more costly per place, despite usually having lower staff-prisoner ratios. While Tory Justice Secretary Chris Grayling has had to backtrack on plans to privatise a number of prisons, he is still wrongheadedly wedded to the idea of outsourcing as many services as possible within the public-sector prison estate.

GMB represents a wide variety of staff in public and private prisons, and we are clear that all prisons need to be properly resourced in order to maintain a safe and effective regime.

- Review the cost-effectiveness, and impact on prison regimes, staffing and safety, of public versus private funding and management of new prisons.
- As part of a zero-tolerance approach to poor management in the prisons system, consider preparing plans to take sub-standard privately run prisons into the public sector.

Probation

The Tory-Lib Dem government is pushing through half-baked plans to dissolve probation trusts and outsource 70% of probation work to private contractors, leaving only a small National Probation Service to deal with high-risk offenders and oversee services to the courts. An official risk register indicated there was more than an 80% risk of the project leading to “an unacceptable drop in operational performance”. A select committee of MPs has warned that the government has no clear contingency plans to deal with the failure of a provider. It also expressed concern that the new Community Rehabilitation Companies will not be required to have professionally qualified staff.

We believe this privatisation gamble poses a serious threat to service delivery and public safety. The latest figures show that the performance of every probation trust in England and Wales is officially rated as either exceptional or good. So why scrap this well-respected, publicly run service in favour of private providers?

- Urgently examine ways to unpick the reckless Tory-Lib Dem privatisation of probation, and consider returning privately run services to the public sector.

Police

The next government needs to help rebuild public trust in the police, because everyone who works in the service has vital work to do protecting communities and supporting the victims of crime.

GMB is outraged by the revelation that an undercover Metropolitan police officer spied on the family of Stephen Lawrence, one of a number of extremely disturbing findings about the activities of Met officers by the Ellison review. We welcome the announcement of a public inquiry into the Met's Special Demonstration Squad, which has also been linked to the blacklisting scandal (see below). GMB is committed to the fight against racism, and we and the trade-union movement will continue to support the Lawrence family's campaign for justice.

We are also appalled that police officers from across the country supplied information to a construction-industry blacklist operation. There is a clear need for a Leveson-style inquiry into blacklisting and the involvement of state forces in the practice. It should be a criminal offence for anyone to interfere with workers' civil rights to be represented by a trade union in their workplace. Under existing laws, the employers and the police have for decades systematically interfered with these rights with impunity.

As we have said, we need to restore public confidence in the police. And we need to ensure that the police service is fit for purpose. But Tory-Lib Dem cuts to police budgets have led to 32,000 job losses and put services under huge strain. Officers are having to come off the frontline to fill gaps among police-staff roles. The government has encouraged police forces to contract-out essential services like 999 call handling and victim support to the private sector. But opinion polls show that the public is dead against the privatisation of police functions, not least because it restricts public scrutiny of police activity and risks a loss of operational control. Several constabularies have had to shelve plans for outsourcing in response to union campaigning and widespread public unease.

The creation of police and crime commissioners in England and Wales has so far failed to catch the public imagination. GMB has urged the newly installed commissioners to prove their worth by working with us and fellow police unions to promote fairness, equality and accountability in their forces.

- Work with the Mayor of London to ensure that relevant Met officers cooperate fully with the public inquiry into the activities of the Special Demonstration Squad.
- Urgently review the use of police stop-and-search policies because of their disproportionate use against black and Asian people.
- Give serious consideration to setting up a public inquiry into the extent of police collusion in the blacklisting of workers, particularly in the construction industry.
- Assess the implications of the privatisation of police functions on service standards and public trust in the police.
- Look into establishing a guaranteed minimum level of local policing. This should include adequate resourcing of support services, freeing up officers to get back on the beat.
- Review the impact of Tory-Lib Dem police-station closures, including their public-safety implications.

COMMUNITIES

Local government

Local government has probably been harder hit by Tory-Lib Dem austerity than any other part of the public sector. The 2010 Spending Review set out real-terms reductions in local-government funding of 26% by 2015. Local authorities in the most deprived areas of the country have been hardest hit by the withdrawal of state support. The Public Accounts Committee has warned “there is a risk that the worst-affected councils will be unable to meet their statutory obligations, and that serious questions will arise about the viability of some councils”. But the Tories have vowed to carry on regardless, indicating that if re-elected they will continue to make cuts for years to come. And all this at a time when demand for local government services such as adult social care is rising sharply.

The local-government workforce has taken more than its fair share of the pain. 400,000 jobs have been lost in the sector and council workers have suffered steep real-terms pay cuts. They were the lowest-paid in the public sector to begin with. Pay and conditions of employment have also come under attack locally in many areas. Many local-government staff are relying on in-work benefits to get by. Not only is this situation demoralizing for the workforce, it is also something of a false economy for the Exchequer, reducing tax and national insurance contributions and increasing the demand for means-tested benefits and tax credits. Around a third of the NJC workforce earn less than the Living Wage. Most are women, many of them working in part-time jobs. So there is an equalities issue here too.

We need a brighter future for council services instead of year after year of damaging cuts. Many councils are finding that in a period of acute budgetary pressure, privatisation is a luxury they can no longer afford. The Association for Public Service Excellence (APSE) has found that while some councils remain hell-bent on outsourcing as many of their services as possible, others (of all sizes, locations and political complexion) are taking pragmatic decisions to bring services back in-house, commonly in response to underperformance by private contractors. “Services have been insourced as part of a local-authority drive for quality service provision and value for money”, APSE reports. Among the recognised benefits of insourcing services, according to APSE, are greater control, more flexibility, less risk, less money and time spent managing contracts, more local engagement and accountability, better staff motivation, and the reacquisition of internal expertise.

The Tories and Lib Dems have undermined employment standards in local-authority outsourced services by withdrawing the local government “two-tier” code. We need to reverse this direction of travel. The House of Commons Communities and Local Government Committee has warned that “despite statutory protections for transferred staff, there is a risk that multiple tiers of employee conditions develop within the new employing body”.

- Follow up the recommendation of the House of Commons Communities and Local Government Committee that “councils should consider when letting contracts whether they wish to take into account a bidder’s policies on employment issues, including zero-hours contracts”, issuing new guidance to local authorities on best practice.
- As part of a holistic review of public spending,
 - examine (a) current and projected future demand for local-government services, (b) the public funding needed to meet that demand, (c) the costs incurred by other services (e.g. the NHS) through the current underfunding of local-government services like adult social care, and (d) the disproportionate impact of cuts to local-government funding on deprived communities, and ways to mitigate this

- examine the economic and social costs and benefits of funding the implementation of the Living Wage by all local authorities in England, Wales and Northern Ireland, including for agency and outsourced staff. This should take into account the increased tax and NI contributions, and reduced demand for benefits and tax credits, that would result from moving low-paid local-government workers up to the Living Wage.
- Consider making local government a pilot area for implementing the changes to the outsourcing process recommended in the section on “Delivering Public Services” below.

Housing

Council and social housing

There is a compelling need for major house-building programmes in many parts of the UK. Tory-Lib Dem housing policy has failed. Over 5 million people sit on waiting lists for social housing. More people are now stuck renting in the private sector (where rents are much higher) than in social housing, for the first time since records began in 1980.

Much of the stock of social housing sold off during and after the Thatcher era is now in the hands of “buy to let” private landlords. These landlords get to overcharge tenants in receipt of housing benefit for the privilege of living for a spell in what were once low-rent council houses offering complete security of tenure. GMB has pointed out that over 80,000 new homes could be built each year in the social-housing sector for half the £23bn spent annually on housing benefit. At present, a sizeable portion of housing benefit is lining the pockets of rent-racking buy-to-let moguls and corporate property vehicles. We believe that public funds should be switched to investment in social housing and away from this kind of “corporate welfare”. That way we could provide families with lower-rent, better quality houses offering greater security of tenure. We welcome Ed Miliband’s acknowledgment that Britain is paying “billions on ever-rising rents, when we should be building homes to bring down the bill”.

Cameron and Clegg have a completely different agenda. Shelter rightly complains that Tory and Lib Dem ministers are “attacking the size of the housing benefit bill without addressing the fundamental issue of supply”. In fact Tory-Lib Dem government are making the supply problem even worse, by cutting investment in new social housing and through their “Right to Buy” programme. This takes a leaf out of Thatcher’s book, bribing council-house tenants into buying their home by offering them a massive discount on its market value. The social housing lost through this initiative is meant to be replaced, but new housing has largely failed to materialise.

Thanks to other changes introduced by the Tories and Lib Dems, rents on new social-housing tenancies can now be set at up to 80% of the local market rate. These so-called “Affordable Rent” tenancies aren’t really affordable at all. They also offer less security of tenure. New fixed-term, “flexible” tenancies for social housing last for as little as two years.

A future government needs to make urgent and strenuous efforts to tackle the backlog of demand for social housing. We welcome Ed Miliband’s commitment to match the Attlee government’s building programme but even that does not go far enough.

- Put council and social housing at the heart of Labour’s target to build 300,000 houses a year, with rents set at genuinely affordable levels.

- Examine ways to give local authorities the resources they need to build more council houses, including through central-government capital investment.
- Scrap the Tory-Lib Dem “Right to Buy” programme in its entirety, or at the very least, (a) remove the current discounts on the market value of homes, (b) ensure that proceeds from sales go towards the construction of social housing of the same type and same or better quality, and (c) make certain that the replacement housing does actually get built.
- Review Tory-Lib Dem changes to social-housing tenancies which make new tenancies less secure. Assess their impact, particularly on vulnerable people and families with young children.
- Scrap the Tory-Lib Dem “bedroom tax” and introduce a tougher tax regime on the empty homes of the very-rich.

Private lettings

More and more people have to live in private rented accommodation, but the rental market is out of control, with spiralling rents and sharp practice and abuse on the part of letting agents and landlords. The private rented sector has the highest proportion of non-decent homes of all housing types. Most people who rent from a private landlord nowadays are assured shorthold tenants, with relatively weak rights compared to older forms of tenancies.

A third of private renters are now families with children, many in short-term lets. These households may have no experience of the stability of a long-term home, and have to move their children periodically to different schools. This badly impacts on educational continuity and attainment. We urgently need to take tough action to improve standards in the private rental sector and give families and vulnerable people in particular the security they need.

We welcome Labour’s pledges to set up a national register of landlords, introduce tougher sanctions for bad landlords, regulate lettings agents, end rip-off fees for tenants, and give councils more power to tackle problems.

- Examine ways to enhance the rights of assured shorthold tenants in the private rental sector, including protection against extreme rent rises and provision for greater security of tenure, especially for families with young children.
- Examine ways to improve accommodation standards in the private rental sector, including by placing a duty on landlords to work towards the “decent homes standard” that applies in the social-housing sector.

DELIVERING PUBLIC SERVICES

Delivery models

The “public-service ethos”

GMB champions public-sector delivery of our public services. The Tory-Lib Dem mantra of “open public services” is simply about opening up more of the public sector to privatisation, and this is extremely damaging. Our experience of privatisation and outsourcing is that they involve unacceptable risks to service standards, working conditions and the public purse. We believe the best way to achieve public services that are both cost-effective and caring is by running them in-house. You don’t get much of a public-service ethos among the senior management of profit-centred private contractors, least of all when they are acting on behalf of asset-stripping private-equity funds. Outsourcing should not be the default option for our public services. Nor should it be a one-way street. Commissioning bodies should actively consider bringing poorly performing outsourced services back in-house.

Labour has said it will take an evidence-based approach to delivering public services. We welcome Ed Miliband’s acknowledgment that you cannot “simply transplant the principles of the private sector lock, stock and barrel into the public sector”. The Labour leader is absolutely right to emphasise the importance of protecting the “public-service ethos”, particularly in life-and-death services like the NHS. We also welcome comments by Jon Trickett, Labour’s deputy chair and shadow minister without portfolio, that “there is no body of evidence which shows conclusively that outsourcing public services is the most cost effective for the taxpayer”, and that the time has come “to rethink the simplistic assertion that on value-for-money grounds all services should be outsourced”. Trickett has rightly pointed out some of the “hidden costs” of outsourced services, including the cost of handling tenders; the cost of post-tender contractual variations; and the cost of failure, because it is invariably the taxpayer who has to pick up the bill when things go wrong. He also expressed concern about lack of accountability and financial transparency in regard to private contractors.

If the next government wants to get every pound of value out of our public services, it should help NHS trusts renegotiate unaffordable PFI contracts, encourage public authorities to root out overcharging by private contractors, and take steps to ensure that contractors do not shirk their UK tax liabilities. We cannot afford any more public money to leak away into corporate tax havens. The Public Accounts Committee has recommended that “there needs to be far greater visibility to government, parliament and the public about suppliers’ performance, costs, revenues and profits”.

- Support an evidence-based approach to public-service delivery and take steps to ensure that outsourcing is not regarded as the default option. Public authorities should be expected to give full consideration to keeping services in-house, and to bringing outsourced services back in-house if a contractor under-performs or when a contract ends. They should have regard to the views of service users and staff.
- Examine ways to increase transparency in public procurement, including:
 - Extending Freedom of Information legislation to cover all contractors delivering public services
 - Making open-book accounting mandatory for public-service contracts above a reasonable level of expenditure.

“Social value”

The Public Services (Social Value) Act 2012 requires public authorities in England and Wales to think about the economic, social and environmental wellbeing of communities before commencing a procurement process. GMB believe that workforce standards are a vital part of any meaningful definition of social value. Indeed the Resolution Foundation has argued that “workforce terms and conditions should be included within definitions of social value given the local economic significance of improving pay and income security”. But many public authorities are going to need a stronger push from government before they will give more than a cursory consideration to their obligations under this legislation.

Meanwhile new EU public-procurement directives affirm that contracting authorities may introduce social and environmental considerations throughout the procurement process, as long as these are linked to the subject matter of the contract. Public authorities can give preference to bidders that offer better working conditions or favour the integration of disabled and disadvantaged workers. The rules also confirm the right of public authorities to provide services directly. GMB has broadly welcomed these new EU rules, but it is still going to take positive political will to support socially and environmentally-minded contracting procedures.

We are disappointed that the new EU rules still allow authorities to buy the cheapest rather than the most socially and environmentally sustainable option. We are also concerned that the new regime for health and social services will see more services outsourced, even if contracts are reserved for mutuals and social enterprises. The definition of these enterprises in the text is so poor, it could also open the door to commercial operators in masquerade.

- Under the new procurement framework, examine ways to promote decent employment standards and broader social benefits in outsourcing situations:
 - Consult with unions and other stakeholders on how to make best use of elements left to the discretion of member states by the new EU rules, including the ability to prevent or restrict “price only” procurement
 - Prepare new procurement guidance for public authorities, including information on their right to provide services directly and to introduce social and environmental considerations throughout a procurement process, and the desirability of incorporating workforce standards into their deliberations around “social value”.

Social enterprises

GMB does not support the conversion of public services into social enterprises. We are concerned that social enterprises are being used as Trojan horses to open up more of the public sector to private-sector competition. New entities can give controlling stakes to investors rather than workers, and giant private-sector contractors will soon muscle-in on contracts awarded to not-for-profit groups. The new “right to challenge” threatens to multiply the number of procurement exercises and encourages not-for-profit groups to team up with the private sector when making a bid.

On the other hand, GMB would be prepared to support the replacement of profit-driven enterprises with cooperatives. Mutualisation could be welcomed by all stakeholders in outsourced services where profit-seeking is becoming simply unsustainable. Much of adult social care, groaning under the burden of heavy debts, has reached this position. This is why we are calling on the government to commission a study into measures that could ease the way for management and staff to convert struggling privately run care homes into social enterprises.

- Require a ballot to be held of affected employees before a public-sector organisation can be turned into a mutual, to ensure that these spin-offs really do have staff behind them.

Staff

GMB represents members in all parts of our public services, from public-sector bodies to private- and voluntary-sector contractors. Our members are keeping our public services going in increasingly difficult circumstances, and we are proud of the work they do.

The public-services workforce has been at the sharp end of Tory-Lib Dem austerity: hundreds of thousands of jobs lost and many more in danger; pay frozen and then capped; hard-won conditions of employment diluted or removed entirely. More services have been privatised or contracted-out, and employment protections for outsourced workers undermined. The Tories and Lib Dems have scrapped the Cabinet Office and local government “two tier” codes, and watered down the TUPE regulations. This shameful race to the bottom has got to be reversed. Employment standards shouldn’t be jeopardised in outsourcing situations. Contractors shouldn’t be allowed to cut corners on staff terms and conditions.

There is no way round the fact that decent terms and conditions are essential to good-quality services. The public sector should be setting a good example for the rest of the economy to follow, developing leading-edge employment practices in areas such as equal pay, family-friendly policies, and lifelong learning. So we welcome Labour’s commitment to “decent 21st-century employment practices” across the public services. The party has acknowledged that “the public interest requires a motivated, properly rewarded and fully engaged workforce that can deliver the high-quality services the public expects”. We just have to make sure that this translates into tangible benefits for workforces that have had a really torrid time of it of late.

We very much welcome Ed Miliband’s pledge to put the Living Wage at the heart of Labour’s programme for the coming years, and to incorporate it into central-government procurement. We think there is more the public sector can do, both as an employer and commissioner of services. GMB launched a campaign at the start of 2013 to persuade every local authority in the UK to become a Living Wage employer, and set an example to other local employers. In England and Wales around a hundred councils have signed up; so have all 32 local authorities in Scotland. But there is still a long way to go. Paying the Living Wage means that the Exchequer receives more tax and national-insurance contributions while saving money on benefits and tax credits. A future Labour government could help to fund the Living Wage in local government by recycling the extra cash accrued by the Treasury to local authorities.

- Plot a route towards lifting the public-sector pay cap, to bring to a close years of damaging real-terms pay cuts. This should include not only Pay Review Body staff but also local-government and school support staff, by providing the necessary funding to schools and local authorities.
- As part of an holistic review of public spending, examine the economic and social costs and benefits of:
 - Implementing the Living Wage across central government, including non-departmental public bodies and contractors
 - Funding the implementation of the Living Wage by all local authorities in England, Wales and Northern Ireland, including for agency and outsourced staff.

- Consult with trade unions and other stakeholders on ways to encourage other public authorities to incorporate the Living Wage into their procurement processes.
- To prevent contractors from bidding for business on the back of ever-cheaper labour, undertake a thorough review of employment standards in outsourced services, with a view to putting proper protections in place for transferred workers and new starters.

CONCLUSION

It's time to set about reconstructing our public services after years of damaging Tory-Lib Dem austerity. Cameron and Clegg have made Britain a more unequal and divided society. Universal public services are vital to promoting equality and recovering our social cohesion.

GMB wants to see a dynamic state that supports jobs, growth, equality, and high-quality public services. We will continue to press the case for publicly owned, publicly accountable public services. This manifesto has set out a modest, pragmatic programme that would help to get our public services back on track. We need decent tax-funded services, not bargain-basement ones that simply can't meet the needs of ordinary working families or society's most vulnerable people.

Governments of all stripes have pretended that outsourcing and privatisation are about increasing efficiency through competition. The truth is that the outsourcing sector is dominated by a small number of corporate giants. As the Public Accounts Committee put it recently, "the contracting out of services has led to the evolution of private-owned public monopolies". It's time to call a halt to the profit drain, asset stripping and loss of accountability that comes with privatisation, and to recognise and support all the things that the public sector does best. Voters are concerned about resourcing our public services, not outsourcing them.

GMB members want to see a new government committed to a fiscal strategy which can fund the high-quality services Britain requires. We think this strategy should be based on fair and progressive taxation, clamping down on tax avoidance, and investing for growth. We need to stop private firms from taking the public sector for a ride. This will mean making contracts and contractors more transparent, clamping down on overcharging, and renegotiating unaffordable PFI contracts.

We are convinced that we can build a brighter future for our public services. It's going to take a lot of commitment and energy to do it. But the alternative is yet more years of damaging and self-defeating austerity, and we think that voters at the upcoming general election will be looking for something better than that.