



GENERAL SECRETARY'S REPORT

ANNUAL CONGRESS 2011

THE BRIGHTON CENTRE

CONGRESS - SUNDAY 5 JUNE - WEDNESDAY 8 JUNE

9.30 am - 12.30 pm, 2.00 pm - 5.00 pm

CONGRESS – THURSDAY 9 JUNE

9.30 am - 12.30 pm

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GENERAL SECRETARY'S INTRODUCTION



Dear Colleagues

Welcome to GMB Congress here at Brighton.

This year we are joined by a substantial number of new delegates.

Our GMB has come a long way since 2004.

Membership up, finances sound, accountability and transparency as standard behaviour instead of just meaningless words on election statements.

Changes have been made to strengthen our internal democracy and provide effective routes for equality strands so they can play an effective mainstream role in shaping policy and help GMB achieve our goals of social justice.

This Congress needs no lectures or pearls of wisdom from me about the impact this Tory led coalition is having on members' lives and on communities.

The utter betrayal of their election pledges by the Liberal Democrats show the depths politicians will plummet in pursuit of their own ambitions.

The mantra that unemployment, cuts in social provision, education and the living standards of working people together with the whole scale privatisation of the NHS is just plain wrong.

The answer to the disaster brought on us by greedy and reckless bankers and financial houses lays with this Government pursuing a transaction tax across Europe and eventually the globe.

This tax would add about 5p to each financial transaction of the markets and banking. It can be collected easily, and it is worth to the UK about 25 billion pounds a year, a start at least to the Banks repaying the people for the havoc they caused.

This Government should be chasing down the tax dodgers and closing the tax loopholes exploited by those companies and individuals who make vast fortunes out of the UK and our people, but, dodge their responsibilities because they are rich enough to do so.

Tax dodgers and avoidance by the richest individuals and companies cost us about 40 billion pounds a year, according to the Government and the TUC and up to 90 billion pounds a year according to pressure groups and think tanks.

Benefit fraud which the politicians love to bash, costs us a billion, maybe less.

You work out where the Tories and their rich friends would rather we focus our attention on!!

Someone said to me the other day that life's not fair – I agree – if it was Nick Clegg would be earning a living saying “do you want fries with that burger”?

Have a good week.

To those of you who have been before, welcome back and thank you for all you have done.

To those of you who are first timers, then welcome to Congress. I hope you enjoy the experience and the comradeship.

A handwritten signature in blue ink that reads 'Paul Kenny'.

PAUL KENNY
General Secretary

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A Framework for the Future of the GMB: Update

This report audits the progress that has been made towards implementation of the 23 recommendations set out in the CEC Special Report *A Framework for the Future of the GMB*, and carried by Congress 2005. Where it has been previously reported to Congress that the recommendation has been implemented, the recommendation itself is no longer shown.

| | |
|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | <i>Implemented</i> |
| 2. | <i>Implemented</i> |
| 3. | <p>The CEC will establish a special working group on young people, whose terms of reference will be to examine how to raise trade union awareness amongst young people, how to attract more young people into membership of the GMB and how to increase the participation of young people in the Union.</p> <p><i>One of the aims of the CEC Special Report “A Bigger, Better, More Inclusive Congress” adopted by Congress 2010 is to encourage more young members to attend Congress. The ability of Region’s to seek additional nominations from Branches to appoint 10% of their delegates will hopefully encourage Branches to nominate young members and allow the Regions to ensure a balanced representation in their delegation, including young members.</i></p> |
| 4. | <i>Implemented</i> |
| 5. | <i>Implemented</i> |
| 6. | <i>Implemented</i> |
| 7. | <i>Implemented</i> |
| 8. | <i>Implemented</i> |
| 9. | <i>Implemented</i> |
| 10. | <i>Implemented</i> |
| 11. | <i>Implemented</i> |
| 12. | <p>The CEC will examine the issue of “tidying up” some regional boundaries where any alterations to these could enhance and improve the service to GMB members.</p> <p><i>Work is ongoing.</i></p> |
| 13. | <i>Implemented</i> |
| 14. | <i>Implemented</i> |
| 15. | <i>Implemented</i> |
| 16. | <i>Implemented</i> |
| 17. | <i>Implemented</i> |
| 18. | <p>The CEC recommends that the Finance Committee and Senior Managers review all the financial restructuring issues identified by the Task Group with the aim of identifying appropriate reforms that can be implemented immediately and, in the case of reforms requiring changes to Union Rules, recommending detailed Rule Amendments for the CEC to propose to the next GMB Congress. Senior</p> |

| | |
|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>Managers have already taken preliminary steps so that the financial restructuring review can proceed quickly should Congress 2005 accept this recommendation.</p> <p><i>With effect from the March Quarter 2011 rule 35.1 will come into operation to tighten up scrutiny and Branch payment systems</i></p> |
| 19. | <p>The CEC will look at all areas of expenditure to identify those that are unproductive and to make recommendations that these practices are stopped, to free up resources for direct servicing of members and ensuring the growth of the Union.</p> <p><i>We now have a national mobile contract which includes both voice and Blackberry services covering all nine Regions, National Office and the National Administration Unit, with O2. We are only nine months into the contract but we estimate that for these services we are saving around £75,000 per annum when compared to the prices of our previous providers.</i></p> <p><i>We are about to embark on an exercise to review GMB contracts for landlines as again there will be opportunities to make considerable savings</i></p> <p><i>Also, a re-negotiating of the contract for ExpertHR, used as an online reference guide by officers and staff, has resulted in a saving of over £50k per annum.</i></p> |
| 20. | <i>Implemented</i> |
| 21. | <i>Implemented</i> |
| 22. | <i>Implemented</i> |
| 23. | <i>Implemented</i> |

NATIONAL ORGANISING DEPARTMENT

Our union faces some of the toughest challenges we have faced since the mid 1980's with the wholesale attack on our members jobs and livelihoods launched by the Tory lead Government. The size, and speed of the cuts in public spending forced through since the last GMB Congress put Thatcher's efforts in the shade.

With over 250,000 public service jobs threatened in Local Authorities and the NHS, pay cuts, pension taxes and a struggling economy, the need for a strong campaigning response to build our unions membership in the workplace has never been clearer. Now more than ever we need the unity and organisation within the union that GMB@Work has delivered since 2005.

GMB@Work is far more than a nice logo – GMB@Work is for life not just for Congress. As a set of ideas and policies focussed on re-building the membership and structures of the GMB workplace by workplace, it aims to use the attacks our members face as a means to grow the union rather than as an excuse to manage our decline

Central to the GMB@Work policy is our belief that the future size and strength of our union is a question of choice and not chance.

We can choose to respond to the attacks on our members by recruiting and organising new members in new workplaces threatened by cuts, bringing on new workplace organisers and taking the fight to the employers.

Or we can convince ourselves that there is nothing we can do except batten down the hatches, cross our fingers, hope for the best – and take our chances on a change of Government.

GMB members deserve better than that from us. The GMB@Work policy aims to make sure we learn the lessons of the 1980's and provide a better response this time around than a dented shield. Continued growth or decline – the choice is ours not David Cameron's.

In the last year the National Organising Team has amongst other things: consolidated our membership in the care sector, in particular Southern Cross care homes, co-ordinated the fight to organise school staff facing conversion to Academies and continued to develop our membership with ASDA stores. The review of our workplace organisers training has continued and has delivered a training programme to new GMB Reps controlled by the GMB rather than outside consultants and contractors and so more relevant to their needs and up to date than ever before.

GMB membership remains stable at 610,000 despite the attacks on our union from Government and employers alike. The 15% membership growth achieved since we adopted GMB@Work has been sustained to date throughout the bankers recession and the cut backs they caused.

Congress 2010 asked the National Organising Department to put into effect three motions: organising a campaign against the exploitation of tied pub tenants by the Pubco's, mobilisation of retired GMB members to actively support GMB campaigns; and to review the impact on organisation and recruitment of Union Learning Fund supported projects.

- * The Legal, Political and Communications departments have co-ordinated the campaign against the Pubcos and this will be reported to Congress in their respective sections of the General Secretaries report.
- * The RMA National Committee have launched an appeal to retired members and expect to have a database of 200 activists by Congress 2011, and a number of actions planned and accomplished.
- * Based on continued monitoring of recruitment of new GMB members as a result of ULF projects, a formal review of the impact and value of ULF on the objectives of the GMB can be undertaken.

COMMUNICATIONS DEPARTMENT

The GMB Communications Department is responsible for getting news about GMB and GMB members into the media at all levels. The aim of this media activity is to ensure that members and would-be members are aware of GMB's work and developments involving GMB members in their workplaces. Media publicity has an important and not to be underestimated role to play in achieving GMB members aims in disputes and campaigns. The department is responsible for producing the GMB magazines, GMB publications and the operation of the GMB National website. New technology is revolutionising communication methods and this is impacting on how we work.

PRESS OVERALL

The department aims to issue and distributes an average of 3 GMB press releases, nationally and regionally, every day which are fundamentally driven by the GMB's bargaining and organising agenda. Since last year's Congress the department has brought fully online an independent email system that distributes GMB press releases to the selected appropriate media outlets from amongst the 1,300 geographically based media and 5,000 specialists outlets across the UK and Ireland. Up to 2nd February 2011 the department has issued more than 351 GMB press releases.

The total press coverage in the eight months since Congress 2010 has been around 161 million GMB mentions in the print media of which 90.3 million were in the national print media. When radio, TV and online mentions are added this totals more than 320 million GMB mentions in the UK media. Clearly, what GMB does and what GMB members do is very news worthy. The department would like to thank all the GMB members, activists and Officers who have made this work possible by tell the GMB National Press Office of events and news and fronting their stories.

Public Services and Cuts

Since Congress 2010 the cuts arising from the Comprehensive Spending Review on 21st October 2010 by the Tory/Liberal coalition government have been the dominant issue for GMB in the media. We set up a news gathering operation to successfully track the number of public service posts under threat in councils across the UK that will be lost over the next four years. As we write this report the number of public services jobs under threat stands at 184,073 in 297 councils, local NHS bodies and other public bodies. Tory ministers have attacked the GMB figures as 'scare mongering' and have sought to confuse job losses arising from unfilled vacancies, voluntary redundancies and early retirements with compulsory redundancies. Most media outlets have chosen to report the figures from the GMB's news gathering.

We set out GMB opposition to Tory policies on schools, forcing those on benefits back to work, raising retirement age, cuts in public spending and attacks on public services pensions. We continue to warn of the dangers of a double dip recession.

We published the annual GMB survey of the amount of uncollected council and business taxes by council. We commented on the threat to the building of the aircraft carriers and pointed out that the private sector will be badly hit by cuts and replace lost jobs. We published the details of the high pay of local authority Chief Executives and Head Teachers and drew attention to the waste of £690million on public sector consultants. We rebutted claims by consultants Knox Darcy that public sector workers are so unproductive that half a million could be sacked.

We have sought to convey the impact of the cuts in services. We have covered the closure of a Luton disabled workshop, the threat to Bedford nursery schools, the impact on Cumbria's NHS, libraries closing or using volunteers in the shire counties, a Southampton GP referral scheme, the scrapping of wardens for the elderly with volunteers from AgeUK in the East Riding, the loss of the Education Maintenance Allowance (EMA) and tuition fees; the impact on the ambulance service of the watering down and loss of the 19 mins target to get nonlife threatening incidents, waiting times in the NHS and how the new NHS Bill threatens the NHS. We reported the scrapping of the 18 week target for patients to be treated and the scrapping of the 48 hours target for patients to see doctors; the scrapping of the 4 hour target for accident & emergency patients.

We issued a joint New Year's message with Unison & Unite. The Times used this as a front page lead saying unions plan a general strike over the cuts.

We published regional lists of the schools moving to academy status with advice for how school support staff should react to Lord Hill's advice that schools bypass TUPE. GMB exposed the fixing of a Battersea 'free' school catchment area to exclude children from council estates near the school but to include wealth kids from areas further away. This was front page of the Mirror. We covered school support staff being responsible for giving pupils medicines at school.

Pay and other disputes and organising campaigns

We covered pay disputes at London Fire Brigade, Sandwell Council refuse staff, West Lothian council refuse service, the pay offer at Corus, disputes at Cumbria Housing, Stansted Airport, Gatwick Airport, Aberdeen City Council, Milton Keynes refuse, Gentings casinos in Mayfair, South Coast Ambulance Service and Veolia. We covered Birmingham City Council's leveling down of the pay of refuse staff which was resolved after industrial action. The dispute at British Airways ground staff was concluded with an agreement. We covered winning the right to continuing recognition at JJB Sports warehouse and the £400,000 award for Cleveland Bridge workers on the Sea Dragon project. We covered the 16 Polish workers in South Wales were unpaid by more than £10,000 each over 7 months in engineering construction. We reported the AstraZenca pension dispute until it was settled.

We covered the successful outcome on a GMB school worker in Northern Ireland who was wrongly accused of 'grooming' a child after giving the child a biscuit. We commented on a case of the sexual harassment of a school support staff member in Kent by the Head Master which was resolved satisfactorily.

GMB commented on Lord Hutton's review on public services pensions. We continue to cover the impact of increasing employee contribution levels for public services pensions and to defend the viability of the Local Government Pension Scheme. We did a number of releases opposing the pay freeze in local government.

We welcomed new jobs at Hotel Chocolat as GMB works towards recognition. GMB continues to issue press releases on standards in the care sector.

Other Issues

Paul Kenny is regularly quoted on the monthly unemployment figures. We covered the number of people chasing each job vacancy, the numbers of young workers unemployed by region/area and the take-over of United Biscuits.

GMB warned of the risks of abolishing the Security Industry Authority (SIA) body. We slammed the appointment of Bob Diamond as the Barclay Bank Chair. GMB protested about the consequences of Connaught going into liquidation and 300 workers sacked by conference call.

We covered recycling levels by council/region and the likely increase in land fill tax if the tonnages not recycled are not reduced and the number of women in the workforce and other equality and diversity issues.

We covered the eviction of GMB members from tied accommodation in Hammersmith just before Christmas and Mary Turner's appointment as Honorary President British Dietetic Association.

We covered the Criminal Records check for refuse staff in Solihull and that 30 GMB members won £3million compensation for unfair dismissal by Excelcare from Essex care homes.

We covered the lack of salt & gritting in the cold weather, helped British Gas get praise for GMB gas engineers who kept the nation's boilers going, identified bosses refusing to pay staff who were unable to get to work due to the weather and commented on the crisis in Northern Ireland Water due to the cold weather.

During the early part of the year we highlighted the companies and councils that refused to give the day off with pay for the Royal Wedding or to pay premium payments for working on the day and the proposal to move the May Day bank holiday.

We covered GMB support for Ed Miliband and his conference speech. GMB complained over media misreporting of the issue and some of the complaints went to the Press Complaints Commission. We set out GMB's policy of supporting 'First Past the Post' in the referendum on the issue in 2011.

We reported Paul Kenny's appointment to the HSE and covered the fatal accident at Lindsey Oil Refinery and the fine for the explosion at Buncefield. We condemned the Court of Appeal ruling on asbestos compensation.

We responded to the Redfern Report on the historical body parts issue at Sellafield. We commented on the new regime for nuclear power and welcomed the possible Mox replacement at Sellafield in light of the Chinese decision on nuclear reprocessing. We reported 1,500 job losses at Sellafield.

Paul Kenny issued a tribute to Mrs Jayaben Desai who lead the Grunwick strike in 1977 and who died just before Christmas.

We continue to issue press releases on the enforcement of rights at work and on the union's legal work to secure workers rights. We regularly reissue press releases on enforcement action by the Gangmasters Licensing Authority (GLA).

GMB CAMPAIGNS

The Pubcos campaign was in full swing after Congress and we issued press releases on the deplorable treatment of GMB members by the pubcos, some of whom are in a desperate position but are legally trussed up. There were meetings of members in Leeds, Oxford, Derby and Kent. The abuse of the Brulines measuring equipment is a live issue as National Measurement Office got involved and there is litigation underway. We continued to publish the GMB monthly index 'on trade' sales which is now widely reported. We exposed the level of loans outstanding at Punch and we called for a conference of all the parties to write down these loans which will never be repaid.

GMB has shown that 'on trade' sales are down by 35% since 2002 as customers desert pubs in droves due to the high prices springing from the high rents and put the level of exploitation in this sector from the offshore bond holders in to the public domain. For this there were editorial attacks on GMB in the trade press.

The OFT report on 14th October disgracefully washed its hands of the overcharging as a consumer issue and the exploitation of customers and tied tenants. The politicians are likely to do nothing either. So unless enough pub tenants join GMB and use their rights as directed workers to take action more pubs will close.

Southern Cross Campaign

We continued with press releases relating to the ownership by the Qatari Investment Authority (QIA) of the freehold of care homes used by Southern Cross and the fact that they are overcharging on the rents to the tune of roughly £80 million per year. This is £60 per bed per week. We used the takeover of Harrods to finally get the issue into the national media. Advisors to the QIA have been in touch with the General Secretary and the issue is very much alive. The Emir of Qatar paid a State visit to the UK in October and was in Windsor on that day. GMB was there with a protest in Windsor pointing out that all 10,000 GMB members in Southern Cross had been advised that their pay was frozen. We held a further demo outside Harrods in March.

Remploy

A dispute is brewing over the further of Remploy with the issue being the company seeking voluntary redundancies.

The York Disabled Workers Co-operative held its official launch on 28th October which was featured in the GMB magazines together with the catalogue and order forms.

MEMBER COMMUNICATIONS

We work constantly to get members to keep their personal details up to date so that we can send them their GMB regional magazine, action and election ballot papers and other information or consult them on many subjects important to their GMB membership and working lives.

The GMB central membership system is central to this and more than 8,000 members have updated and/or added personal contact information to their membership records via the members' area at the GMB national website. We constantly remind members in the regional magazines, emails and industry and workplace specific newsletters to go to the website and update their personal profile. This is part of the GMB@WORK drive to keep the Union in a state of readiness and able to ballot members should the need arise. We rely mostly on GMB Workplace Organisers, Branch Secretaries and Officers gathering the information or reminding members to keep their record up to date. It is vital that they put any member's personal information that they hold on their PCs or in their offices on to the member's record so that it can be accessed when needed and not lost when post holders and officers change.

GMB Regional Magazines

The GMB Regional magazines are delivered to members homes at an average cost of 37 pence per copy. We had a total print run of 591,465 copies of the last editions and 580,000 were mailed directly to members. This figure increases for each edition which clearly shows that our membership records are becoming more complete all the time. The copies that the Post Office are unable to deliver are becoming less and less.

The centre 16 pages carry national news and the outer 16 pages carry regional news.

They are timed to carry important information and ballots; the July 2010 editions included the Labour Party Leadership ballot packs and saved around £150k in postage. This policy makes the best value of the cost of postage and ensures that all members are well informed. The advertising in the magazines also off-sets costs.

GMB National Website www.gmb.org.uk

The new website has been in use of over a year now and is working very well. It is constantly updated as new technologies are developed.

As at 1st March 2011, over 70,000 new members have joined the Union online at www.gmb.org.uk since it was launched on 28th March 2006. In 2011 the number of members who joined online represented more than a quarter of all 2010 joiners.

Following a request from a member, members can now change their password for gaining entry to the members' area. A new service has been added that lets members move their subscriptions from 'check-off' to payment by Direct Debit.

A 'Have Your Say' forum where members can discuss the public services cuts and exchange their experiences has been set up at the request of the Public Services Section.

Publications

The Communications Department produces publications and newsletters for circulation via direct mailing and distribution by Regions to GMB members, some of which are circulated to a wider audience. These primarily consist of recruitment, organisational and campaign material, helping to keep GMB members up to date with issues in their workplace.

Although the majority of these are still produced as hard copy there has been an increase in the amount of e-newsletters which can be emailed directly to those GMB members we have email addresses for, cutting the cost of mailing and printing, and providing a more environmentally friendly and efficient form of communication.

E-newsletters offer an effective way to communicate to GMB members and have so far been primarily used to communicate with our many engineering construction members who work away from home and communicate almost entirely with their mobile phones and laptops.

Text Messaging

There has been an increase in interest for the text service. Several national text campaigns have been sent since Congress 2010 and there is a continued demand from Regions. This service is available to all Regions and Branches to use at no cost.

We pay 0.515 pence per text message sent to members. In the last year the department has sent out 28 separate messages on behalf of Regions. The vast majority are from Branches to their members notifying them of meetings and events.

GMB MERCHANDISE

The GMB lanyard and pens have been redesigned in line with GMB@WORK.

GMB CONGRESS 2010

We continue to keep a close hold on the cost of staging Congress. We provided GMB Congress TV again but viewer numbers were down. It lets members, would-be members and journalists follow the full Congress proceedings via the internet as they happen and then refer to Congress sessions afterwards.

EXECUTIVE POLICY

1. Supports the General Secretary in matters related to the Governance of the Union. The Executive Policy Section services a number of internal bodies and provides support for the General Secretary, CEC and National Officials at Congress and CEC meetings, TUC and Labour Party Conferences.
2. The Executive Policy Officers support the Central Executive Council and provide the secretariat to the SMT and the CEC Organisation Sub-Committee. They are responsible for ensuring that Actions and Decisions of Congress are carried forward for action by the relevant Departments and Sections at National Office.
3. Develop union policy, raise the GMB profile and strengthen GMB influence by providing specialist advice, preparing proposals, drafting consultations and liaising with contacts in Government and other relevant industrial political bodies in the UK and the European Union.

GOVERNANCE OF THE UNION

Dolores O'Donoghue and Ida Clemo, the Executive Policy Officers work closely with colleagues at National Office, the European office and regional level. They are members of the Congress Working Party and are heavily involved in the planning stages for Congress which commence in July each year.

The Section co-ordinates policy work for GMB Congress and prepares the preliminary and final agendas; advises the CEC on policy stances; co-ordinates compositing of motions; finalises the programme and President's running order; co-ordinates and drafts the President's address and provides support and advice to the President's platform at Congress. They also manage the Congress timetable.

Review of Congress 2010

In February 2010, 288 motions were received at National Office of which 68 motions were allocated to Section Conferences. In summary, there were 2 CEC Reports: A Bigger, Better, More Inclusive Congress: New Arrangements to Strengthen GMB Democracy, CEC Finance Report: Stability & Accountability and a Review of GMB National Equality Forum (NEF) Structure 2009 /10 plus 2 CEC Statements on Political and Pleural Plaques

Dolores and Ida are involved in ensuring that the other events at Congress are planned, organised and included in the daily President's Running Order. In 2010 this included:

- Regional winners of Regional Outstanding Achievement Award
- Daniel Dennis Health & Safety Rep of the Year: Winner & Runner up
- 4 Guest Speakers: George Dove, Joe Anderson, Richard Moore and Frances O'Grady

- Labour Leadership Hustings: Candidates were Diane Abbott, Andy Burnham, David Milliband, Ed Milliband and John McDonnell
- CEC Speakers
- 10 Fringe Events
- Liaising with technicians and preparing Congress Powerpoint Slides

In 2010, General Election duties and commitments meant that Regions and National Office had shorter timescales to prepare documentation. We produced pro-forma tables to assist Regions to record decisions made at their Regional Delegation Meetings in April. These were well received by the Regions and assisted us in the preparation of the Final Agenda to the Congress schedule.

The scheduling of Congress debates proved more of a challenge in 2010 due to having to change the programme at short notice to accommodate the first Labour Leadership Hustings and the impact on the scheduling of Section Conferences.

The section dealt with the programming of the Congress Final Agenda and supported 30 CEC speakers with speech drafts and policy advice, and programmed the attendance of Guest speakers.

| SUMMARY OF GMB CONGRESS 2010 | TOTAL in Final Agenda | Out of Order | Withdrawn | Existing Policy | Not Debated | Motions for debate | Carried | Referred | Lost | Debated |
|---------------------------------------------|--------------------------|--------------|-----------|-----------------|-------------|--------------------|-----------|-----------|-----------|------------|
| Motions (including 20 Composite motions) | 146 | 2 | 16 | 23 | 41 | 105 | 87 | 11 | 7 | 105 |
| Emergency Motions | 5 | | | | | 5 | 5 | | | 5 |
| CEC Rule Amendments | 9 | | | | | 9 | 6 | | 3 | 9 |
| | 160 | 2 | 16 | 23 | 41 | 119 | 98 | 11 | 10 | 119 |

The section has developed a number of documents which assisted the smooth running of Congress.

- A summary programme for delegates
- "Congress Explained" which was developed together with Steve Short. This document sets out information and advice on the processes and procedures of Congress in a user-friendly format. It is particularly helpful for new delegates and gives hints and tips on writing motions and making speeches. It was circulated to Regions in advance of the Regional delegation meetings in April 2010 and an updated version will be provided for Congress 2011 to include Rule Changes passed at Congress 2010.
- Delegate Questionnaire
- Combined Preliminary Agenda document produced for the CEC for their March Meeting where stances on 146 motions and 9 Rule Amendments were discussed.

During Congress, the Executive Policy Officers support the President, Vice President, and General Secretary to manage the Congress timetable. They also supervise the recording of decisions. Dolores and Ida wish to express their thanks to their colleague Phil McEvoy who has ably taken over this role from Charlie King

Congress 2010 Delegates

Over the two and a half days of Congress business the following numbers of delegates spoke (not including CEC, Guest speakers or SOC). This year, it was noticeable that there were a high proportion of first time speakers.

| No of Delegates who spoke | Male | Female |
|---------------------------|------------|-----------|
| Sunday | 70 | 24 |
| Monday | 28 | 14 |
| Wednesday | 79 | 28 |
| TOTAL | 177 | 66 |

The Section received positive responses and suggestions from all regions to the delegate questionnaire and points raised were taken to the Congress Working Party in July 2010 for consideration in the planning of Congress 2011.

Policy Work

Ida has responsibility for progressing policy on the National Minimum Wage (NMW). This has involved giving oral evidence to the Low Pay Commission in November 2010 in support of our submission and attending meetings with TUC, BIS & HMRC, Civil Servants and Policy Officers on NMW issues in particular on Tips, E24 & Toncs and Enforcement. She would like to thank Adrian Baker, Southern Region for his useful input into the Policy update meetings covering Tips and Tronc systems in casinos.

In February 2010, Ida and Adrian represented GMB at a number of Round Table Meetings with employers, BIS, HMRC and Trade Unions on the Voluntary Code of Practice on Tips and the production of multilingual leaflets aimed at workers, both documents were launched in March. Following this, Ida produced a GMB Tips Charter which was made available on the new GMB website and in Regional Magazines sent to members in April. All policy updates on the National Minimum Wage have been added to the new GMB Website which went live in March www.gmb.org.uk/nmw.

Dolores has been involved in developing a close working relationship with the Child Poverty Action Group, the leading charity campaigning for the abolition of child poverty in the UK and for a better deal for low-income families and children. Part of this work involved looking at the provision of GMB badged CPAG Welfare Benefits Handbooks to GMB regions. The handbooks are a valuable resource which GMB officers and staff have used to provide benefit advice to members for a number of years. We also provide copies to the 43 TUC Unemployed Centres. Given the government's radical overhaul of the welfare state, which will impact on people in and out of work, disabled people and families, it will be even more important to have a source of advice and assistance. We are currently looking into moving to an on-line version of the Handbook, which is similar in cost, but has added advantages for users.

Consultations

Ida has produced two government responses: GMB submission to the Low Pay Commission and a response to DCMS Consultation on the Regulatory Future of Remote Gambling in Great Britain (together with Adrian Baker, Southern Region)

Central Arbitration Committee Applications and Voluntary Recognition Agreements

The Section produces a regular report for the CEC on Voluntary Agreements. Over the year, GMB Sections and Regions have reported 32 new Recognition agreements. All agreements received are added to a shared database which is available to all GMB Regions.

Labour Research Department

Ida represents GMB representative on the LRD Executive Committee which had its AGM and first Meeting in April 2010. This Executive Committee holds regular monthly meetings to discuss booklets, research and future work of the Labour Research Department. GMB Staff and Members continue to have free access to all LRD Publications and LRD PayLine systems.

Special Projects

The Department assists the General Secretary by undertaking special projects and duties as directed, producing presentations, briefings, statistics, profiles and research intelligence for the General Secretary to use in internal or external meetings. In February 2010 Ida assisted the General Secretary in preparations for the 4th annual Full Time Officers meeting in Edgbaston and also undertook a project related to National Officers workload distribution and priorities.

In November 2010, the Executive Policy Officers attended the North West Women's Conference where Dolores gave a "Congress Explained" presentation explaining how motions are drafted and the processes in regions and national office

that go into the annual Congress. She encouraged participation by women members in activities to get motions to Congress, and attend and Ida updated the delegates on LRD PayLine and Publications systems.

Information Systems and Other Resources for Bargaining & Representation

Ida Clemo has been part of the National Office Project Team approving the design and taking part in the implementation of the new GMB National website which was launched in March 2010.

Ida continues to monitor and train Regional and National staff in the use of research information systems ensuring that these products are used effectively for bargaining support, recruitment initiatives and company research. In November 2010, Ida updated and distributed a Guide to Information Systems Leaflet for Regions to inform them of the resources they have access to for organising and bargaining support. Ida has also negotiated getting member access to LRD Publications database.

The Section has conducted a review of publication and online information systems subscriptions used by GMB Regions and substantial cost savings have been made whilst ensuring that all Regions and Sections continue to have access to resources for research, bargaining and representation.

TUC Congress 2010

Dolores and Ida ensure that Congress decisions and GMB policy are taken through to TUC Congress. They are also responsible for supporting the GMB delegation and raising the GMB profile at TUC. They planned and organised (with assistance from colleagues in the General Secretary's office) the GMB stand and office at TUC Congress. TUC Congress was once again successful for the GMB delegation and GMB was again at the forefront of debate.

The team co-ordinated and provided speech drafts for the delegation and liaised with the TUC to ensure that GMB speakers were called. From the GMB delegation of 64 (made up of 31 Male, 33 Female) we had 22 speakers (12 Male, 10 Female) and moved 2 motions, seconded 12 and spoke in support of 7 motions. GMB and the General Secretary received extensive media coverage. GMB motions on Public Services and Pensions were incorporated into composites which were carried, as was GMB's Emergency Motion on Redundancies at Birmingham City Council. GMB's amendment to the motion on Malnutrition and Dehydration was carried and GMB's amendment to the motion on Palestine formed part of the agreed composite which was carried. Other notable highlights were Marilyn Lyons receiving the Health & Safety Rep of the Year award on behalf of her late husband, Dave Lyons and Alan Dudson putting a "killer" question to Mervyn King, Governor of the Bank of England.

Paul Kenny seconded the Vote of Thanks to the President, Doug Rooney. The first morning of Congress adjourned early for a demonstration and the official launch of the "All Together for Public Services Campaign". We would like to thank North West & Irish Region for providing flags and Ethical Threads for providing the T-shirts our delegation wore. On the last day of Congress, Paul Kenny spoke in the debate supporting the proposal to change the schedule of TUC Congress to a smaller Congress in London in alternate years. The proposal was carried after a card vote.

TUC CONGRESS 2010: SUMMARY OF SPEAKERS

GMB MOVING SPEAKERS

| | |
|------------------------------------------------------------------|-------------|
| Comp 5 Pensions (on GMB Motion in the composite) | Naomi Cooke |
| EM 6- 26,000 Redundancy Notices at Birmingham City Council (GMB) | Joe Morgan |

GMB SECONDING SPEAKERS

| | | |
|----|------------------------------------------------------------|----------------------|
| 8 | Public Interest Disclosure Act (Equity) | Rehana Azam |
| 12 | LGBT Rights in the New Political Situation (TUC LGBT Conf) | Nick Day |
| 29 | Internships (SCP) | Elaine Daley |
| 49 | NHS Hospital Car Parking Charges (SoR) | Sharon Holder |
| 50 | Malnutrition and Dehydration (BDA/ GMB Amd) | Mary Turner |
| 68 | Haiti (TUC Black Workers Conference) | Dotun Odumosu |
| 70 | Supporting International Development (Accord) | Kathleen Walker Shaw |
| 71 | Vietnam (BFAWU) | Phil Davies |

| | | |
|---------|-------------------------------------|------------------|
| 79 | Cosmetic use of Sunbeds (SoR) | Jude Brimble |
| Comp 18 | Palestine (TSSA/ GMB Amd) | Paul Kenny |
| EM4 | Bangladeshi Garment Workers (Unite) | Sheila Bearcroft |
| EM5 | Connaught (UCATT) | Malcolm Sage |

GMB SPEAKERS IN SUPPORT

| | | |
|---------|---------------------------------------------------------------|----------------|
| 13 | A workplace Agenda for Disabled Workers (TUC Disability Conf) | James Stribley |
| 77 | Asbestos on ships (Nautilus) | George Fraser |
| Comp 3 | Child Poverty (USDAW/ ATL) | Emma Ritch |
| Comp 7 | Climate Change (Prospect/CWU) | Brian Farr |
| Comp 10 | Defending Public Services | Brian Strutton |
| Comp 12 | Academies, free schools and state education(NUT/ATL/UCU) | Viv Smart |
| Comp 17 | International asbestos ban (UCATT) | Dotun Odumosu |

QUESTIONS & speakers on the General Council Report

| | |
|-----------------------------|-------------|
| Question to Mervyn King | Alan Dudson |
| GC Report Para 9.4 Congress | Paul Kenny |

Action on Referred and Carried Motions of Congress 2010

The Executive Policy Officers have implemented changes to the way Actions on Decisions of Congress are followed through. Following the September CEC meeting, motions are now referred in the first instance to the October meeting of the appropriate CEC Sub Committee, SMT member or Section National Secretary. The movers or Branches of Referred motions may now also be invited to participate in the evaluation process prior to final recommendations. The report on referred motions is set out in A) below.

A. ACTION ON MOTIONS REFERRED BY THE 2010 CONGRESS

| | |
|-----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Review of Congress | <p>The General Secretary's Department conducted a detailed examination, as requested in the motion, and reported their findings to the February 2011 CEC meeting. The report concluded that both financially and effectively the present Congress arrangements best suit our purpose and there was no clear financial, practical, or operational advantages in changing the date of Congress. There would be serious disadvantages in moving the date, with implications for staffing resources both nationally and regionally, Rule Book changes, the possible suspension of Congress in one year to accommodate any rulebook changes, and a policy vacuum in promoting GMB Congress decisions at TUC and Labour Party Conferences.</p> <p>However, given that the availability of facilities and venues to hold Congress may change in future, the GS department and the Congress Working Party will continue to keep options for Congress arrangements under review and take new options into consideration when making recommendations for future venues and dates, but will always keep in mind the overriding principles for booking congress venues of cost, location, availability and suitability.</p> |
| 22. Retired Members | <p>This motion was referred to the Finance and General Purposes Committee. The motion argued that the retired life member system, which ended the old practice of seeking 5p per week from retired members, meant that branches lost touch with retired members, and often did not know when they had died. The CEC had taken reference to see if the existence of dead members remaining on the register was</p> |

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| | indeed a problem. The Committee did not see any evidence that this was a problem. However, it was suggested that, where possible, branches be advised of deceased members, when the Union learned of their deaths through returned mailings or other sources. |
| 25. Adult Education for GMB Members | The National Organising Department continues to receive reports from current regional ULF projects on the number of GMB members attending training courses, the numbers of none members and those joining GMB as a result of the projects and produced a summary report for the CEC in December 2009. A further summary report can be produced for the period since this time to assess the impact of the ULF projects on achieving the objectives of GMB@Work. |
| 30. Young Members | The Motion highlighted the impact of the recession on young people; that union density is low and declining; and called on the CEC to carry out a comprehensive review of GMB services, work and campaigns ensuring that we appeal to young workers and to consider changes in structures for an enhanced role and look at a reduced rate for young members. This motion was referred to the new National Equality Forum who have agreed to produce a report for the CEC to address these issues and make recommendations. |
| 65. Right to Strike | <p>The Motion was referred in order to investigate further the cases referred to on the right to strike. The background is as follows. In a series of recent cases the European Court of Human Rights has declared that the right to strike is a fundamental right guaranteed by the European Convention on Human Rights. However, the Court has also said the right to strike is not an absolute right and it can be subject to certain conditions and restrictions. The Court has not as yet indicated the nature or extent of those possible conditions or restrictions.</p> <p>Accordingly, the UK courts have indicated that unless and until the European Human Rights Court spells out more precisely what is meant but this it should not be taken into account in UK cases. In a series of high profile cases recently in the UK injunctions have been granted to employers against unions in cases where human rights arguments are relevant. As a result we are seeking to identify possible cases that might be appropriate to pursue as cases in Europe, and at the time of writing another union has started such a case, though it may take some years before it is heard. We are also working closely with the Institute of Employment Rights</p> |
| 74. Written Statement of Contract of Employment Particulars | The Motion called for a fixed penalty to be introduced for employers who fail to provide the written statement of employment particulars to employees. The Motion was referred to investigate the proposed level of penalty suggested by the Motion i.e. £100 after 2 months and an increase on a sliding scale for a 12 month period. At present the remedy for breach of the statutory rules regarding written statements is by means of a reference to an employment tribunal but with no direct award of compensation. However, Tribunals have the power to award compensation where a successful claim is made for breach of another employment right e.g. for unfair dismissal if the employer is found to be in breach of the duty to provide full and accurate written particulars. The amount of compensation is set at between two and four weeks pay (subject to the statutory limit on the amount of a week's pay currently £380). The anticipated review of employment tribunals will provide an opportunity to raise the matter with Government). |

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| 75. Paid Bereavement Leave | The principle of statutory rights to paid bereavement leave for two weeks for a close relative and one week for in laws and across three generations is very aspirational. It is unlikely that the Government would be open to any improvements in terms and conditions to give all workers minimal statutory rights to paid bereavement leave and there is no European level that we could pursue this motion. Therefore, this is a matter best pursued by negotiators, and the Executive Policy Officers have produced a detailed and practical "best practice" guide for negotiators which includes a model agreement. This has been circulated to all Regions. |
| 128. Abolition of the Monarchy | There are strong views amongst our members regarding the Monarchy on both sides of the argument. There is a great deal of respect for the current Monarch, but this is unlikely to be the case when she is succeeded by her heir. In the current economic climate, campaigning for the abolition of the Monarchy is not the best use of GMB resources or time. |
| 165. Special Recognition for Wootton-Bassett | RAF Lyneham is due to close in December 2011; the Hercules fleet which transports the coffins of the repatriated soldiers is due to transfer to RAF Brize Norton in August 2011, after which date the journeys through Wootton Bassett will end. GMB supports the principle of recognition for Wootton Bassett, but it must be one that the people themselves would welcome. A number of suggestions have been put forward to government, and the possibility of an Appreciation Parade is under consideration. |
| 170. Accountability | <p>The motion calls for transparency in the medical spending of the NHS and accountability in deciding the value of such spending. The motion as originally considered seemed to suggest that some long term medications were wasteful and that free prescriptions were unaffordable and damaging to other interests.</p> <p>It is GMB policy to campaign for full public funding for free prescriptions for all and there is no reason to change this even though government doesn't agree. We would argue that our stance is right; it is government policy that is wrong.</p> <p>In terms of the suggestion that there needs to be greater transparency and accountability for ongoing medication costs, in July 2010 government published a White Paper on the future of health provision which included similar issues. It proposed radically changing spending decision-making in the NHS. The proposals in that White Paper have now (January 2011) been made a Bill intended to become legislation later this year.</p> <p>GMB has therefore considered issues of spending transparency and accountability in the context of the changing NHS landscape proposed by government as the issues cannot be considered in isolation. The virtual privatisation of the NHS, as proposed by the Bill, takes many areas of decision-making away from patient care and towards profiteering. This is an agenda that GMB does not want to support.</p> <p>The conclusion is that where conducive to our arguments to do so GMB will reflect concerns about public and professional accountability and transparency in NHS spending through our continued campaigning over the NHS Bill - the democratic accountability deficit being one such issue that we have raised.</p> |
| 207. London Weighting for Pensioners | Research is being commissioned into the relative costs for pensioners living in London and elsewhere in the UK |

In January each year Executive Policy ask colleagues at National Office to include progress on all motions carried at the previous Congress in their section of the General Secretary's Report which are set out in B) below.

B. REPORT OF DECISIONS MADE BY CONGRESS ON RULE AMENDMENTS, MOTIONS, REPORTS AND STATEMENTS

1. REPORTS AND STATEMENTS CARRIED/APPROVED

The CEC Action on Decisions document below sets out the responsibility for the actions on all motions carried and referred by Congress 2010. It is also available on the GMB National Website www.gmb.org.uk/congress

| CONGRESS REPORTS | |
|-----------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| | LEAD RESPONSIBILITY |
| General Secretary's Report | <ul style="list-style-type: none"> • GS |
| Annual Accounts and Auditors Report | <ul style="list-style-type: none"> • GS • Finance Director |
| Review of GMB National Equality Forum (NEF) Structure 2009 / 10 | <ul style="list-style-type: none"> • CEC Organisation Committee (Equality) |

| CEC REPORTS | |
|-------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| | LEAD RESPONSIBILITY |
| CEC Special Report: A Bigger, Better, More Inclusive Congress: New Arrangements to strengthen GMB democracy | <ul style="list-style-type: none"> • GS • SMT • Executive Officer |
| CEC Finance Report: Stability & Accountability | <ul style="list-style-type: none"> • SMT • CEC Finance & General Purposes Committee |

| CEC STATEMENTS | |
|----------------------------------|-----------------------------------------------------------------------------------------------------------------|
| | LEAD RESPONSIBILITY |
| CEC Statement on Pleural Plaques | <ul style="list-style-type: none"> • CEC Organisation Committee(Health & Env) |
| CEC Political Statement | <ul style="list-style-type: none"> • SMT • CEC Political, European & Int. Committee |

2. MOTIONS REFERRED BY CONGRESS

| MOTION | LEAD RESPONSIBILITY |
|-------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| 1. Review of Congress | <ul style="list-style-type: none"> • SMT • Executive Officer |
| 22. Retired Members | <ul style="list-style-type: none"> • CEC Finance & General Purposes Committee |
| 25. Adult Education for GMB Members | <ul style="list-style-type: none"> • SMT • CEC Organisation Committee |
| 30. Young Members | <ul style="list-style-type: none"> • CEC Organisation Committee (Equality) & National Equality Forum |
| 65. Right to Strike | <ul style="list-style-type: none"> • CEC Organisation Committee (Legal) |
| 74. Written Statement of Contract of Employment Particulars | <ul style="list-style-type: none"> • CEC Organisation Committee (Legal) |
| 75. Paid Bereavement Leave | <ul style="list-style-type: none"> • CEC Organisation Committee (EP) |

| | | |
|------|----------------------------------------|----------------------------------------------------------------------------------------------------------------|
| 128. | Abolition of the Monarchy | <ul style="list-style-type: none"> • GS • CEC Political, European & Int. Committee |
| 165. | Special Recognition for Wootton-Basset | <ul style="list-style-type: none"> • CEC Organisation Committee (EP) |
| 170. | Accountability | <ul style="list-style-type: none"> • SNS (Public Services) |
| 207. | London Weighting for Pensioners | <ul style="list-style-type: none"> • CEC Organisation Committee (Comms/Pensions) |

3. CEC RULE AMENDMENTS CARRIED BY CONGRESS

| | | | |
|---------------|-----------|--------------------------------------------|--------------------|
| CECRA1 | Rule 15.2 | Electing a General Secretary and Treasurer | RULE CHANGE |
| CECRA5 | Rule 45.3 | Disputes | RULE CHANGE |
| CECRA6 | Rule 54.1 | Disablement Grants | RULE CHANGE |
| CECRA7 | Rule 58.1 | Fatal Accident Benefit | RULE CHANGE |
| CECRA8 | Rule 65.5 | Political Fund | RULE CHANGE |
| CECRA9 | Rule 65A | Political Fund (NI) | RULE CHANGE |

4 a. EMERGENCY MOTIONS CARRIED BY CONGRESS

| MOTION | | LEAD RESPONSIBILITY |
|-------------|-------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|
| EM 1 | Unity Across the Public Sector Carried with Qualification | <ul style="list-style-type: none"> • SNS (Public Services) |
| EM 2 | Freedom Flotilla Carried with Qualification | <ul style="list-style-type: none"> • CEC Political, European & Int. Committee |
| EM 3 | Shooting in West Cumbria | <ul style="list-style-type: none"> • CEC Political, European & Int. Committee |
| EM 4 | Remploy Non Disabled Trainees Carried with Qualification | <ul style="list-style-type: none"> • SNS (Manufacturing) |
| EM 5 | Government Funding of Regional Development Agencies - Save our Steel Carried with Statement | <ul style="list-style-type: none"> • SNS (Manufacturing) • CEC Political, European & Int. Committee |

4 b. MOTIONS CARRIED BY CONGRESS

| MOTION | | LEAD RESPONSIBILITY |
|-------------------------------------|-------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| UNION ORGANISATION: Congress | | |
| 3. | Black Hole | <ul style="list-style-type: none"> • GS • All Section National Secretaries |
| UNION ORGANISATION: General | | |
| 5. | Communication Carried with Qualification | <ul style="list-style-type: none"> • CEC Organisation Committee (Comms) • Executive Officer • Regional Secretaries |

| UNION ORGANISATION: Recruitment & Organisation | |
|---------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| 10. Recruitment and Retention | <ul style="list-style-type: none"> • CEC Organisation Committee (Nat Org Dept) • Regional Secretaries |
| 12. GMB Retired Members Carried with Qualification | <ul style="list-style-type: none"> • SMT • RMA • CEC Organisation Committee (Nat Org Dept) |
| 13. Protocol | <ul style="list-style-type: none"> • GS • SMT |
| UNION ORGANISATION: Equality & Inclusion | |
| 31. Women's Employment | <ul style="list-style-type: none"> • CEC Organisation Committee (Equality) |
| EMPLOYMENT POLICY: Health, Safety and Environment | |
| C1 (Motions 34,47) Health & Safety Reps and Temperature Extremes | <ul style="list-style-type: none"> • CEC Organisation Committee (Health & Environment) |
| C2. (Motions 36,37,38,39) Asbestos Related Diseases and Pleural Plaques Carried with Statement | |
| 40. Asbestos Register | |
| 41. Risk Assessment for New and Expectant Mothers in the Workplace | |
| C3. (Motions 42,43) Tackling Work Related Stress | |
| 44. Work Related Industrial Injuries | |
| 45. Exposure to Lead at Work | |
| 46. Health & Safety | |
| 48. Aspartame Artificial Sweetener | |
| 51. Climate and Environment | |
| EMPLOYMENT POLICY: Pensions & Retirement | |
| 54. Defend State Pensions Carried with Qualification | <ul style="list-style-type: none"> • CEC Organisation Committee (Pensions) |
| EMPLOYMENT POLICY: Rights at Work | |
| C4. (Motions 55,56,58) Temporary and Agency Workers | <ul style="list-style-type: none"> • CEC Political, European & Int. Committee • CEC Organisation Committee (Legal) |
| 61. Bogus Employment/Casualisation | <ul style="list-style-type: none"> • CEC Organisation Committee (Legal) • Section National Secretary (Manufacturing) |
| C5. (Motions 62,63) Client-Contractors and the Outsourcing of Labour Carried with Qualification | <ul style="list-style-type: none"> • CEC Organisation Committee (Legal) |
| 71. Redundancy Rights | <ul style="list-style-type: none"> • CEC Organisation Committee (Legal) |
| 76. Youth Unemployment – A Fair Day's Pay | <ul style="list-style-type: none"> • CEC Political, European & Int. Committee |
| 77. Freelance Workers | <ul style="list-style-type: none"> • CEC Organisation Committee (Legal) |
| 80. Bank Holidays | <ul style="list-style-type: none"> • CEC Organisation Committee (EP) |
| EMPLOYMENT POLICY: Migrant Workers | |
| 83. Migrant Labour Recognition | <ul style="list-style-type: none"> • CEC Political, European & Int. Committee |

| INDUSTRIAL & ECONOMIC POLICY: Economy | |
|-------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| 84. Economy Tax and Cuts | • CEC Political, European & Int. Committee |
| C6. (Motions 85,86) UK Taxation and Corporation Tax | |
| 87. Pro Rata Pay Carried with Qualification | • Section National Secretary (Public Services) |
| C7. (Motions 88,89,91) Greedy Bankers Bonuses Carried with Qualification | • CEC Political, European & Int. Committee |
| 92. Civil List Carried with Qualification | |
| 94. Public Services Cuts | • Section National Secretary (Public Services) |
| 96. Supporting British Industry | • CEC Political, European & Int. Committee • Section National Secretary (Manufacturing) |
| 98. Return to Mutuality | • CEC Political, European & Int. Committee |
| C8. (Motions 99,100) Loan Sharks and Interest Rates | |
| POLITICAL: Labour Party | |
| 101. Labour Party | • CEC Political, European & Int. Committee |
| 102. Welfare Provisions | • CEC Organisation Committee (EP) |
| 108. Freedom to Express Our Union's Priorities | • CEC Political, European & Int. Committee |
| 109. Maximising Support For GMB Policies | |
| 111. Inequality | |
| 112. Equal Pay | |
| C9. (Motions 113,114) Remploy | • CEC Political, European & Int. Committee • Section National Secretary (Manufacturing) |
| 116. Engineering Minister | • CEC Political, European & Int. Committee |
| C10. (Motions 117,119) Working Class Labour Candidates and Parliamentary Democracy | |
| 121. Mentoring For Prospective Candidates | |
| 122. The Story of Work | • CEC Political, European & Int. Committee • CEC Organisation Committee (Comms) |
| POLITICAL: Democracy & Constitutional Reform | |
| 124. Section 141 of the Mental Health Act | • CEC Political, European & Int. Committee |
| 130. Illegal War | |
| C12. (Motions 131,132) Inner London Status and Financial Equality For Newham | • CEC Political, European & Int. Committee • Regional Secretary (London) |
| POLITICAL: Racism & Fascism | |
| 133. Fighting Fascism Carried with Qualification | • CEC Political, European & Int. Committee |
| SOCIAL POLICY: Justice | |
| 141. Errosion of Civil Liberties | • CEC Organisation Committee (Legal) |
| 142. Justice for Working People Carried with Qualification | |

| SOCIAL POLICY: Education | |
|----------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| C13. (Motions 147,148) Student Finance and National Insurance Credits Carried with Qualification | <ul style="list-style-type: none"> • CEC Political, European & Int. Committee • CEC Organisation Committee (EP) |
| SOCIAL POLICY: General | |
| 149. Extending Allotment Provision | <ul style="list-style-type: none"> • CEC Organisation Committee (Health & Env) |
| C14. (Motions 150,151) Preserve Analogue Radio and our Environment | <ul style="list-style-type: none"> • CEC Organisation Committee (Health & Env) • CEC Organisation Committee (Comms) |
| 152. Chaplaincy | <ul style="list-style-type: none"> • CEC Political, European & Int. Committee • Section National Secretary (Public Services) |
| 153. Withdrawal of Cheques | <ul style="list-style-type: none"> • RMA • CEC Organisation Committee (EP) |
| C15. (Motions 156,157) Energy and Utility Charges | <ul style="list-style-type: none"> • Section National Secretary (Commercial Services) |
| 158. Fuel Costs Carried with Statement | |
| 161. the Morning Star Circulation | <ul style="list-style-type: none"> • CEC Organisation Committee (Comms) |
| 162. Protection of Suppliers to the Big Four Supermarkets | <ul style="list-style-type: none"> • Section National Secretary (Commercial Services) |
| 163. Save the Local Pub Carried with Statement | <ul style="list-style-type: none"> • CEC Organisation Committee (Nat Org Dept) |
| SOCIAL POLICY: Housing | |
| 166. Council Housing Programme | <ul style="list-style-type: none"> • CEC Political, European & Int. Committee |
| C16. (Motions 167,168) Council Housing | |
| 169. Social Housing 2010 | |
| SOCIAL POLICY: National Health Service | |
| C17. (Motions 171,172,173) Cancer Screening | <ul style="list-style-type: none"> • CEC Political, European & Int. Committee |
| 176. Banned Heart Drug Costing Just £2 Per Day | <ul style="list-style-type: none"> • CEC Organisation Committee (EP) |
| 177. Department of Health Funding to Support National Defibrillation Programme In Children's Hospices | <ul style="list-style-type: none"> • CEC Political, European & Int. Committee • Section National Secretary (Public Services) |
| C18. (Motions 179,180) Funding for Care for Alzheimers and Dementia | <ul style="list-style-type: none"> • CEC Political, European & Int. Committee |
| 181. Promoting Public Health to Reduce NHS Costs Carried with Qualification | <ul style="list-style-type: none"> • CEC Organisation Committee (EP) |
| 183. Deaf People in Hospital Carried with Qualification | <ul style="list-style-type: none"> • CEC Political, European & Int. Committee • Section National Secretary (Public Services) |
| 184. Privacy and Dignity Carried with Qualification | <ul style="list-style-type: none"> • Section National Secretary (Public Services) |
| SOCIAL POLICY: Transport | |
| 185. Freedom Passes | <ul style="list-style-type: none"> • CEC Organisation Committee (EP) |
| 188. The Cost of Travelling on Public Transport | <ul style="list-style-type: none"> • CEC Political, European & Int. Committee |
| C19. (Motions 190,191) East Coast Mainline | |
| 193. Using Mobile Phones Whilst Driving | <ul style="list-style-type: none"> • CEC Organisation Committee (EP) |
| 194. Car Speed Boxes | <ul style="list-style-type: none"> • CEC Organisation Committee (Health & Env) |
| 195. Large Change Supermarkets, Monopoly on Fuel Carried with Qualification | <ul style="list-style-type: none"> • CEC Political, European & Int. Committee • Sectional National Secretary (Commercial Services) |

| | | |
|-----------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|
| 196. | Disabled Parking Spaces Being Mis-Used | • CEC Political, European & Int. Committee |
| 197. | Ban Car Clamping | |
| SOCIAL POLICY: Welfare Rights & Services | | |
| 200. | Government Target to take 1,000,000 off Incapacity Benefit and other Benefits generating unmanageable number of Appeals and Long Delays for Claimants, Due to Administrative Backlog | • CEC Organisation Committee (EP) |
| C20. | (Motions 205,206) Winter Fuel Allowance | • CEC Political, European & Int. Committee • CEC Organisation Committee (EP) |
| INTERNATIONAL | | |
| 210. | Medical Aid for Palestinians | • CEC Political, European & Int. Committee |
| 213. | The Danger of Nuclear Confrontation in the Middle East | |
| 214. | Global Mining | |
| 215. | Corporate Tax Dodging & Development | |
| 219. | EU Colombia Fair Trade Agreement | |
| 220. | Sri Lanka | |

EQUALITY AND INCLUSION DEPARTMENT

The twin principles of organising and bargaining remained firmly at the core of the GMB strategy for the Equality through inclusion (E&I).

Since Congress 2010, there has been greater desire to integrate E&I into the GMB@Work strategy and considerable energy has gone into ensuring that the new governance structure for the National Equality Forum (NEF2) and the Regional Equality Councils (REC) were established and functioning.

Our journey for achieving equality through inclusion continued to make progress, particularly with the implementation of policy to enhance the number delegates from the different equality strands at Congress, as well as the successful launch of the Presidents Leadership Awards for Equality, (PLAE) and the organising of the highly successful third GMB National Equality conference.

This period can be described as 'challenging but steady' while establishing some fundamental changes that will improve equality in and for the GMB.

National Equality Forum (NEF2)

The National Equality Forum met on four occasions during the year to oversee the work on Equality through inclusion. The members of the Forum are:-

| | | Member |
|---------------|-------------------------------|-----------------|
| Region | Birmingham | Sharon Harding |
| | London | Brian Shaw |
| | East Midlands | Helen Holt |
| | Northern Irish | Margaret Gregg |
| | North West & Irish | Derek Sutcliffe |
| | Northern | Jan Jepson |
| | Scottish | Emma Ritch |
| | South Western | Ann Leader |

| | | |
|---------------|-----------------------|-----------------------|
| | Southern | Dotun Alade-Odumosu |
| | Yorkshire | Nikki Sharp |
| Strand | Race | Mohammed Akbar |
| | Gender | Suzanne Motherwell |
| | Disability | James Stribley |
| | LGBT | Tony Hughes |
| | Migrant Worker | Diane Rogei |
| | Young Member | David Braniff-Herbert |
| RMA | | Angela Murphy |

The NEF2 also established a number of working parties to navigate the delivery of projects. This included:-

1. National Equality Conference Working Party
2. GMB Congress working party
3. Communication working party
4. Policy and organising party
5. Post National Equality Conference working party
6. TUC Equality Conference Working Parties
 - Black Workers Conference
 - LGTB Conference
 - Young Members
 - Womens Conference
 - Disability Conference

PROGRESS ON E&I STRATEGIC PRIORITIES

STRATEGIC PRIORITY 1 - INCREASE MEMBERSHIP

An initial meeting was held between the leader of 'Tamils in Britain', the Convener for Katsouris in West London and Political Officer to develop a plan to recruit workers of Tamil origin. This was followed up by a meeting with Chief Officer of Global Tamil Forum. A meeting between the London Regional Secretary and Tamils in Britain has been scheduled to progress this recruit drive of workers of Tamil origin.

Leadership in Migrant Communities Project

Following the success of securing funding from the Unions Modernisation Fund (UMF3) and the appointment of a project worker, who gave a presentation to the NEF and a meeting of the Regional Equality Officers.

Under the umbrella of Migrant Workers Project and in partnership with the National Organising Team (NOT), the 'Leadership in Migrant Communities Project' developed two training modules. These were:-

1. Training for GMB officers on engaging migrant communities
2. Leadership skills training for migrant communities.

This two year project is designed to break down barriers to employment rights knowledge in particular migrant communities. This was achieved by working with these particular communities and building up relationships with community leaders and identifying the training needs and providing training that builds skill, knowledge and leadership.

This project has a community engagement approach that reconnects GMB to a proud tradition of working with vulnerable communities. A meeting between the Project Worker and the Migrant Worker NEF Representative has been scheduled to exchange information and identify ways of closer working.

STRATEGIC PRIORITY 2 - BARGAINING

Respect@Work

Respect@Work project was developed. This incorporated a generic Respect at Work policy, supported by a communication plan and a training package for members as well as a joint training for management and GMB reps.

The policy was designed to define 'acceptable and unacceptable' behavior at work and outlines a clear process for addressing any complaints.

This raises the profile of the GMB and will enhance the potential of recruiting new members. The GMB Respect@Work model agreement has been one of the most download documents from www.gmb.org.uk. Since its launch to GMB members and GMB post holders in the November 2009 magazine it has been accessed 1,910 times.

Industrial

Following negotiations between the Regional Officer, local branch reps and the National Officer, agreement was reached to adopt the GMB Respect@Work policy. Further discussion have been undertaken to identify a launch date and develop a training and communications plan. This will potentially benefit over two thousand employees of Katsouris and raising the potential for further consolidation of GMB membership.

Public Sector – Equality Impact Assessment (EIA)

The Coalition Government announced cuts in public spending in its interim budget (June 2010) and Comprehensive Spending Review (CSR, October 2010) and localised cuts were being implemented before the General Election by some public authorities.

A GMB briefing was produced on Equality Impact Assessment or EIA.

This is a tool / method to assess if any proposed changes by a public authority to a policy, procedure or practices, have an adverse, disproportionate impact on particular groups of workers or users.

In the Equality Act 2010, (which consolidated equality legislation), placed a legal duty on public authorities to:

- eliminate discrimination and harassment and promote race, gender (including gender reassignment) and disability equality
- have 'Due regard' to the above and
- assess the equality impact of policies, procedures and practices as a legal requirements

An EIA should enable public authorities to show "due regard" to the equality duties in its decision making and identify methods for mitigating any adverse impact.

LuDun

This was a sheltered workplace which the Local Authority closed with the result of thirty three disabled workers being made redundant. The National Officer supported the Regional Organiser in making representations to the employer on the EIAs.

STRATEGIC PRIORITY 3 – CAMPAIGNING

Equality Act 2010

The Equality Acts came into force in 2010. This was a key area of campaigning on Equality and inclusion. Main purpose of the Act was to harmonise the existing discrimination laws, to create a single approach (consolidating 9 pieces of separate legislation) and to strengthen the law to support progress on equality.

The Act provided protection from "prohibited conduct" which includes, direct discrimination (including combination discrimination), indirect discrimination, harassment and victimisation. The 'protected characteristics' covered by the Act are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Act 'levels up' by removing some unjustified anomalies in the existing law, for example by:

- extending protection from discrimination to people who:
 - associate with others who have a protected characteristic or
 - are perceived to have a protected characteristic
- permitting a discrimination claim to be pursued because of a combination of two protected characteristics
- extending protection from discrimination 'arising from disability'
- extending indirect discrimination to disability and gender reassignment

- retaining specific provisions in some areas where different approach considered justified e.g. duty to make reasonable adjustments.

The Act

- Allows employers, service providers or organisations to take positive action as a means of overcoming or minimising disadvantage arising from a protected characteristic.
- As part of recruitment or promotion an employer may appoint someone because they have a protected characteristic if they are 'as qualified as' rival candidate
- However, employers may not operate a general policy of treating persons with particular protected characteristics more favorably.

The Act includes powers to require private sector employers, from 2013, to report on the gender pay gap whilst rendering pay 'gagging' clauses in employees' contracts, unenforceable and restricts an employer's ability to ask pre-employment disability and health questions of job applicants.

GMB policy to support mandatory equal pay audits and statutory support for Equality Representatives was not included in the final Act.

Labour Party BNP Task Force / Black Asian Minority Ethnic Labour

Labour Party BNP Task Force / Black Asian Minority Ethnic Labour were engaged to develop the General Election Strategy and many NEF members supported a number of constituencies across the country including Tooting in South London.

STRATEGIC PRIORITY 4 - ENHANCE PROFILE

During the year there was full participation of GMB delegations to the TUC Equality Conferences. These included:

- TUC Women's Conference
- TUC Young Members Conference
- TUC Black Workers Conference
- TUC Disability Conference
- TUC LGBT Conference

Presidents Leadership Awards for Equality (PLAE)

Presidents Leadership Awards for Equality were awarded for the first time at Congress 2010. These awards are designed to recognise and celebrate the contribution of GMB members and employees in progressing Equality in the work place and in the union.

GMB Regions, Sections and the National Organising Department were asked to make nominations and list below are the winners of the awards:

1. Edna Greenwood (NW&I Region) - Most inspirational individual on equality
2. Birmingham Region - Most inspirational Regional Equality Forum (REF)
3. Helen Davies (SW Region) - Most inspirational equality project for organising
4. Southern Region (Migrant Workers Project) - Most inspirational project for making a difference at work

Federation of Poles in Great Britain

A conference organised by the Federation of Poles in Great Britain and Consulate General of the Republic of Poland was held in Manchester.

The conference explored the expectations and challenges of the Polish community in Great Britain. Three officers represented the GMB at the Conference and raised our profile with the Polish community present. Access to education and developing language skills for the Polish community remains a key priority.

The National Officer was a keynote speaker at:-

- Black Britain decides Conference.
- TSSA Equality Meeting
- TU BaME Lab Meetings

A fringe meeting on Immigration at Labour Party Conference was a resounding success. The meeting focused on calling for new policy on immigration, addressing the combined impact of immigration on industry and communities.

The meeting was addressed by the General Secretary, Phil Woolas ex Minister for immigration, Simon Wooley the Chair of Operation Black Vote and Sam Tarry from Searchlight

STRATEGIC PRIORITY 5 - ORGANISATIONAL EQUALITY

Review of National Equality Forum Structure

NEF2

Following the review at Congress 2010 of the process and the changes in the structure of National Equality Forum, the new NEF2 was appointed and met on four occasions. The list of the members of the NEF2 is at the beginning of this section.

At their first meeting, Brian Shaw (London Region) was elected as Chair and Emma Ritch (Scotland Region) was elected as Vice Chair.

The Retired Members Association nominated Angela Murphy as their representative on the NEF2 and another ten Regional representative were nominated by the Regions (including one for Northern Ireland).

GMB members had two opportunities to become a member of the NEF, as a Regional representative or as an equality strand expert.

The selection for the equality strands representatives followed the same process as in 2008, that selection was based on three criteria:-

1. Skills
2. Experience
3. Commitment

The role description and role specification were defined and used as the bases for selection.

Short listing, interviews and appointments were conducted by the National Officer, Harry Donaldson, Regional secretary – Scotland and Sarah Veal, the Head of Equality and Employment Rights Department of the TUC.

A total of 42 written applications for the six equality strand positions were received (Race, Women, Migrant workers, LGBT, Disability and Youth) the process was very competitive, (particularly as there was a reduction from twelve strand places to six). The applicants were highly motivated and of a high caliber which shows a very high level of member interest in equality and desire for involvement in equality from GMB members.

The monitoring statistics for the NEF2 show that :

- 59% are Women
- 24% are Ethnic Minority
- 24 % are LGBT

Since its appointment the NEF2 has participated in a working away day this included GMB @ work training for new NEF members and it agreed GMB nominations for TUC Equality Committees.

The new NEF2 strengthens the link between Regional and National equality structures which promise for greater exchange of information and co ordination of campaigns and work. One of the key principle of the Equality through inclusion strategy was 'mainstreaming equality, this has been reflected in the make of the new NEF2 as a number of strand representatives are now representing their regions.

Regional Equality Forums (REF's)

Most Regions now have Regional Equality Forums (REF's), see below and many have held Regional Equality Conferences to progress the GMB Equality through inclusion strategy.

| |
|----------------------|
| Birmingham |
| East Midlands |
| North West |
| Southern |
| Yorkshire |
| Scotland |
| London |
| Northern |
| South West |

GMB National Equality Conference 2010

Up to 100 delegates attended the second GMB National Equality Conference held in Manchester. Speakers included the General Secretary, the European Policy Officer and the Political Officer.

Workshops were conducted jointly with a) Child Poverty Action Group b) Refugee Council c) Searchlight Hope/Not Hate Campaign and a very engaging Question Time style panel included Paul McCarthy Regional Secretary NW&I, Chris Morley NUJ, Judith H. Gordon (Journalist) and Rene Wood (Unison).

GMB Equality Officers

The delivery of the E&I strategy was the subject of three meetings of Regional Equality Officers during 2010 /11.

Monitoring

A total of 347 Equal Opportunities Monitoring Forms were distributed to delegates and CEC members at Congress 2010 and 300 completed forms were returned.

The analysis of the forms returned from Congress 2010 showed a return rate of 86% - an increase of 26% on 2009.

Other key findings showed of those attending:-

- 70% were men and 30% were women, which was an 8% decrease in women delegates/CEC between Congress 09 and 10.
- 34% were between the age of 55 and 65 (decrease of 5% on 2009)
- 38% were between the age of 45 and 55 (same as 2009)
- 12% were between the age of 35 and 44 (increase of 4% on 2009)
- 03% were between the age of 25 and 34
- 13% were over the age of 65
- There was no data for the age bracket 16 to 25
- 9% declared themselves disabled (decrease of 4% on 09)
- 20% delegates declared themselves to have no religion (21% in 2009)
- 75% delegates declared themselves to be Christian (Inc CoE or Catholic)
- 4% of delegates declared themselves to be LGBT
- 94% delegates self identified themselves as 'White British or White other' (Consistent with 2009) - 6% could be identified as 'ethnic minority'

A rule change to increase the number of members from the equality strands was advised on and implemented by the Senior Management Team.

Congress 2012

Since last Congress, though resources have been limited, considerable progress has been made in rolling out and implementing the GMB E&I strategy across the Regions and there was limited support for and work with the Industrial Sections.

A significant number of challenges remain for the coming year. These include:-

- Closer working with the National Organising Department and integration into GMB@Work
- Servicing of the new NEF2.
- Strengthening work with the Region Equality Forums
- Closure working with the industrial Sections.

EUROPEAN OFFICE

1. INTRODUCTION

The GMB European office continues to drive GMB policies and campaigns at EU and International level to improve employment and social rights and protections for our members, their families and for trade union brothers and sisters worldwide. The European office also monitors and supports GMB intervention in the national level implementation of EU policies, for example public procurement and agency workers rules.

The continuing economic and financial crisis remains top of the agenda at European level, and the GMB staff have been monitoring and contributing to the wide debates at EU and International level, challenging the institutions to do more to support innocent workers who continue to be the victims of a crisis they did nothing to create, and advising and briefing officers and members on developments and possible GMB actions. GMB has campaigned to ensure that the issues of employment, workers rights and their financial security are given a central focus in relation to the crisis.

The new EU Commission was finally confirmed early in 2010, and the office has had contacts with many of the new Commissioners. We continue to develop strong relationships in solidarity with our trade union colleagues across Europe and the world in promoting labour rights, decent work, conditions and pay, and to strengthen trade union recognition and organisation.

CEC Political, European & International Committee – The Committee continues to steer and oversee GMB policy and campaigns on EU and international legislative proposals and developments as well as GMB involvement and practical support for solidarity campaigns for trade union colleagues across the world. Our continuing partnership with Costa Rican trade union SITRAP remains a central focus of the Committee.

2. PERSONNEL

GMB European Officer, Kathleen Walker Shaw, is joined by Sarah Clarkson as European Research and Policy Officer. Both officers continue to work from the GMB office in Brussels in the heart of the EU quarter. Sarah King will return to the GMB legal department following her secondment to the TUC Brussels office where she is covering a maternity leave.

3. GMB MEP GROUP

GMB continues to work closely with our GMB MEP group: Stephen Hughes (North East – Group convenor), David Martin (Scotland) and Glenis Willmott (East Midlands) at European, national and regional level. The group generally meets bi-monthly in Brussels, and our MEPs provide ongoing practical and political support for our campaigns and policy positions. We also work closely with a wide range of MEPs in the European Parliament, and despite a reduction in the number of Socialist members and not having a Parliament majority; we have maintained our ability to jointly positively influence legislative proposals.

Glenis Willmott remains leader of the European Parliamentary Labour Party (EPLP), where she continues to do an excellent job. GMB welcomed the inclusion of the Leader of the EPLP in the Labour Shadow Cabinet meetings following the leadership election in September 2010. We see this as long overdue progress in ensuring closer communication and co-operation between MPs and MEPs on key policy issues. In line with Congress 2010 motion 101, GMB supported Glenis and colleagues in the wider EPLP with joint events at Labour Party Conference 2010. We plan to further develop these positive links at a practical level with the EPLP at regional, national and European level. Acting on motion 133 to GMB Congress 2010 on fighting fascism, we work closely with MEPs and Hope not Hate in exposing the true and terrifying face of the BNP MEPs.

4. SUPPORT FOR RECRUITMENT AND ORGANISATION

The GMB European officers continue to support and assist the work of National and Regional Secretaries and officers, in organising and recruitment, particularly relating to our involvement with multinational companies, and in areas of restructuring in these companies. This work regularly involves the European and International trade union sector federations, ETUC, direct contacts with European Works Council representatives and other European trade union colleagues, MEPs and with the EU institutions. The European office also supports the GMB Brussels Branch in its organising and recruitment work wherever possible.

Comparing terms and conditions – The European office continues to support national and regional officers in comparing rights, conditions and redundancy terms across multinational companies where we have members, to support our bargaining agenda. Support and solidarity from trade union counterparts in other countries in providing information on their social plans, and access to their works councils, can positively influence negotiations and strengthen our bargaining position.

Migrant workers – GMB has been involved with EU level project work on organising migrant workers. Ann Lafferty has led on this. Following motion 83 to Congress 2010 on migrant labour recognition, the European office continues to advise and provide briefings on proposals relating to migrant workers including the Agency Workers protections, Single Permit, Seasonal Workers and Intra company transfers (see below).

Information, research and briefings - The European office provides regular updates and briefings on a wide range of EU legislative and policy areas for members, officers and organisers to assist them in their roles, and support the bargaining agenda. A monthly EU bulletin is also produced, which can be accessed via the GMB website.

5. RECOGNITION

Comparing trade union recognition across key target multinational companies is another function of the European office, which has proved valuable in supporting GMB bids for recognition. European trade union colleagues continue to show solidarity in offering support to our members, and raising the issue with management in their national works councils or committees when requested.

6. GMB EU LEVEL CAMPAIGNS AND POLICY DEVELOPMENT

GMB is respected for its effectiveness in raising our members' concerns at national, European and International level, and influencing a large number of specific EU policy and legislative issues both within the EU institutions and at the highest level of UK Government. Below is a range of campaigning work undertaken in 2010 supporting Congress policy decisions:

Economic & Financial Crisis and Austerity programmes – GMB has actively campaigned at European level to ensure that the packages of measures on financial regulation and economic governance being developed at this level are strong and effective enough to ensure such a disaster is never repeated. We have also been active in urging decision makers to regulate the hedge fund and private equity sector and not just individual fund managers. The fact that the financial markets are still able to play cat and mouse with weak economies facing sovereign debt pressures shows there is still some way to go to bring the sector to account.

A delegation of GMB members and officers joined the major ETUC demonstration in Brussels in September 2010 "No to Austerity". In line with Congress 2010 motion 94 on public sector cuts, GMB has also raised major concerns about the direction of EU Economic Governance measures, which wrongly promote stringent austerity programmes, and resulting in major public sector cuts. The level of intervention in the implementation of rescue packages in Greece and Ireland is unprecedented, and fundamentally undermines the role of trade unions and the collective bargaining process. EU Commission proposals in autumn 2010 seek to reduce wage levels, pension benefits, welfare benefits and employment protections on a wider scale – in effect tearing up the principles of a Social Europe. GMB has written formally to MEPs raising these concerns and asking for their support in challenging these measures.

Financial Transaction Tax – GMB supports a tax on financial transactions to curb the casino capitalism of the banks and raise valuable revenue. Throughout 2010 we have been actively involved with campaign groups such as Robin Hood tax campaign at UK and EU level, urging decision makers to support the tax. Paul Kenny addressed a fringe event on the issue at TUC Congress 2010. There is now wide support for the tax by Socialist and Green MEPs, but

other groups are split on the issue. European Governments are also split on the issue, and work will continue in 2011 to make progress.

Working Time Directive Revision – GMB continues to campaign against attempts to undermine and weaken protections under the Working Time Directive. The Coalition Government announced a specific attack on working time protections in their joint government manifesto in summer 2010.

Following trade union success in seeing off attempts to water down protections in 2009, the EU Commission restarted social partner negotiations in March 2010, with the second phase being launched in December 2010. GMB has responded with our views to the TUC/ETUC and has played an active role in discussions at ETUC and European Federation levels on this issue. The EU Commission is clearly minded not end the opt-out, preferring to try to remove the need for its use. Undermining on-call rights remains a target. Meanwhile, the EU Commission continues to avoid taking long overdue legal action against Member States not complying with the Directive in this area. GMB will continue to work with trade union colleagues and MEPs to protect our members' rights in this important area.

GMB actively supported the work of the European Transport Union Federation in its successful campaign to prevent the road transport working time protections being undermined by an attempt to exclude self-employed drivers. In June 2010, the European Parliament voted against proposals to weaken the protections, and proved that, even without a trade union-sympathetic majority in the European Parliament, strong trade union campaigns can win out on the power of our arguments.

Temporary Agency Workers Directive – The Regulations implementing the Temporary Agency Workers' Directive were put on the statute books before the election in 2010. Following GMB policy decision Composite 4 at GMB Congress 2010 on the issue, GMB was highly critical that the Government had postponed the enactment of the rights until October 2011. We have been actively involved in challenging threats by the Coalition Government, fuelled by business, to undermine the agreed regulations implementing the EU Temporary Agency Workers Directive.

GMB is working with TUC in responding to Government guidance on the rights, and TUC will be producing bargaining materials to support trade union officers and members in this area.

Without the support and resources of trade unions, agency workers will struggle to enforce their rights, and it is hoped this will create a stimulus for recruitment and organisation in this area. Failing to ensure equal treatment for agency workers will risk undermining access to jobs, and pay and conditions for all.

Public Procurement – GMB has played a central role in co-ordinating joint EU trade union and social and environmental NGO positions in pushing for greater focus on the social dimension of public procurement. Having long called for strong EU Commission guidance on social considerations in public contracting, we felt that the guidance published in November 2010 was a missed opportunity to provide the positive encouragement we were looking for in this area. Together with the joint working group at EU level, GMB led on a major response to the EU Commission evaluation of the public procurement Directives in November 2010, and submitted a GMB response to the UK Government consultation on this issue in December 2010. The EU Commission will be bringing forward a Green Paper on modernising public procurement policy early in 2011, to which we will also respond. In preparation for this, GMB is co-operating with MEPs and colleagues from the procurement working group to organise a legal analysis session of the scope to use social criteria in procurement, which will be held in the European Parliament in March 2011.

Supporting GMB Congress 2010 Composite motion 9 on Remploy, the European Officer, together with National Secretary Phil Davies, the Remploy stewards and consortium officers continue to urge Government and public authorities at all levels to use the EU provisions on reserved contracts status for awarding contracts to supported employment workplaces for people with disabilities. OGC Buying solutions launched a major framework contract in four lots under the reserved contract status in January 2010. There has been no progress on other contracts since the election, and it is clear it will become harder to persuade local and government authorities to use this contracting process in the face of swingeing cuts.

The regular meetings of the procurement group with the Department of Work and Pensions involving supported employers and trade unions dried up after the election. GMB has raised questions regarding their continuation, but have heard nothing. Quarterly meetings continue between the TUC and the Office of Government Commerce (OGC - now part of the Cabinet Office) on a wider range of issues related to procurement, which the European Officer attends.

EU Trade agreements – decent work, trade union and workers rights and freedoms – GMB continues to have serious concerns about the mushrooming of bi-lateral and multi-lateral Free Trade and Association Agreements being negotiated at EU level, that fail to pay any real heed to fundamental and human rights, trade union rights and freedoms, labour standards and decent work principles. In 2010 we responded robustly to two EU Trade Policy consultations and a UK White Paper consultation on the issue. We have enjoyed more positive support for our position from MEPs in the European Parliament in a number of reports they have adopted over 2010 on fundamental rights and social responsibility in trade agreements. GMB wants to see formal involvement of trade unions in the countries in question from the earliest point of considering a mandate for negotiations, but to date there is little or no involvement in most negotiations at any stage of the process. Negotiators hope that a token gesture approach to social and sustainable development issues in one or two agreements will silence critics, but this is nowhere near enough to counter the potential damage to workers, their rights, wellbeing and the environment in both partner countries and EU Member States.

GMB, along with ITUC, has taken specific action in raising issues relating to the growth in the use of Mode IV provisions for intra company transfers of workers, which is being particularly aggressively pursued in the India Free Trade Agreement, and where we feel that equal treatment principles for workers will not be applied, and where the potential for undercutting and exploiting workers could be great. MEPs have raised questions on our behalf with the European Commission.

There are also major concerns about investor protections in the FTA agreements with India and Canada. GMB has joined with Canadian trade union colleagues in raising these issues at EU level, which give businesses the scope to sue Governments where they believe their freedom to trade has been restricted.

The highly controversial proposed FTA with Colombia continues to be a major concern to GMB. In line with Congress 2010 motion 219 on this issue, we are working with other trade union colleagues, Justice for Colombia and other sympathetic NGOs to try to block this agreement. British Labour MEPs have been very supportive, and have played an active role in a number of hearings and events in Parliament on this issue where we have taken part.

Working together with our SITRAP trade union colleagues in Costa Rica and Bananalink, the European Officer continues to press complaints made under the EU's Generalised System of Preferences Plus (GSP+) at EU and ILO level. GMB MEPs have consistently supported our work in 2010, and wrote to the new President of Costa Rica, Laura Chinchilla, calling on her to adopt the long awaited Labour Procedure Reforms to end breaches of labour standards and freedom of association, and to tackle the issues of anti-trade union direct settlements and permanent committees. MEPs also raised these concerns with EU Trade Commissioner De Gucht and High Representative of the EU Catherine Ashton. It was evident from the response of the Costa Rican Government that they feel under pressure to make progress with these issues. As a result of earlier interventions by GMB, the EU Commission delegation in Costa Rica met with our trade union colleagues in the country early in 2010, and information exchanges are improving. TUC also supported GMB in raising concerns about Costa Rica again in the ILO arena.

GMB arranged for SITRAP General Secretary Gilbert Bermudez Umaña to speak at two major EU Conferences on Corporate Social Responsibility in November 2010, which sadly due to illness he was unable to attend. GMB's International officer spoke in his place at one of the conferences.

Posting of Workers Directive/Laval and other Judgments – GMB continues to campaign along with EU trade union colleagues for a revision of the Posting of Workers Directive, and the adoption of a Social Progress clause to deal with the effects of the judgments. Building on more helpful judgments from the European Court of Human Rights confirming that the right to strike is a human right and can only be limited in strictly defined circumstances, and the report of the ILO committee of experts in relation to the BALPA case that the European Court Judgments in Laval and Viking place practical limitations on the effective exercise of the right to strike, ETUC and GMB pointed believe this further proves the case law is in contradiction with fundamental rights and therefore needs to be addressed.

Single Permit for Migrant workers, Seasonal Workers and Intra Company Transfer rules – Together with EU level trade union colleagues, GMB campaigned to stop damaging proposals on the Single Permit in the European Parliament in December 2010, on procedures for work and residence permits for third country nationals. We oppose the proposals because they excluded a number of sectors of workers and fail to ensure equal treatment, thus threatening undercutting and exploitation. We are also raising our concerns about proposals for Seasonal Workers and Intra Company Transfer Directives (see also Mode IV issue under Trade agreements section) which also fail to guarantee equal treatment principles are respected.

Single Market Act/Monti Report - attempting to re-launch the single market, the EU Commission produced a communication "Towards a Single Market Act – for a highly competitive social market economy" in October 2010, following on from the Monti Report on the issue earlier in the year. It consists of 50 proposals, about half of which are legislative proposals. GMB will be responding to the consultation and calling for a proper balance in the social and economic dimensions of the internal market which are currently hopelessly out of kilter. GMB will raise our concerns that two important proposals in the text relating to fundamental rights and the Posting of workers were subject to last minute changes which watered down the initial proposals.

Fundamental Rights/Convention on Human Rights - With the entry into force of the Lisbon Treaty on 1 December 2009, the Charter of Fundamental Rights of the European Union became legally binding, and strengthens action on respect for fundamental rights. The European institutions are now working on a strategy for implementing the Charter. GMB and EU trade union colleagues believe the base strengthens our arguments regarding many issues including working time, posting of workers and public procurement. The Lisbon Treaty also committed the EU to accession to the European Convention of Human Rights.

Pregnant Workers Directive – GMB supported the European Parliament vote in October 2010 to extend maternity and paternity leave rights across Europe, increasing maternity leave with full pay to 20 weeks and for two weeks paternity leave. At a meeting of EU employment ministers in December 2010 there was no consensus of support for these improvements, with many governments critical of the cost concerns. The UK Government is particularly opposed to the proposals. Discussions continue, though there is a risk the proposals will remain stalled for the foreseeable future.

EU Sovereignty Bill/Referendum Lock – the UK Coalition Government manifesto included the European Union Bill, which had its first reading in the Commons on 11th November 2010. Trade unions and MEPs have heavily criticised the Bill, which introduces the *referendum lock*, which it claims will strengthen UK procedures for agreeing and ratifying EU decisions and Treaty, but which we feel will be used to block any social clauses in the Treaty and restrict further workers' rights and protections.

Victims of Crime abroad – GMB is supporting campaigner Maggie Hughes to take her campaign "*please enjoy, don't destroy*" to European level. The campaign calls for urgently needed support, advice and information for families who face the dreadful trauma of having loved ones attacked or injured abroad. Maggie's son Robbie was violently attacked on holiday in Crete in 2008, and she found there was no real help to navigate the confusing maze of dealing with authorities in a foreign country and language. The EU Commission is planning measures on support for victims of crime in 2011, and GMB is organising meetings with EU Commission officials and MEPs so that Maggie's practical advice and experience can positively influence the content of the proposals.

Cross-border healthcare – The controversial proposals were unblocked at the end of 2010. GMB worked together with colleagues from EPSU to gain support in the European Parliament for amendments to the proposals, which would provide safeguards for the NHS to be able to control authorization of treatment. We were also successful in broadening the legal basis of the legislation to being a public health matter and not just internal market issue.

European Works' Councils – GMB responded to the UK Government consultation on draft Regulations to implement the recast European Works' Council Directive in February 2010, which have now been adopted and must be implemented in the UK by June 2011. We have concerns that the UK Regulations do not reflect trade union views effectively and have attempted to water down the positive progress made at EU level. The European officer continues to support national and regional officers and GMB EWC members in establishing EWCs in multinational workplaces and in amending and revising existing agreements.

7. SUPPORT FOR TRAINING, EU FUNDED PROJECTS, DELEGATIONS

The European office continues to offer support and guidance to GMB regions and sections in developing EU funded projects.

GMB is a partner in an EU funded project in the nuclear sector, led by CGT French union colleagues and involving Finnish and Belgian trade unions. It aims to promote co-operation on health and safety, working conditions and contracting in the sector.

The European officer supported Manufacturing Section colleagues with a bid for EU interregional funding for a skills and employment project to rebuild the Medway Queen paddle steamer, which was successful in receiving major EU financial support in 2010.

Our links with a wide range of EU trade union colleagues continue, and visits by their delegations provide a valuable opportunity to exchange information on industrial relations and organising. The European office also hosts an annual delegation meeting with students from Ruskin College.

INTERNATIONAL REPORT

Introduction

The election of a Conservative-led coalition in May 2010 ensured that there would be no let up in the vigorous pursuit of neo-liberal economic policies both at home and abroad. At a seminar, held as part of the consultation for the White Paper on trade in the Department for Business, Innovation and Skills, on October 28th, Government representatives made it abundantly clear that their priority on the international stage would be the promotion of UK business. GMB and others from NGOs and the TUC expressed their concerns about Government policy, especially its emphasis on free trade agreements negotiated in secret by the European Commission. GMB subsequently made a detailed, written response to the Government, expressing concern about the effects this would have on poorer countries in the global South and, disappointingly, was the only trade union to do so.

Costa Rica

Our partners in the Costa Rican union, SITRAP, know only too well the effects of neo-liberal policies designed to maximise corporate profits by driving down costs and embracing free trade, in their case by membership of the Central America Free Trade Agreement, which will expose public services to competition from multinational companies and leave agriculture unable to compete with subsidised imports from the USA.

The year was book ended by the arrival in the UK for 3 months of young SITRAP activist, Johana Rodriguez, in January and the death of the union's Health, Safety and Environment Officer, Carlos Arguedas on New Year's Eve. Johana, who had never been out of Costa Rica before, came first to Norwich at the invitation of Banana Link to do some language training and then to GMB Head Office for nearly two months to work with the Communications Department. On February 23rd, she took part in a demonstration outside Westminster Cathedral to protest at the San José Diocese of the Roman Catholic Church's engagement in union-busting and their promotion of *Solidarismo* as an alternative to free collective bargaining by independent trade unions. The demonstration attracted a considerable amount of media attention, not least in Central America.

Johana returned home on March 7th with a GMB delegation comprised of three lay activists and two officers. The delegation was in Costa Rica for two weeks where it undertook a range of activities including field visits and participating in an unprecedented conference on the banana sector that included representatives from every part of the industry as well as the ambassadors from the UK and Norway. A press conference at the end of the delegation's visit, hosted by public sector union General Secretary, Albino Vargas, drew coverage from newspapers, television and radio and allowed GMB to focus public attention on Costa Rica's failure to comply with ILO norms.

Delegation members were inspired by Carlos Arguedas' knowledge of and dedication to environmental issues relating to plantation agriculture. Carlos had become particularly involved in campaigning against the worst effects of the booming pineapple industry characterised by the wholesale exploitation of Nicaraguan migrant workers, indiscriminate use of chemicals and the contamination of rivers and aquifers that had left entire communities without safe supplies of water. On October 2nd, the Guardian newspaper published a damning report of the pineapple business to accompany a filmed documentary in which Carlos featured prominently. By then, he was already feeling the effects of the illness, which would later be diagnosed as the cancer that led to his demise.

The delegation heard about conditions on the pineapple plantations at first hand from Nicaraguan SITRAP activist, Pablo Lopez who had survived a number of anti-union purges by his employers, Piña-Frut, in spite of his prominent role in recruitment activities. His luck ran out in August when he and 200 others were dismissed, ostensibly for reasons of redundancy. Without work, he and his family faced eviction from their rented accommodation. A subsequent GMB appeal raised over a thousand pounds to keep him at home.

Beyond Costa Rica

GMB's work in Costa Rica invariably brings the Union into contact with the wider world of tropical fruit production, particularly in Latin America. SITRAP General Secretary, Gilbert Bermudez, is also the Coordinator for COLSIBA, a confederation of trade unions representing workers in the production of bananas, pineapples and, more recently, sugar and melons. GMB continues to have a seat at EUROBAN, the European Banana Action Network, and as part of that body lobbied supermarkets, consumer organisations and governments in response to requests for support from COLSIBA and individual trade unions. GMB was active in the World Banana Forum, under the auspices of the UN organisation, FAO, and contributed towards the workshop looking at value along the banana supply chain. In addition, GMB lent advice and pro-bono consultancy services to Fairtrade Labelling International (FLO) in conjunction with the IUF in an attempt to improve standards on their certified plantations in Latin America for the benefit of trade union members.

Guyana and Sugar

In January, the President of the Guyana Agricultural Workers Union (GAWU) and the General Secretary of the National Association of Agricultural Commercial and Industrial Employees (NAACIE) visited the UK as part of the ongoing schedule of joint work. During 2010, representatives of both unions attended training courses, at GAWU's new education facility in Georgetown that were financed and organised by GMB using TUC grant money from Dfid. An application for more money to expand the training was made and we await the outcome from the Ministry's contractor.

In conjunction with the Canadian Auto Workers Union, who have committed significant amounts of money, GMB gave logistical and financial help to the IUF's sugar programme. The focus of the programme was on mobilising trade unions in the ACP countries that are in receipt of EU compensation for losing their favoured trade status as a result of WTO regulations. Trade unions should be on the list of stakeholders who, potentially, are eligible to receive financial assistance but at a workshop in Zambia, we were able to learn that this is not always the case. More work needs to be done in conjunction with GMB's Brussels office to ensure that they benefit from EU funds to which we believe they are entitled.

Other activities

GMB was active within several campaigning organisations which included Palestine Solidarity Campaign, Venezuela Solidarity Campaign, Cuba Solidarity Campaign and Justice for Colombia. On October 5th, GMB jointly promoted a conference with War on Want in Brussels entitled, "Beyond Free Trade" at which the pending EU-Colombia Free Trade Agreement was one of the subjects for debate. On December 10th, JFC organised a conference on the same topic and GMB is committed to help them with the fight to stop the Agreement being ratified.

GMB supported a composite motion on Palestine at the TUC Congress after a debate in which Israel was condemned for its aggression against the Palestine people and the denial of their rights. Veolia, with whom GMB has a number of recognition agreements, was singled out for criticism because of its participation in a consortium building light rail links through the occupied territories.

On Cuba, Southern Region Secretary, Richard Ascough, spoke at a vigil outside the US embassy in London on October 20th, to protest at the unjust incarceration of the "Miami 5". Cuba Solidarity organised another successful Latin American Conference at the TUC in December where GMB was in attendance. Amongst the topics for discussion was the perceived press bias in the coverage of events around the Region. Given that most of the media belongs to corporations who have a vested interest in maintaining the neo-liberal status quo, it is hardly surprising that efforts by various governments in South America to challenge it were not greeted with universal acclaim.

HEALTH, SAFETY AND ENVIRONMENT DEPARTMENT

Introduction

More than any other year in recent memory, 2010 has been dominated by big picture political decisions on health and safety. While the Department has continued to deliver representation and campaigning on health, safety and environment issues, there is no doubt that the outcome of the May 2010 General Election, has resulted in a damaging change of policy direction with potentially disastrous implications in the workplace.

The announcement in June 2010 of the Prime Ministerial Review into Health and Safety Regulation, headed by former Thatcher Cabinet Minister Lord Young of Graffham, signposted that health and safety was in the sights of the new Coalition Government. The final report, published in October, contained little explicitly attacking the existing health and safety framework, but suggested a number of damaging initiatives, all of which will be enacted in 2011 and beyond.

In addition, HSE had its' campaigning activities suspended, removing a key role from the regulator, whilst the Comprehensive Spending Review outlined cuts of 35% to the overall HSE budget, with 28% cuts in local authorities budgets. The knock-on effect, for both HSE and Environmental Health Inspectors is a likely decrease in workplace inspections and an increase in worker accidents.

On a more positive note, 2010 saw the General Secretary, Paul Kenny, appointed to the HSE Executive Board, which has a strategic overview on the operations of the HSE, for a three-year term commencing on 1st October 2010.

On his appointment Paul said *"I am proud to be appointed to the HSE board. These days we hear too little about the very real improvements health and safety has brought over the years. As a board member I will do my best to shift the focus to the true value of protecting workers from unsafe working practices, and to the wider benefits for business and society"*. The appointment is a strong endorsement of the importance that GMB places on workplace health and safety, and in effect makes Paul Kenny the most influential trade unionist in Great Britain on health and safety issues.

Motions from Congress 2010 which required action are dealt with in the body of the text.

LORD YOUNG REVIEW OF HEALTH AND SAFETY

On 14th June 2010, Prime Minister David Cameron announced the appointment of Lord Young of Graffham as his adviser on health and safety matters, and that an immediate review of *"the operation of health and safety laws and the growth of the compensation culture"*. Young was Trade Secretary under Thatcher, and had already reviewed health and safety law once before in the 1980's. His specific remit was *"to investigate and report back to the Prime Minister on the rise of the compensation culture over the last decade coupled with the current low standing that health and safety legislation now enjoys and to suggest solutions. Following the agreement of the report, to work with appropriate departments across government to bring the proposals into effect."*

This announcement followed an earlier speech by Cameron in December 2009, in which he repeated many false myths on health and safety, and called for a bonfire of red tape and unnecessary regulations.

The Review itself was undertaken hurriedly and with minimal consultation. Young appeared to give disproportionate access and influence to the business lobby, whilst given unions and safety campaigners only the most cursory of hearings. As the review was not a formal government consultation, there was no need to provide balance, or reach evidence-based conclusions.

Young himself did little to calm our fears in an interview with The Times in June, in which he expressed views such as *"offices are not dangerous places"*, indicated that he wished to see the emergency services removed from the scope of the Health and Safety at Work Act, and pledged to tackle the "compensation culture" and no-win no-fee lawyers. On 20th September, Cameron was quoted in the Daily Mail as promising a *"bonfire of unnecessary health and safety regulations which have become a music hall joke"*.

However, we did not anticipate any major recommendations for changes to existing law, as most current health and safety legislation exists to implement European directives, and so to scrap these laws the Government would ultimately need to withdraw from the European Union.

Young's report, "Common Sense, Common Safety" was finally published on 15th October 2010. The report was concerned as much with compensation issues as core health and safety matter. It made 36 specific recommendations, which were a mixture of initiatives already announced; welcome clarifications and pie-in-the-sky thinking. Half of the recommendations are to be enacted by HSE. Key recommendations included:

- Endorsement of the Jackson Report, in particular the idea that lawyers who charge "success fees" in "no win, no fee" agreements should no longer be able to recover these fees from defendants.

- Small shops, offices and other “low-risk” workplaces should no longer face complex paperwork to meet risk-assessment and other health and safety criteria.
- Homeworkers should be exempted from risk assessment requirements.
- All health and safety consultants required to register with HSE and meet professional qualification standard, from January 2011.
- All current health and safety Regulations on statue to be consolidated into one set of accessible regulations.
- Changing the RIDDOR reporting requirements from over-3-day injuries to over-7-days
- People who perform “good Samaritan” acts which, through no fault of their own, cause others a personal injury should no longer be subject to lawsuits.
- Members of emergency services, including part-time police officers, should not be able to be sued when they have risked life and limb to save others.
- Teachers should no longer have to fill in huge numbers of “risk assessment” forms before taking pupils on trips. A simple consent form, signed by parents, should be all that is needed.
- Schools should not be liable for injuries suffered by children on trips or when playing sports – except where there has been “reckless disregard”.
- Firework displays, street parties and concerts should not be able to be banned by local councils or officials on health and safety grounds.

Young’s report said nothing at all on occupational health issues.

It is difficult to judge which was the most sickening - the outcomes themselves or the glee by which they were greeted by the deregulation lobby. The combined effect of the review has been to weaken the perception of risk assessment, reduce the value of incident reporting, and create an artificial two-tier “safe” and “hazardous” standard for workplace safety. This has unfortunately resulted in a mind set that some areas of work are less relevant in terms of hazard and risk than others and can effectively be discounted. Allied to the potential cuts to the Inspectorate this is a very worrying situation and has the potential for an enormous impact for workplace representatives, health and safety reps and officers across all workplaces in the country.

The Young Review was therefore a largely negative affair, which will undermine the value of health and safety in the public mind. The concern is that in making this such a priority, the Government will use the Young Review to undermine the case for health and safety at work, and will use the conclusions of Young’s report to justify savage cuts to HSE budgets.

To complicate matters, Lord Young resigned from his position on 19th November 2010, following the fallout from his “*most people have never had it so good*” comments, as reported in The Daily Telegraph. Young’s resignation takes away the opportunity to engage on the detail of implementation, and to try to influence the direction of some of the more unworkable recommendations. Instead, the report will be enacted in full by the Civil Service under Prime Ministerial mandate, making it much harder to formally object to the changes being made.

This is clearly the most sustained attack on health and safety since the heyday of the Thatcher Government. A key focus for the Department in 2011 will be working with the TUC and sister unions to develop a range of campaigning and political responses.

CUTS TO HSE AND LOCAL AUTHORITY BUDGETS

The week after the publication of the Young Report, the HSE and Local Authorities will discovered the extent of the budget savings that they are expected to find in the Comprehensive spending Review.

The HSE will face budget cuts of 35%, amongst the most severe cuts made within the executive agencies of the parent department, the DWP. It is clear is that such a severe cut will fatally compromise HSE’s ability to perform its core functions properly. HSE has already suffered from budget freezes and staff reductions under the previous Labour governments, with the result that enforcement and prosecution levels have reached historic lows. Consequently, the average workplace can expect to be visited by an HSE Inspector once every 38 years.

In addition, all HSE campaign expenditure was frozen, including high-profile initiatives such as the 'Hidden Killer' asbestos campaign; the Back Pain Musculoskeletal Disorders campaign; and the 'Shattered Lives' slips and trips campaign.

Prospect, the union that represents HSE Inspectors, has estimated that cuts of 15% or more will render the organisation unable to perform their legal remit. HSE has four primary functions:

- Inspection
- Investigation
- Prosecution
- Policymaking

The Prospect campaigning to date as concentrated on asking the question "which of these functions does society want HSE to stop? We cannot continue to do all four". The implication seems to be that policy making functions will be sacrificed at the expense of warrant-holding frontline Inspectors.

The Department sees genuine danger in this approach, Firstly; policy work underpins the inspection and enforcement action, so it is not possible to remove one plank of HSE activity without undermining the other three.

Secondly, such proclamations may lead to accusations that the HSE is a failing organisation, which needs to be reformed or even merged with another agency. The press reports about a possible merger between fire and ambulance services suggests that the coalition government is much more bold in considering merging agencies than the previous Labour administrations.

It is therefore timely that the General Secretary has joined the HSE Board, and is in a position to hopefully influence the direction of decision making on the future of HSE activity.

The cutbacks will also affect the health and safety activities of local authorities, who have responsibility for inspection and enforcement of shops and offices. Most councils already prioritise food safety, noise abatement and licensing activity over health and safety inspection, and it is rare for employers such as Asda or Wilkinsons to face prosecution. These cuts will reduce activity from councils on health and safety to practically zero, meaning employers will not face any form of proactive scrutiny unless there is a fatality at their site.

The combination of the Young Review and the cuts has the potential to devastate health and safety performance in Great Britain, leading to a rise in workplace deaths, and an epidemic of ill-health and industrial disease.

Our campaigning activity in response will focus on engaging politicians, working with like-minded employers, and most importantly, ensuring that all GMB members are aware of the potential damage that this will cause, both now and in the future.

ASBESTOS

Pleural Plaques: February 2010 finally saw the Labour Government make a final decision on the cases of pleural plaques victims, who had been denied compensation following the decision of the Law Lords in October 2007 that pleural plaques did not constitute harm.

The Government announced a package of measures that provided some recompense, but fell some way short of an overturn of the House of Lords Decision. The primary announcement was of a one-off payment of £5000 for all pleural plaques sufferers whose court cases were 'stayed' (i.e. judgement was reserved) by the Law Lords' decision, with a compensation scheme operating until 1st August 2011. The Department has worked with colleagues across the Regions and with Trade Union Solicitors to publicise the eligibility criteria for the scheme. We have also raised the issue again with the Industrial Injuries Advisory Council (IIAC) (Congress Motions C2).

Several other measures were announced, including:

- Consultation to establish an Employer's Liability Insurance Bureau (ELIB) to ensure that asbestos victims who cannot trace an employers' liability insurer may claim against a fund of last resort

- Investigating how the government can increase research investment into asbestos-related diseases
- Lifting the 2008 Mesothelioma Scheme lump sum payments equal to the Pneumoconiosis etc. (Workers Compensation) Act 1979 lump sum payments
- Reducing the difference between dependency lump sum payments and in-life lump sum payments (as above).
- Taking measures to speed up mesothelioma claims.

With the change of Government following the General Election, we had anticipated some potential issues with the delivery of the promised package on pleural plaques. Already, many of the promised elements have been thrown into doubt.

The £5000 compensation payments for those whose cases were “stayed” at the time of the Law Lords decision have been shrouded in controversy. Shortly after the election, Senior Civil Servants publicly announced that they did not believe that the compensation was legitimate, and that the Secretary of State had been required to personally authorise the scheme in writing.

In addition, the affordability of the proposed Employers Liability Insurance Bureau (ELIB) has been thrown into doubt due to the cutbacks in government expenditure. Compounding this was the announcement that the funding for medical research into asbestos-related diseases is to be administered by the British Lung Foundation on behalf of the ABI, effectively removing union involvement from the oversight process.

Some positive news was that the Northern Ireland Assembly is to follow the Scottish governments lead and pay victims of pleural plaques. This now leaves England and Wales, under the policy of the Coalition Government, isolated in their approach to compensation.

The next likely stage for a legal challenge is the European Courts, though we continue to pursue all political lobbying avenues to overturn the decision as restore compensation to all those diagnosed with Pleural Plaques since 2007. The department, in accordance with the statement on pleural plaques at last years Congress, used the opportunity of a meeting of the European Building workers, to ask the Commission if there was a possibility of pleural plaques becoming a prescribed industrial disease across Europe to a fairly negative response, and political progress remains slow.

A further legal setback came in the ‘trigger issue’ case, where the Court of Appeal, accepted the principle that injury is caused to a victim of asbestos-related diseases at the onset of physical symptoms, rather than at the time of exposure. This means that compensation will only be payable from the time a sufferer develops the symptoms of an asbestos disease, rather than from when they were exposed.

As a result, very often no compensation will be payable, as in most cases, asbestos-related diseases manifest physical symptoms more than 20 years after exposure. This long latency means that in many cases, the victim has retired from work, often prematurely due to ill-health; and the employer has ceased operations, meaning there is no insurance policy against which to claim.

The Court of Appeal decision stems from a case originally taken by the insurance industry in June 2008, at which the courts found in favour of asbestos victims. It is now anticipated that a further appeal will be heard by the Supreme Court. GMB will continue to be at the forefront of campaigning to overturn this ludicrous and illogical decision.

These decisions have highlighted the importance of registering asbestos exposure as early as possible. The Department has liaised with Regions, and every Region now either has an asbestos register or is in the process of creating one (Congress Motion 40).

GMB continued its’ work in other areas, particularly in the Asbestos in Schools campaign where while progress in understandably slow, it is at least progress. We have begun to take a leading role in the development of campaign strategy. The campaign links into the larger EU-wide campaign on health and safety in maintenance activities, and also into the wider campaign against cuts to the schools building and refurbishment programme.

There has been a reluctant acknowledgement from both the Department of Education and the HSE that there is a serious problem with the management of asbestos in schools.

GMB, in conjunction with the other education trade unions, undertook an online survey of safety reps on their awareness of a management plan for asbestos in their school, and the department is proud to state the GMB responses made up 50% of the total responses. This served to show that even after 7 years since the Control of Asbestos at Work Regulations came into effect many schools were still failing to survey and register the presence of asbestos in the fabric of the buildings where GMB members work.

This was further compounded at the start of this year by the HSE, as a result of Lord Young's review, issuing an online classroom assessment, including a section on managing asbestos, which was clearly not an assessment. GMB have responded accordingly that they withdraw this and start again involving the trade unions.

The Department was also involved in two international demonstrations against the proposal by the Quebec regional government to reopen the notorious Jeffries asbestos mine, with a subsidy of \$58 million, for export to Asia. GMB feels that this is an illegal subsidy under World Trade Organisation rules and Stephen Hughes MEP, raised this question in the European parliament.

The Department also played a key role in organising a very well-attended demonstration on 1st July to protest against the continued export of asbestos by Canada, followed by a second demonstration in December when the decision was believed to be imminent. At the time of writing no decision on re-opening the mine has taken place, but the international pressure has postponed the decision twice.

The Department also attended a seminar in Brussels on an asbestos-free Europe on October 8th where apparently the situation in the eastern countries is serious. In addition the International Ban Asbestos Network gave a presentation at the TUC recently on the appalling situation globally, particularly in Asia.

POLICY DEVELOPMENT

The political upheaval caused by the election result extended into the policy development sphere. The new Coalition Government is markedly more reluctant to consult with trade unions than it's Labour predecessor, and the announcement of mergers and closure of many quangos has meant that influencing policymakers is becoming increasingly difficult. This said, the Department continues to follow political strategies in order to implement GMB policy, both through direct engagement with the Government and Civil Service, and through wider initiatives with the Labour movement.

The Department has faced particular problems in trying to influence HSE policy, due to staff cutbacks and the consolidation of portfolios for HSE staff. We have raised a number of issues, including:

- The issue of new legislation on workplace temperature (Congress Motion C1), including attendance at a summit organized by HSE to examine the issue in close detail. Due to the current deregulatory nature of government policy, it is unlikely that any new health and safety laws will be placed on statute, so our policy focus for 2011 will be developing a campaign on workplace temperature, and lobbying for new directives at EU level.
- Risk Assessment for New and Expectant Mothers in the Workplace (Congress Motion 41). From our discussions with HSE, there are no proposals to review government policy or update current official guidance at present. The Department published guidance on this subject in Autumn 2010, in the Health and Safety Matters newsletter.
- The Department has recently published updated guidance for Safety Representatives and members on tackling work-related stress (Congress Motion C3). We have engaged with policymakers in DWP and HSE to press for the formal adoption of the Stress Management Standards as legally binding, rather than voluntary best practice, but under the current Government this is unlikely to happen.
- The Department has continued to lobby HSE to further review occupational exposure levels for lead (Congress Motion 45), following the Hazards Magazine campaign highlighting that the current level is too high and does not prevent serious illness. Meetings of HSE's WATCH (Working Group on Action to Control Chemicals) Committee have not been held since February 2010, so the current policy position is unclear. Work is ongoing with the TUC and other unions to bring the issue back to the forefront of the HSE policy agenda.

Engagement has also proved frustrating beyond HSE. We have lobbied the Trade Union members of the Industrial Injuries Advisory Committee for a formal investigation into industrial arthritis (Congress Motion 44). At time of writing, IIAC is currently awaiting the results of the Government's review of benefits, as Industrial Injuries Disablement Benefit could be abolished or altered, and as such the Council is not undertaking new studies at this time.

In addition, political uncertainty over the future of the Food Standards Agency has caused difficulties in engaging with civil servants on aspartame food sweetener (Congress Motion 48). The FSA policy line remains that aspartame is safe to consume, though a study has been commissioned to research the health effects of prolonged consumption. This study is due to report in 2011, and we will intensify activity on the issue once the full conclusions are in the public domain.

Outside of engagement with the Government, the department organised two well-attended fringes at GMB Congress. The first gave an insight into GMB's developing environmental policy, and the Department is grateful to Peter Kane of the Northern Region for his first-rate contribution on the nuclear industry.

The second fringe meeting covered Pleural Plaques, to bring delegates up to date with recent developments and the current state of play. The Department wishes to place on record its thanks to Ian McFall of Thompsons Solicitors, for providing an excellent summary of progress to date.

The Department was also active during conference season, contributing to fringe meetings at both the TUC and Labour Party conferences. At the TUC fringe, we spoke in support of the Hazards Campaign's "We Didn't Vote to Die at Work" campaign, which is raising awareness of the damaging approach to health and safety taken by the coalition government.

At the Labour Party Conference, GMB organised a well-attended fringe aimed at tackling the myths on health and safety and giving people the real picture. Chaired by Sheila Bearcroft from the CEC, the meeting featured contributions from the General Secretary; London Mayoral candidate Ken Livingstone; Carolyn Jones, Director of the Institute of Employment Rights; and Professor Steve Tombs of Liverpool John Moores University. The Fringe meeting was a great success, and we are indebted to the Political Department, and in particular Heidi Benzing, for all of their help in organising the event.

There was further recognition for GMB at TUC Congress when the late David Lyons was awarded the TUC's Safety Representative of the Year award. David was the first GMB winner for many years, and won for his many years of outstanding campaigning and recruitment in the security industry. Brian Terry of Southern Region performed an outstanding tribute to Dave in a video presentation, and Dave's widow Marilyn collected the award from TUC General Secretary Brendan Barber.

ENVIRONMENT

The Government had claimed to be "the greenest in history" when the coalition was formed, but for all the promises and rhetoric pre-election, the reality has been disappointing.

The Green Investment Bank, which could have invested in green skills and industry and issued green bonds and even ISA's, is now to be a fund, and will not start until 2013. The New Green Deal looks akin to a mortgage scheme which would load greater debt on households to receive investment in energy efficient schemes. The comprehensive, though too late, proposals for skills development for the UK workforce by the previous government seem to have been largely abandoned and it is unclear where the investment in training will come from in the future. Three of the proposed Carbon Capture and Storage (CCS) pilots have been abandoned, with the last in jeopardy at the time of writing. With the future of the UK's energy insecure, investment in coal based forms of energy would seem a logical way forward.

The promise of 200,000 jobs based on green skills by Secretary of State Chris Huhne looks very optimistic without coherent investment in both people and projects across the country. The Department responded to a key consultation of Low Carbon Skills. Our response focused on the need to ensure that adult retraining was at the forefront of thinking on skills policy; the need to ensure that adult education facilities were available to provide this training; and the nonsense of attempting to develop a coherent skills strategy whilst making large cuts to public service providers. The consultation closed on 25th June, and we await the implementation of the Government's response with interest.

The abolition of the Regional Development Agencies was denounced by many and the proposed replacement by five Technological Innovation Centres does not have any more status than a general proposal.

The government have agreed to renew the meetings between the minister and the TUC under the TUSDAC policy umbrella so there should at least be some dialogue on green industrial issues, though no meetings have taken place as yet. The Just Transition Forum, on which the General Secretary sat has not met since the election, but again we are promised a replacement body, which at present has failed to materialise.

We continue to lobby government on the adoption of sustainable climate change policies (Congress Motion 51), both as members of the TUC's TUSDAC committee, and as GMB in our own right. Activities have included fringe events at GMB Congress, Ministerial-level meetings and briefings to key civil servants in DECC and DEFRA. The Government has invested in wind turbine projects at the Port of Hull, and Harland & Wolff in Belfast have commenced manufacture of turbines for use off the English. DECC officials have acknowledged the importance of wind energy as part of the best energy mix for the UK, and we continue to press for easier planning consent for domestic renewable energy installations.

There is continuing concern among the Energy Intensive industries that increases in charges and taxes on emissions could lead to the decimation of these valuable industries in the UK. As such, we have contributed to the joint TUC/EEF Energy Intensive Users Group, which seeks to shape government policy on the consequences of environmental measures against sectors with large energy requirements. Existing policy threatens manufacture of ceramics, steel and glass, where companies could relocate from Britain to outside the EU to escape paying carbon taxes.

The EIUG commissioned a research report into the potential likelihood and consequences of such a move, which completed in Summer 2010 and was presented to Ministers in DECC and DEFRA for consideration. At time of writing, we are still awaiting a formal response.

Since June 2010, Government policy has lacked coherence, substance and impetus. In short, the Tory-led coalition has so far achieved the very opposite in trying to be the *greenest government ever!*

SUPPORT TO SECTIONS

This has been a year of primarily consolidation activity, as employers seek to cope with the long-term health and safety impacts of the recession. The department continues to be involved with a number of initiatives on behalf of the Commercial Services, Manufacturing and Public Services Sections.

Commercial Services:

The Department has maintained involvement with the national Health and Safety committee for the distribution arm of Asda over the course of the year. In particular, we have been heavily involved with the development of a project looking at the ergonomic design of distribution centres, which will commence with a study undertaken by the Health and Safety Laboratory in Spring 2011.

In the utilities sector, the department continues to liaise with British Gas senior Reps in British Gas on the safety implications of changes to the business, and deliver training programmes for GMB reps based in office functions.

Within National Grid, we have continued to provide advice and support to the company Safety, Health, Environment and Security (SHES) Forum. In particular, we have held further negotiations on the implementation of the company Drug and Alcohol policy, with the discovery that most testing has occurred following minor road traffic accidents. This is neither within the spirit nor the intention of the policy, which is concerned with all activities; and has a disproportionate affect on our members, who constitute the majority of the field workforce and therefore are most likely to be tested.

We have again reiterated our stance that we cannot agree to an internal policy that specifies lower limits than the law, and have requested a meeting with senior management to discuss changes to the current imposed policy.

The Department also spoke at the National Grid Safety Representatives Conference at Gaydon, Warwickshire in October, on worker involvement and consultation.

In the Security Sector, we have continued to provide secretarial support to the G4S Manned Guarding National Health and Safety Committee. The department has provided advice and support on a range of issues, including incident investigation and sharing of best practice. The Department has also been heavily involved with the SafeGuard campaign. We contributed to the development of campaign ideas and briefing, and provided a speech and presentation to the Uni-Europa meeting in Switzerland in April 2010. The Department will be contributing to HSE's Partnership on Work-Related Violence, to input ideas and experience from the SafeGuard campaign. We also presented on the campaign at the TUC's Union Health and Safety Specialists meeting.

We are also working with G4S on the Cash and Valuables in Transit (CVIT) side of the business, and have provided guidance on the manual handling aspects of cash and jewellery collection and delivery, and helped with a joint inspection of delivery vehicles at the Nine Elms depot. The Department was also heavily involved with the negotiation of a new Drugs and Alcohol policy for all CVIT branches.

Within Loomis, the department has continued to be involved in negotiations to curb a pilot scheme using lone workers instead of teams to deliver cash. We have contributed to a working group looking at new working methods, introducing new technology, and addressing ergonomic issues from one-person delivery.

Manufacturing Section:

We have worked with Hanson management and Unite to further review the company's Drug and Alcohol policy. Following a shaky start, the company has now implemented a progressive policy, which has placed support and rehabilitation of workers at the heart of its activities. The feedback from safety reps to date has been positive, and the contrast between the approach taken by Hanson and that of National Grid has been marked.

We have continued to provide support and advice to assist with recruitment of members in Bouygues, and have provided technical advice for members in British Gypsum, Corus Steel and Remploy.

Public Services:

The Department has co-ordinated a major survey on the effects of Tetra Wave equipment on ambulance workers, following concerns that Tetra usage was causing health problems. The results of the survey are being collated at present, but the initial findings suggest there may be a link between some health conditions, particularly fatigue, and long-term Tetra use. We are in the process of analysing all the survey returns, and a full report will be provided to the CEC once this has been completed. Initial analysis suggests that there are no concrete health outcomes, but many areas for future action.

LOCAL GOVERNMENT

In health and safety terms the situation has been relatively quiet across public services, with an attempt to issue updated guidance on health and safety in the Local Authority green book agreement which is with the employers, though as there appears to be a move to break up national bargaining this may result in stagnation on the document.

The Waste and Recycling industry continue to grow, as unfortunately do the serious accidents and fatalities. The HSE and Local Government Employers have issued an H&S guide to procurement in this industry, a model of which could be used across all public sector contracts.

PUBLICATIONS

As well as responding to a number of government consultations the department issued two new leaflets directed at GMB, and prospective GMB, members in the Retail and Waste & Recycling industries. The Department is currently updating our guidance on the control of Legionella risks (Congress Motion 46), with the intention to publish a revised document before Congress 2011.

In addition the department published 8 newsletters during the year on areas of concern, many of which had been raised by officers and reps as workplace concerns. Under Volume 7 these were –

- The new Fit Note
- Waste Client Procurement
- Accessing Compensation
- Occupational, Domestic and Environmental Mesothelioma Risks
- Knowledge of Asbestos Health Hazards prior to 1930
- Paul Kenny Appointed to the HSE Board
- A Guide for New and Expectant Mothers
- What future for a Green Investment Bank?

CONCLUSION

The previous year may come to be seen as the calm before the storm across all sectors and workplaces. 2011 will likely see the full impact of the Coalition Government's cuts agenda take effect, with greater work pressures on GMB members as colleagues are not replaced when jobs are lost, and ever greater expectations of productivity. The implications of the cuts to HSE and local authorities are a further weakening of health and safety inspection and enforcement.

The National Health, Safety and Environment Department will be at the forefront of the fight to protect health and safety services, and will continue to provide support and advice to GMB members across parts of the union. GMB more than ever will need to rely on our army of, already overworked and under pressure reps, to ensure decent health, safety and welfare provision wherever GMB is organised.

LEGAL DEPARTMENT

PERSONNEL

The National Office Legal Department comprises Maria Ludkin, National Officer for Legal and Corporate Affairs, and Barry Smith, Legal Officer. Sarah King, Legal Research and Policy Officer is currently on secondment to the European TUC.

GMB @ WORK: THE ROLE OF THE NATIONAL OFFICE LEGAL DEPARTMENT

GMB is a campaigning Union for justice and rights for workers. The Legal Department aims to support the Union's campaigns and in particular the strategy in GMB @ Work. The Department remains closely involved in developing strategy to support the Union's industrial and organisational objectives.

We work closely with National Officers in order to develop a strategic response to the attacks being launched upon workers and trade unions by the Tory – Lib Dem Coalition. We have had to respond to a series of judicial decisions which seek to undermine the role of trade unions. This has included challenges to collectivism, to the ability of unions to call upon members to take industrial action, and to attacks on trade union legal services.

We continue to be heavily involved in organising and developing the multiple actions regarding equal pay litigation. GMB remains the union for equal pay, and this year will see a GMB case reach the Supreme Court as the union continues the longstanding campaign for equality.

The Department continues to be involved in political campaigns, including challenges to the public spending cuts, private equity, rights for pub licensees, and continuing to support actions which make bankers accountable for their actions and their impact on the economy.

The Department works with the National Equality Department and it is expected that soon Sarah King will be returning to Wimbledon, She will be making an important contribution on Equalities and will work with the National Equalities Officer. Her work will include strengthening and giving direction on the impact of the Equality Act 2010, and her experience of European law in this area, as well as other areas such as Health and Safety, will be very valuable.

ACTION ON CONGRESS 2010 MOTIONS

Composite 4 – Temporary and Agency Workers (covering Motions 55, 56, and 58)

We have worked with the GMB European Office on making submissions on the draft regulations and draft guidance. The new rules will come into force in October 2011. We will work with the TUC and other unions in disseminating guidance to Officers and will monitor the position closely. We will seek to secure improvements in the protections for agency workers.

61 Bogus Employment/Casualisation

We are working closely with Industrial Officers in tackling bogus self-employment in the construction industry (particularly on CIS 4 status) that is undermining the rights of workers and collective bargaining. We have also established informal links with our European counterparts as there is growing evidence that this is a Europe wide issue.

Composite 4 – Client Contractors and the Outsourcing of Labour (covering Motions 62 and 63)

We are working with Industrial Officers to address the issues of interference by the client in the disciplinary procedures of contractors highlighted by the Motion and by the speakers to Congress.

71 Redundancy Rights

We continue to work with Industrial Officers and our European counterparts to advocate the raising of UK worker's redundancy rights to those of many workers in Europe. Employment rights from day one, including a right to statutory redundancy pay, are a long standing policy of GMB.

77 Freelance Workers

We are working with Industrial Officers to press for the practice of non-payment of holiday to all to end, and for all workers to receive their appropriate statutory and contractual holiday entitlements.

141 – Erosion of Civil Liberties

Whilst the Coroners and Justice Act 2009 contains provisions that will allow the Lord Chief Justice to veto requests for private inquests, we remain concerned that this does not provide adequate protection. Private inquests will undermine public confidence in inquests involving state agents (e.g. the shooting of Jean Charles De Menezes) and highly contentious deaths in custody taking place without juries in private with Government appointed coroners. We will continue to advocate for inquests to be public and also for individuals released without charge by the police to have their DNA to be removed from the National Database.

142 – Justice for Working People

Following the Comprehensive Spending Review the Government announced plans to cut between £350 million and £500 million from the Legal Aid Bill, and proposals that will deny the poorest in society access to justice. We are working with Industrial and Political Officers to fight this denial of access. This is taking place against a background of attacks on trade union legal services such as those that we provide members in employment disputes and accidents at work.

Motion 163 Save the Local Pub

The Legal Department has worked with the Organising Team, the Political and Research Departments and the Press Office to evaluate the problems arising in the tied tenant membership. We focussed our campaign on providing legal support to members facing unchallenged evictions, running test cases in relation to the accuracy of Brulines measurement equipment, and the use of that data as a basis for fines and evictions, and support in relation to the renegotiation of leases. We also heavily lobbied Trading Standards, the National Weights and Measures Office and the Home Affairs Select Committee to make them aware of the issues and levels of exploitation, our members were facing within the industry.

SUPPORT FOR RECRUITMENT AND ORGANISATION

We continue to give priority to supporting recruitment. We are working closely with National Officers in developing a response to the thousands of dismissal/re-engagement notices being issued under the guise of redundancy consultation in local authorities as part of the Tory – Lib Dem cuts in public spending. This is a challenging area because conventional legal thinking on dismissal/re-engagement limits the options available to defend members in these circumstances. The aim is to develop new ways to challenge employers who seek to tear up collective bargaining alongside members' jobs and terms and conditions.

Equalities remain, as ever, a crucial organising issue and features strongly in the work of the Department. A significant part of our work continues to relate to equal pay issues in the public sector, working closely with National and Regional Officers, and with GMB solicitors.

The Department continues to work to achieve the union's aims and action plan as set out in the CEC Special Report to Congress 2009 on Equal Pay. GMB continues to achieve equality and recover substantial compensation for members who have suffered from historic equal pay discrimination.

GMB continues to provide crucial litigation support for members where necessary. In June 2011 a case from the GMB Yorkshire & North Derbyshire Region *Gibson v Sheffield City Council* will reach the Supreme Court. This case involves claims from carers and others seeking to achieve equal pay against employer resistance.

At the time of writing we are also dealing with a significant challenge to the union from a local authority employer in the North-East. The employer concerned has issued proceedings against GMB (and another union) in the employment tribunal claiming that the unions are required to make a contribution to the employer's equal pay liability. This goes against general social policy in the UK and Europe which determines that equal pay is the responsibility of the employer. We are resisting this challenge and the outcome of this litigation is awaited.

Tribute has to be paid to the GMB Officers, activists, and members who continue to follow GMB policy to achieve equality in the most difficult of circumstances.

POLICY DEVELOPMENT

The Department has continued to be heavily involved in developing a legal and political strategy to support the GMB campaign to draw attention to the negative aspects of the unregulated private equity industry.

We have continued to support the campaign for Trade Union freedom. We supported the Lawful Industrial Action (Minor Errors) Bill introduced by John McDonnell MP. We are, alongside other unions, seeking to identify potential legal cases on collective issues that might be pursued as European human rights cases.

We are continuing to work with the Political Department and outside legal specialists in order to take forward the campaign for justice for Cammel Laird members.

We remain committed as per longstanding GMB policy to the repeal without pre-condition of Section 127 of the Criminal Justice and Public Order Act 1994

We assisted the GMB European Office with the response to the public consultation on the new guidance notes that will supplement the introduction of the Agency Worker Regulations into UK law in October 2011.

At the time of writing we are drafting the union's response to the Jackson Review on civil costs. We will be responding to the anticipated review of employment tribunals later this year.

Pubs: We continue to support a number of important legal actions which we hope will bring about changes in the industry which will affect our wider pub licensee membership. In particular we are focussed on challenging the use of Brulines equipment as a basis for levying fines and evicting tenants. We have legal cases challenging the scientific evidence backing up the equipment as well as concerted pressure on Trading Standards and the National Measurement Office regarding the protocols used to test and monitor the equipment. We are also supporting a number of cases to prevent evictions and to force the pubco's to be accountable for the representations they make to new pub

licensees regarding the profitability of the pubs. We are working closely with other organisations to co-ordinate information and actions focussed on this campaign.

Pleural plaques: We continue to closely monitor all legal cases and regulation regarding pleural plaques on an international basis. We also work closely with US lawyers who are testing the law in relation to asbestos related illness in America and in Europe.

Barry Smith attends the TUC Union Legal Officers Network meetings on behalf of GMB. He is also on the Executive Committee of the Institute of Employment Rights.

PUBLICATIONS AND INFORMATION PROVISION

Each year continues to see the introduction of a raft of new employment-related legislation. We aim to keep up to date with the changes and to disseminate the information in an accessible and user friendly format to officers.

At the time of writing we are updating the GMB "Most Asked Questions" to produce the 14th edition. This consists of a series of one page answers to questions covering a wide range of employment issues. The aim is to provide a document which Regions can easily send or hand to members with common enquiries, and for this to form part of the GMB @ Work Workplace Organiser's Toolkit.

SUPPORT FOR RECOGNITION

GMB continues to meet with considerable success across a wide range of companies, both in terms of new sites and sites where GMB members have remained loyal through years of employer hostility

GMB continues to make good use of the legislation both as a framework for voluntary agreements, and as a procedure for achieving recognition in the face of employer hostility. The union continues to press for improvements to the scheme, including the removal of the 21 workers threshold. It remains to be seen whether the Tory – Lib Dem Coalition seeks to make changes to the scheme but none have been announced at this stage.

We continue to provide advice and assistance and support to Officers in considering and preparing application to the Central Arbitration Committee. We provide standing guidance and template letters for Officers to use. We provide a regular report on the progress of applications to the Central Executive Council.

In 2010 we noted one of the first attempts to de-recognise a union that had been recognised by a CAC ballot at JJB Sports, where the employers sought to persuade the CAC to order a de-recognition ballot. The application by the employers was rejected by the CAC.

Barry Smith is available to act as "devil's advocate" on applications and to run briefing sessions on the procedures.

SUPPORT FOR INDUSTRIAL ACTION

We continue to provide day-to-day support to Regional and National Officers on industrial action issues and industrial action ballots.

The whole area of industrial action has been the focus of judicial scrutiny in a series of high profile cases in the last year or so. This has demonstrated that the approach of the judiciary is to concentrate on the process and not the outcome of ballots. Thus where unions are judged to have not followed a "perfect" procedure under the legislation the injunction has been granted regardless of the democratic wishes of the members. The areas of challenge have focussed on the members eligible to vote, the contents of the pre-ballot and pre-action notices, and on the process of giving the results of the ballot. Together with other unions we are seeking to identify possible cases that might be appropriate to pursue as human rights cases in Europe following recent encouraging decisions from other European countries.

We supported the Lawful Industrial Action (Minor Errors) Bill introduced by John McDonnell MP. The Bill was debated but ran out of time on 22 October 2010. It is on the Order Paper to resume its second reading on 17 June 2011 but will not be debated. The Bill would have made modest changes to the complex rules affecting industrial action ballots. Organisations such as the CBI have been calling for greater restrictions to apply.

We remain committed to trade union freedom including the repeal without conditions of Section 127 of the Criminal Justice and Public Order Act 1994.

Against this difficult background we provide standing and specific guidance to Officers on the statutory balloting procedures, and we continue to update our guidance to reflect changes in case law and legislation. We were involved in a number of ballots including British Gas and Astra Zeneca.

Barry Smith is available to run briefings for Officers, and ran a series of briefings for National Office staff in 2010 on the impact of recent cases. It is hoped to extend this to Regions in 2011.

OTHER EMPLOYMENT LAW

We continue to provide day-to-day support to Officers on individual employment matters, though as previously collective issues and policy issues remain our priority. Redundancy consultation has been an area of particular interest.

TRADE UNION LEGAL SERVICES

We remain committed to playing our part in defending trade union legal services. Proposals affecting civil costs and employment tribunals are likely to have a negative impact on trade unions. First, the Jackson Review proposes to abolish the recovery of conditional fee agreement success fees and the after the event insurance premium amongst a raft of other proposals designed to attack trade union personal injury claims. Second, the anticipated review of employment tribunals is likely to result in proposals to introduce fees for tribunal cases amongst other proposals designed to weaken the ability of unions to represent members in tribunals. We will keep Officers updated on developments and will respond to the relevant public consultations.

STANDING ORDERS COMMITTEE

Barry Smith was Secretary to the Congress 2010 Standing orders Committee (SOC). He is Secretary to the Congress 2011 SOC.

PENSIONS DEPARTMENT

ACTIONS TAKEN ON CONGRESS 2010 MOTIONS

Motion 54

The Pension Dept has met Ministers and others to voice GMB's opposition to the faster increase in the state pension age announced by the government. We continue to work with other unions and organisations such as the National Pensioners' Convention in campaigning for a decent state pension ensuring all pensioners can live with dignity in retirement.

Motion 207

This motion was referred and research is being commissioned into the relative costs for pensioners living in London and elsewhere in the UK. We continue to work with other unions and organisations such as the National Pensioners' Convention in campaigning for a decent state pension ensuring all pensioners can live with dignity in retirement.

INDUSTRIAL ISSUES

GMB's Pension Department continues to support national and regional officials with negotiations throughout the union on pension issues that arise in the workplace. As in previous years, the trend has generally been one of worsening occupational pension provision. However, in many cases we have been able to reduce the cuts proposed by employers, ensuring greater security and fairness for members' retirements than would otherwise have been the case.

Commercial Services

The Pension Department has participated in or assisted negotiations in the following companies in 2010: ASDA, BA, BMI, Centrica, DHL and National Grid.

Notably in British Airways, a significant amount of resource was given to assist in negotiating changes that would assist the company to fund its £3.7bn pension deficit. In working to retain a defined benefit arrangement for members, significant progress was made in introducing tiered contributions meaning that lower paid employees would contribute a lower proportion of pay for their pensions than their higher paid colleagues.

The fight to protect defined benefit pensions in the electricity and gas distribution sectors has continued this year with GMB leading the other unions in challenging OFGEM's ideological and counter-productive plan to micro-manage the sector's pension schemes. The approach of the energy regulator is now being copied by OFWAT and OFCOM as GMB unhappily predicted. GMB has lodged Parliamentary Questions about OFGEM's approach and has had discussions with the Pensions Regulator and others in furtherance of our campaign.

Manufacturing

Companies in the Manufacturing sector have continued to struggle to provide decent pension provision in light of the economic downturn. In the face of this, the Department and National Officials have put forward alternative proposals to these companies and through negotiation achieved better results for members. The Pensions Department has participated in discussions in the following companies in 2010 as well as providing generic guidance to the section's officials: Astra Zeneca, Hanson, Istock Brick, Corus, Lafarge, Nestle and Shipbuilding Industries.

In Astra Zeneca members took a most commendable stand to maintain prolonged industrial action in defence of their pensions. Their action brought much attention to the plight of AZ employees and brought into sharp focus of the hypocrisy of the AZ board who benefit from million pound pension pots.

Public Services

The Pension Department continues to devote significant resource to the Local Government Pension Scheme, the occupational pension scheme covering nearly a half of all GMB members. In 2010 we produced 75 documents relating to the scheme including a number of formal consultation responses, correspondence and material for members (this is a 75% increase on 2009).

The year was dominated by Lord Hutton's Independent Public Service Pension Schemes Commission to which GMB submitted three formal responses and a range of supplementary material, the Department also met the Commission on five occasions to reinforce the key messages in the GMB submissions.

The second significant development in 2010 was the announcement in the Comprehensive Spending Review of a 3% increase in employee contributions to all public sector pension schemes (excluding the Armed Forces). GMB has been at the forefront of campaign against this move. In December we launched an online survey of member responses to this announcement. More than 2,000 members completed the survey, data from which has been instrumental in persuading other organisations that this government policy is set to have a devastating impact on the continued viability of the major public sector pension schemes.

To assess the current participation rates in the LGPS and to measure the effectiveness of the scheme's auto-enrolment requirements we issued a Freedom of Information request on all employing authorities in the English LGPS. The results showed very clearly a lack of consistency in scheme participation rates and a shortfall in data that local authorities hold. On average 75% of those who could be members of the LGPS are in the scheme, this is the lowest proportion in the public sector and disguises a huge range in participation rates between authorities. The responses also indicated that part time workers are much more likely to opt out of the scheme, as are those on lower earnings. This data has informed GMB's discussions with the Hutton Commission, DCLG and the DWP in debates on UK pension saving and public sector scheme reform.

In January 2010 GMB published a detailed report into Public Sector Pensions which described the union's vision for sustainable, affordable schemes across the sector building on the reforms agreed over the last few years. The report has proved a useful basis for developing dialogue with others involved in public sector pensions which is vital to the continuing campaign.

In the NHS, 2010 began with the launch of the Pensions Choice Exercise which will see members of the 1995 Section of the NHS Pension Scheme given a chance to join the 2008 Section, which was open to new employees from April 2008. To tie in with this the Department produced a glossy 18 page guide to the NHS Pension Scheme which was

distributed amongst regions. In addition briefing sessions on the NHS Pension Scheme and the Choice Exercise were held throughout the country.

The Department continued to advise members on the changing landscape of the NHS Pension Scheme brought about by the coalition government, both through bulletins and in a session at the NHS National Conference in Birmingham. The Department continues to support the National Officer through attendance at the NHS Pension Scheme Governance Group and Technical Advisory Group. GMB's profile has continued to grow in these groups which are run on a partnership basis with NHS Employers.

In the civil service, 2010 has again been dominated by negotiations over changes to the redundancy scheme following the general election and the outcome of a Judicial Review which blocked the scheme agreed between most civil service unions and the Labour government in February. In the negotiations GMB pressed for the focus of protection in the new scheme on those with reduced re-employment prospects and those on low earnings and was broadly successful although overall the new arrangements are not as beneficial as those negotiated earlier in 2010.

In the Higher Education Sector, much focus was given to the review of the Universities Superannuation Scheme (USS). GMB worked with other unions to offer a reasoned counter proposal to the employers' cuts to the pension scheme, which were originally proposed following lengthy negotiations with the lead HE union. Several meetings have been held and whilst there has been some movement from the employer, a devaluing of the USS look set to proceed.

Regional

The Pension Department has also participated in or assisted negotiations at regional level in the following companies in 2010: the AA, Anchor Trust, AEI Cables, Aga Rangemaster, Aggregate Industries, Amcor, Anglian Water, Aquascutum, Ardagh Glass, the Advertising Standards Agency, Asda, ATL, Aviva, Amadeus, BALPA, Biffa, Bradfords, Bridon International, Britvic, Capper & Co, Carron, Chivas Brothers, CIM, CITB, CME Sanitary Systems, Connaught, Cookson, DCWW, Devonport Shipyard, Diageo, DS Smith, DUCO, EDF, English Landscapes, Enterprise, Equity, EVH, Fulcrum, GCHQ, Grundon, HJ Berry, Imperial Tobacco, Indorama, Ineos, ITT, JCB, Jersey Public Service, JLR, Johnson Mathey, Kingston Communications, Laser UK, LFEP, Lloyds TSB, Marstons, May Gurney, McCains, Mount Charles, National Express, NI Water, North British Distillery, P&O, Pentagon Chemicals, Pilkington, Police Federation, Premier Foods, Prudential, Quadron Services, Radius Systems, Rockwool, RPC, SMS, St Gobain, Sterilin, Synergy Healthcare, Tensar, Thames Water, United Utilities, Welsh RFU and Whyte and Mackay.

Many of these changes reflected closures of defined benefit schemes, but some employers have bucked the trend and retained such schemes, albeit in a less generous form. Notable examples include P&O and Ardagh Glass where GMB negotiated acceptable reforms to retain quality pension provision.

In keeping with previous years we continue to see detrimental changes being made including increasing member contributions, reducing accrual rates and changing definitions of pensionable salary. We are beginning to see some employers looking to increase pension ages especially in light of government moves to increase the state pension age to 66 and beyond.

POLICY

In addition to the work outlined above progressing specific GMB Congress motions, the department has been heavily involved with the DWP and The Pension Regulator on a number of issues:

- We have produced 26 consultation submissions, Ministerial correspondence and press releases on general pensions policy
- We have held meetings with the new DWP team, including the Minister, on a number of issues including deregulation, the Pension Protection Fund, state pensions, 2012 NEST reforms and the decline in quality occupational pension provision
- GMB has maintained good links with the Pension Protection Fund (now incorporating the Financial Assistance Scheme) and the Pension Regulator, meeting regularly on specific and general pensions issues
- GMB policy in regard to the Default Retirement Age has finally been met with the removal for this discriminatory provision due in 2011
- GMB once again led the debate on pensions at TUC Congress in 2010 and have followed that up with meetings with TUC and others to address the issues raised in GMB's motion.

CASEWORK

We continue to receive a large number of requests for advice from national and regional officers, with 275 new requests (not including ongoing cases) being received in 2010. Roughly 45% of requests are related to industrial matters and some of these are highlighted in the Industrial Issues section of the Department's report. More than 150 new requests however related to advice on individual issues such as queries and disputes. The Department aims to advise on such requests within two weeks of receipt, and the average turnaround time for replying in 2010 was around two days. However, more complex cases can take considerably longer to advise on.

In all cases, the Department acts in support of full time officers and will advise or take on casework as appropriate. As such, individual and industrial cases should be submitted from a Regional Officer in the first instance. The Department will keep Regional Officers advised on case progress at all times. Some members do contact the Department directly and in such instances we deal with these members fairly, but refer them back to their Regional Officer.

We deal with pension cases on all pension schemes operating in the UK: occupational, state, personal and stakeholder schemes. Some of the more complex cases, particularly those concerning individual pension rights can take a significant length of time to resolve, particularly when ill health pensions are being disputed and medical evidence is required. The Department recognises the anxiety that uncertainty and grievances relating to pensions can cause and aims to deal with all individual queries in an efficient and sensitive manner. In particular we have noticed a marked increase in the length of time it is taking the Pensions Ombudsman's office to investigate and make determinations on pension disputes. However the Ombudsman's office remains the main arbitration point for pension disputes and we have had to exercise and encourage patience when faced with lengthy delays.

In the more complex cases, the Department will recommend that regions or industrial sections will benefit from legal advice and we have good working relationships with solicitors who specialise in pension matters.

COMMUNICATIONS

In 2010, ten editions of GMB Pension News were issued to those who had signed up to receive this update of developments. Recipients include pension scheme trustees, activists and other interested parties. Members can sign up to receive this by e-mailing pensionsdeptwi@gmb.org.uk

Also in 2010, four editions of the Pensions Q&A were issued giving a more accessible update on key pension developments.

In the run up to the election a detailed analysis of each main UK party's pension policies was drawn up and circulated. Similarly following on from the formation of the coalition, our Pensions News bulletins feature regular Coalition Watch items, which update and analyse coalition pension policy.

The Department addressed three local branch meetings in the course of 2010 as well as several National Committee meetings. A lively and very well attended pensions fringe event was also held at GMB Congress 2010 in Southport.

The Department continued to update and circulate our library of key pension briefings giving an in depth perspective to many relevant issues, including: Career Average Pensions, Default Retirement Age, Hybrid Pension Arrangements, Indexation of Pensions, Part Time Working and Pensions, Redundancy and Pensions, Redundancy and Age Discrimination, State Pension Age and Tax Relief for Pension Savings.

The majority of our communications are posted on the GMB Pensions Webpage (www.gmb.org.uk/pensions). The website also contains the campaign materials the department produces to defend public sector pensions (www.gmb.org.uk/pspc).

CO-OPERATION WITH EXTERNAL ORGANISATIONS

GMB Pension Department continues to work with other organisations where appropriate to promote GMB's pension agenda. This year we represented GMB at a number of public and industry events held by: Club Vita, Department for Work and Pensions, Fair Pensions, HM Treasury, Mercers, National Association of Pension Funds, OFGEM, National

Pensioners Convention, NEST, The Pensions Regulator, Pensions Management Institute, Pension Protection Fund, Public Sector Pensioners Council, TUC, Unison and Unite.

We also hold seats on a number of committees on behalf of GMB (or TUC), these include: The Pensions Regulator Advisory Panel, LGPS Policy Review Group, LGPS III Health Monitoring Group, TUC Capital Stewardship Steering Committee, NHS Technical Advisory Group, NHS Governance Group, CCSU Pension Reform Group, Deregulation Review Body and FAS Stakeholders' Committee.

GMB PENSIONS TRAINING

The SMT agreed in mid 2009 that all GMB Officers would be required to attend a training session on pensions aimed at ensuring all officers have a consistent basic pensions understanding and are aware of the role pension issues can place in organising activities. This took place throughout 2010 and is to be followed by occasional sessions to ensure all new officers are provided with the necessary training.

In addition to training on general pension issues, the Department ran briefing sessions on the NHS Pension Scheme and the NHS Pensions Choice Exercise at five different locations across the country, for officers and reps.

POLITICAL DEPARTMENT

POLITICAL DEPARTMENT

2010 saw the first General Election the Labour Party has lost since 1992. GMB played a key part in stopping an outright Tory majority. In addition, the Department also supported numerous campaigns throughout the year. We have ensured that GMB's profile has been enhanced at all levels of the political process and promoted GMB values throughout Westminster.

1. ACTIONS TAKEN ON MOTIONS CARRIED IN CONGRESS 2010

Emergency Motion 3: GMB's Political Department has raised this issue throughout Westminster through discussions with MPs in the GMB's Parliamentary group.

Emergency Motion 5: Letters have been written to two Secretaries of State in the Government Departments for Business, Innovation and Skills and Communities and Local Government.

Composite 4: The Coalition Government announced that it will not be implementing the Agency Workers Regulations. The current Government is still in dialogue with stakeholders regarding the implementation of the Directive and the Political Department is monitoring the situation closely. In addition, the Political Department will also feed this into the Labour Party policy making processes.

Motion 76: A letter has been written to the Secretary of State for BIS to highlight this matter and request current policy.

Motion 83: This issue will be feed into the Labour Party's National Policy Forum processes to ensure it becomes Labour Party policy.

Motion 84: The issue of tax avoidance was the basis of the GMB contemporary resolution to Labour Party conference 2010 and the resolution was passed.

Composite 6: The issue of tax avoidance was the basis of the GMB contemporary resolution to Labour Party conference 2010. A letter has also been written to the Chancellor of the Exchequer.

Composite 7: The issue of tax avoidance was the basis of the GMB contemporary resolution to Labour Party conference 2010. A letter has also been written to the Chancellor of the Exchequer.

Motion 92: As part of the comprehensive spending review by the Coalition Government the civil list was reduced.

Motion 96: A letter has been written to the Secretary of State for Business, Innovation and Skills.

Motion 98: A letter has been written to the Chancellor of the Exchequer.

Composite 8: A letter has been written to the Chancellor of the Exchequer.

Motion 101: GMB continues to work closely with the Labour Party, especially with Ed Miliband.

Motion 108: From Labour Party conference 2010, all contemporary resolutions now taken to Conference are voted on and if passed the resolution becomes policy. The current National Policy Forum processes are under review and GMB will be submitting a response that includes a call for the contemporary nature of conference resolutions to be abolished.

Motion 109: The current National Policy Forum processes are under substantial review and GMB will be submitting a response to the consultation that includes a call for amendments to be submitted to Labour Party conference at the final stage of the NPF's processes.

Motion 111: GMB's Political Department raises policies that reduce inequality at every opportunity throughout Westminster.

Motion 112: The Political Department raises this issue whether possible within the Labour group of MPs and in particular the GMB Parliamentary group. A letter has also been written to the Coalition Government.

Composite 9: A new document regarding cost saving has been developed by the Manufacturing Section. A summary document will be sent to all GMB MPs in early 2011.

Motion 116: A letter has been written to the relevant Secretary of State to pursue this matter within the Coalition Government.

Composite 10: In the run up to the General Election in 2010 a policy of helping candidates from a trade union background was pursued.

Motion 121: The Political Department is currently developing a programme for the next interviews for the parliamentary panel in the run up to the next General Election which will include training and mentoring sessions for GMB members.

Motion 122: An advert has been included in the GMB magazine to encourage members to send their stories to the Political Department.

Motion 124: The GMB Political Department has discussed this issue within the GMB parliamentary group.

Motion 130: GMB's Political Department continues to monitor and await the recommendations of the Iraq Inquiry which is looking into the way decisions were made in the run up to the conflict in Iraq.

Composite 12: Letters have been written to the Secretary of State in the Department for Communities & Local Government and to the Mayor of London.

Motion 133: GMB continues to work very closely with various anti-fascism organisations to prevent the electoral success of the BNP.

Composite 13: The Coalition Government announced a commitment to improve the Student Loans Company. GMB's Political Department has also written to Secretary of State for Business, Innovation and Skills.

Motion 152: A letter has been written to the Secretary of State for Health.

Motion 166: GMB continues to promote the policy of building more council homes. A composite on housing went to Labour Party Conference 2010 and GMB supported the composite.

Composite 16: A letter has been written to the current Housing Minister.

Motion 169: A letter has been written to the current Housing Minister.

Composite 17: A letter has been written to the Secretary of State for Health.

Motion 177: A letter has been written to the Secretary of State for Health.

Composite 18: This matter will be fed into the National Policy Forum to ensure it becomes strong policy for the next Labour Government.

Motion 183: A letter has been written to the Secretary of State for Health.

Motion 188: A letter has been written to the Secretary of State for Transport.

Composite 19: A letter has been written to the Secretary of State for Transport

Motion 195: A letter has been written to the Secretary of State for Business.

Motion 196: A letter has been written to the Secretary of State for Transport.

Motion 197: The Coalition Government has now introduced legislation to limit and control car clamping companies.

Composite 20: A letter has been written to the Secretary of State for Work and Pensions.

2. GENERAL ELECTION

In 2010 the work of the Political Department was largely dominated by the May General Election. The Political Department worked closely with the Labour Party and other trade unions, focusing in particular on retaining key seats. GMB put much resource in the form of finance and general campaign work in the fight to retain these key seats. The Labour Party was ultimately unsuccessful although the Party managed to win 258 Parliamentary seats which deprived the Tories of an overall Parliamentary majority in the House of Commons. There is no doubt that the work done by GMB enabled many key seats to stay in Labour hands and without the efforts of GMB and other trade unions, the result would have been far worse.

GMB supported a number of candidates throughout the UK. Many candidates supported were from our existing list of MPs, however, a large number were new GMB Parliamentary Panel candidates. A great many of these MPs were returned to represent their local constituency to office. MPs returned to the House of Commons included Kelvin Hopkins from Luton North, John Mann from Bassetlaw, Madeline Moon from Bridgend, Karen Buck, Westminster and Kate Green, Stretford and Urmston.

Below is a list of newly elected MPs who are also members of GMB:

| | | |
|-----------------|----------------------------|-------------------------------------|
| Rushanara Ali | Bethnal Green & Bow | London Region |
| Jenny Chapman | Darlington | Northern Region |
| Mary Creagh | Wakefield | Yorkshire & North Derbyshire Region |
| John Cryer | Leyton & Wanstead | London Region |
| Nic Dakin | Scrunthorpe | Yorkshire & North Derbyshire Region |
| Simon Danzucuk | Rochdale | North West & Irish Region |
| Geraint Davies | Swansea West | South West Region |
| Gloria De Piero | Ashfield | Midlands & East Coast Region |
| Julie Elliott | Sunderland Central | Northern Region |
| Pat Glass | North West Durham | Northern Region |
| Mary Glindon | North Tyneside | Northern Region |
| Tom Greatrex | Rutherglen & Hamilton West | Scotland |
| Kate Green | Stretford & Urmston | North West & Irish Region |
| Ian Lavery | Wansbeck | Northern |
| Chris Leslie | Nottingham East | Midlands & East Coast Region |
| Shabana Mahmood | Birmingham Ladywood | Birmingham & West Midlands Region |

| | | |
|--------------------|-----------------------------|-----------------------------------|
| Grahame Morris | Easington | Northern Region |
| Fiona O'Donnell | East Lothian | Scotland |
| Teresa Pearce | Erith & Thamesmead | Southern Region |
| Bridget Phillipson | Houghton & Sunderland South | Northern Region |
| Yasmin Qureshi | Bolton South East | North West & Irish Region |
| Emma Reynolds | Wolverhampton NE | Birmingham & West Midlands Region |
| Karl Turner | Kingston upon Hull East | Midland & East Coast Region |
| Chuka Umunna | Streatham | Southern Region |

In total GMB has 85 MPs in the Parliamentary group.

If it wasn't for the concentrated work and support of the unions, the Labour Party would have lost another 40 to 50 seats. The Political Department combined a mix of direct mails, automated calling, text messaging and magazine pieces to support our candidates. The Department also supported the production of over a million newspapers for the key seats.

3. WESTMINSTER ACTIVITY

The Political Department has supported various Parliamentary events throughout the year. We fully supported the TUC's Stand up for Public Services lobby and rally. We have held GMB Parliamentary Group meetings and have organised briefing meetings for the group on key issues such as the Local Government Pension Scheme. Finally, the Department has also assisted with speakers at conferences such as; Justice for Columbia and the Hungarian water industry trade unionists in Autumn 2010.

4. LABOUR PARTY

Andy Worth, Regional Secretary for GMB Midlands & East Coast Region, and Mary Turner continue to be GMB representatives on the NEC. They play a significant role in holding the Labour Party to account.

GMB played an important role in the selection of a new Labour Party leader following Labour's General Election defeat in 2010. Following a hustings at Congress and a special CEC, we endorsed Ed Miliband for Labour Party leader and he was ultimately successful. His election undoubtedly marks a shift in Labour Party policy and GMB played a role in supporting his campaign.

Reviews of the National Policy Forum processes are already underway and GMB will fully take part in those discussions later in 2011.

5. LABOUR PARTY CONFERENCE

GMB made a significant contribution to the Labour Party Conference in September 2010. The GMB contemporary resolution on tax avoidance was passed and is now Labour Party policy. There were also a number of GMB speakers to Conference, as well as 3 well attended fringe meetings.

6. LOCAL ELECTIONS

Much resources have been directed to working on the council elections, the next round of council elections will be in May 2011. Detailed work has been done to try and ensure that Labour wins as many council seats as possible and to gain back councils which have been lost. On a national level, the Political Department has organised and attended meetings with regional directors from all over Britain, whilst on a regional level, meetings are ongoing with regional political officers to focus specifically on key target councils which also encompass details relating to key wards in all regions of Britain.

7. REGIONAL POLITICAL OFFICERS

There have been a number of meetings throughout the year with the Regional Political Officers to exchange information and coordinate political work. The Regional Political Officers are:

| | |
|-----------------|----------------------------|
| Paul Maloney | Southern |
| Vince Maple | London |
| Pamela Drake | South Western |
| Martin Hird | Birmingham & West Midlands |
| Les Dobbs | Midlands & East Coast |
| Steve Jennings | Yorkshire & Derbyshire |
| Colin Priest | North West & Irish |
| Chris Jukes | Northern |
| Richard Leonard | Scotland |

8. POLITICAL EDUCATION

The Political Department has continued to develop a national political education programme.

The Department discussed each Region's strategy and requirements for their political education programme individually with each regional political officer. A report was drafted to highlight the ways that the Political Department could assist each region with their programme.

The report started to be implemented during the latter part of 2010. A course will be run to support Birmingham & West Midland's programme in January 2011, with further courses rolling out in 2011.

9. LONDON MAYORAL SELECTION

GMB arranged a selection hustings for both GMB London and Southern regions at the TUC where both Oona King and Ken Livingstone were given an opportunity to make presentations and field questions. Ken Livingstone was endorsed following a vote of GMB members at the hustings. Ken went on to win the Labour nomination for Mayor of London. We have started to coordinate work to help Ken win the mayoral election in 2012.

10. CAMPAIGNING & LOBBYING

Opposing Public Service Cuts

GMB's Political Department has supported the TUC massive rally and lobby in November alongside the Public Services Section. The Political Department has also distributed material around the regions and branch structures to highlight the campaign and towards the end of the year we began to prepare for the march on 26 March.

Remploy

In 2010 the Manufacturing Section developed a document to highlight ways that the company is able to save money through reducing the number of luxuries that the senior managers enjoy. The Political Department is working closely with the Section to ensure that the document will be well distributed and supported throughout Westminster.

CEC Political Project

The CEC political project continued to be developed in the target seats throughout the country in the run up to the General Election. All members in the target seats chosen were sent a letter from the General Secretary and a survey to complete and return. In some cases events were run to support the local MP and Labour party by encouraging GMB members to become involved and join the Labour Party.

Towards the end of 2010, the Department began to conclude the project in the target seats by either sending Labour Party application forms to members, or by beginning to arrange events to encourage GMB members to become politically active. This project continues.

Councillors Network

For the first time we are setting up a national GMB councillors network. Details of all GMB councillors are being collated nationally. Relevant information will be distributed and meetings to explain GMB policy are being arranged.

Pleural Plaques

The campaign on Pleural Plaques continued in 2010 resulting with the government publishing guidelines about who will be eligible for payments under the new pleural plaques scheme in England and Wales, and how they should apply. Although the criteria from the present government falls short of what GMB were asking for, it could have been far worse. The campaign and fight continues.

Gangmasters Licensing Authority

Steve Kemp was formally appointed onto the public body as a board member of the Gangmasters Licensing Authority and also sits on the Workers Representative Liaison group. Steve is able to feedback information relevant to the union and is also able to input any information and ideas from the union going forward.

Defend Housing Campaign

The Political Department has worked with the Defend Housing Campaign which is becoming an ever important group given the present policies by government towards housing and also more recently the effect that the Localism Bill will have towards communities and indeed affordable housing in the future.

Robin Hood Tax

GMB also sits on the Robin Hood Tax UK lobby group keeping GMB up to speed with the campaign. The main argument put forward by the group is that the bankers should pay for the mess caused and not our members: a view that GMB is strongly in agreement with.

Hope Not Hate

The Hope Not Hate campaign continues to fight against the far right and the BNP. Coordinated campaigning continues with an ever watchful eye on the BNP, but also of even more importance the English Defence League. This campaign will carry on because at the forthcoming council elections it is expected that BNP will stand many candidates. The union must be ever vigilant and should not rest on recent successes in defeating the BNP.

**APPOINTMENT AND ELECTION OF OFFICIALS
1 JANUARY 2010 – 31 DECEMBER 2010**

APPOINTMENT OF SENIOR ORGANISERS

| | |
|----------------------------------------|--------------------|
| Midland & East Coast Region | Richard Taylor |
| Northern Region | Joan Anderson |
| Southern Region | Kevin Brandstatter |

APPOINTMENT OF MEMBERSHIP DEVELOPMENT OFFICERS

| | |
|--------------------------------------|---------------|
| North West & Irish Region | Neil Holden |
| Southern Region | Rachel Verdin |

ELECTION OF ORGANISERS

| | | | |
|----------------------------------------|------------------------------------------------|-------------------------------------------|-----------------------------------------------|
| London Region | Gary Carter Warren Kenny Daren Parmenter | Bob Crosby Vince Maple Hiten Vaidya | Mark Holland Paul Meddes Sandra Vincent |
| Paul Ward | | | |
| Midland & East Coast Region | Les Dobbs | Martin McGinley | Andy Fletcher |
| North West & Irish Region | Alanna Armstrong Eddie Parker | Alan Collinge | Neil Holden |
| Southern Region | Paul Grafton | | |
| South Western Region | Paul Gage | | |

APPOINTMENT OF ORGANISING OFFICERS

| | | | |
|----------------------------------------|-----------------|------------------------|--------------|
| London Region | Michelle Bacon | Stella George-Duesbury | Richard Owen |
| Midland & East Coast Region | Paul Bissett | David Oglesbury | |
| Northern Region | Tom Allison | Dawn Davies | |
| Southern Region | Nadine Houghton | Frank Macklin | Asia Morasz |
| South Western Region | Greg Hughes | Russell Mardon | |

TUC CONGRESS AWARDS 2010

As agreed by the CEC its Finance & General Purposes Committee selected recipients of Congress 2010 Regional Outstanding Achievement Awards to go forward for TUC Congress Awards.

The late David Lyons, the recipient of the Southern Region Outstanding Achievement Award 2010, was nominated for the TUC Health & Safety Rep Award 2010. The nomination was successful, and his widow Marilyn Lyons attended TUC Congress 2010 to collect the award.

Yvonne Morris, the recipient of the Northern Region Outstanding Achievement Award 2010, was nominated for the TUC Women's Gold Badge 2010. Unfortunately Yvonne's nomination was unsuccessful.

SECTION REPORTS

COMMERCIAL SERVICES SECTION

COMMERCIAL SERVICES SECTION

Section National Committee

| | |
|-------------------------------|-------------------------------------|
| Kevin Flanagan (President) | North West & Irish Region |
| Malcolm Sage (Vice President) | Midlands & East Coast Region |
| Brian Adams | Birmingham & West Midlands Region |
| Dave Clements | Southern Region |
| Kevin Crummey | Yorkshire & North Derbyshire Region |
| Elaine Daley | Birmingham & West Midlands Region |
| Roy Dunnett | London Region |
| Gwyn Evans | South Western Region |
| Jean Foster | Southern Region |
| Peter Kane | Northern Region |
| Kath Manning | Yorkshire & North Derbyshire Region |
| Cathleen Murphy | GMB Scotland |
| Benjamin Rankin | GMB Scotland |
| Lena Sharp | London Region |
| Kathleen Slater | Midlands & East Coast Region |
| Catherine Sutton | North West & Irish Region |

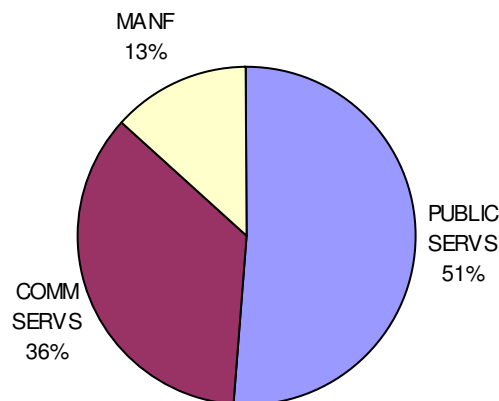
Section National Officers

Gary Smith (National Secretary)
Jude Brimble
Mick Rix

Introduction

The Commercial Services Section membership stood at 164,925 in December 2009 and had risen to 165,868 by December 2010. This net increase of 943 members represented a membership growth of 0.6% for the Section, during a year which saw a slight decline in GMB membership overall of 0.1%. The Section's percentage share of GMB's total financial membership is 27%.

A total of 25,464 new members were recruited to the Section in the 12 months ending in December 2010, from a total of 71,667 new GMB members recruited during this period. The graph below shows that this represented 36% of the total number of new members recruited by GMB.



GMB Sectional recruitment: 2010

The Commercial Services Section's work throughout 2010 continued to contribute fully towards the GMB@work organising agenda. Workplace organisation has been developed in many of the Section's key industries and

companies, most notably in security, retail and energy, building upon the GMB@work initial training or follow-up courses which took place in 2009. The Section's recruitment and organisation achievements during 2010 are a reflection of the tremendous efforts of our shop stewards, who remained committed and focused on growing and organising their membership, despite the difficult industrial and economic conditions.

Progress reports for the Section's key industries have kept the Section National Committee and Senior Management Team fully informed of the measures taken at national, regional and workplace level to ensure the Union vigorously pursues our organising and recruitment objectives within these industries. These reports to the Sectional National Committee have also incorporated information on the steps taken to action the motions which were carried or referred at GMB Congress and the Commercial Services Section Conference in 2010. A full report on the 2010 Section Conference was also made to the Central Executive Council (CEC).

ASDA Stores

Since the last Congress we have continued to make steady progress on membership growth in ASDA Stores. Despite the lack of proper access and the weaknesses in the Stores Agreement, the numbers of new recruits in Stores is above that of ASDA Distribution almost every month. This is a testament to the perseverance of our activists in Stores.

Last year the company committed to improving its engagement with GMB through the listening process around pay. This was obviously an attempt to signal the company's desire to improve relations. Unfortunately, the outcome of the pay listening process did not in any way meet our members' aspirations. We did put in a formal pay submission to the company based on the feedback that we received from shop stewards and members (as per 2010 Section Conference Motion CS1: Sick Pay). However, ASDA imposed a 2% increase in Stores and failed to deal with the other items which we tabled, or the concerns that we have about changes to night pay which were previously implemented by the company.

As a result, we surveyed Stores members and sought their opinions about the credibility of the pay listening process. The feedback from our members did not make easy reading for ASDA management. Our members made it very clear, in large numbers, that they have no faith in the pay listening process and, ultimately, in the current Colleague Circle arrangements where pay is discussed. It is also clear from the feedback from our membership that morale in many areas is low due to the way that people are being managed. We have repeatedly presented this challenge to the company. Hopefully, the feedback that we have had from members will assist as we try to strengthen the industrial relations processes within Stores moving forward.

A priority for GMB remains the need to secure a new agreement in Stores, which will allow us to build our membership and develop our shop steward networks for the benefit of ASDA Stores workers. At the time of writing, the night pay issue is subject to an ongoing national grievance. The working arrangements over Christmas and the redesignation of bank holidays were not managed at all well by ASDA either. The communication was poor and the inequity in the company policy on working arrangements over the Christmas and New Year holiday period caused considerable upset. Again, at the time of writing, this is still subject to an ongoing national grievance. We are seeking both improved consultation and negotiation around future Christmas and New Year holiday arrangements and also rewards which are fairer across all Stores.

At the time of compiling this report the National Organising Department are assisting with negotiations on an improved communication process for new Stores access. The National Organising Department has also been very helpful in ensuring that we will get access to what were Netto stores, for recruitment purposes, once they are fully converted over to ASDA Stores.

We have always understood that securing a positive deal in ASDA Distribution would be important in securing confidence with the company to progress and improve our relationship in Stores. Our ASDA Stores workers will continue to be a priority for us this year.

ASDA Distribution

Our membership in ASDA Distribution has continued to grow, along with the number of sites where we have secured GMB recognition. Membership grew by 9.3% in the twelve months to December 2010. This was a tremendous effort by the shop stewards and officers involved.

Aside from our organising work in Distribution, a lot of our time and energy has been focused on national bargaining over pay and conditions. Last year, the company finally agreed to hold national pay talks in Distribution for the first time. ASDA management said themselves that this was “an historic moment”.

However, it seemed to take the company longer than they had originally anticipated to secure a mandate over the national negotiations. The recent acquisition of Netto by ASDA also meant that management were, for a period of time, distracted.

We did manage to secure an interim pay offer of 2% and £300, which was accepted by our members. The £300 was only payable on unionised sites. This was seen as a real success by our members on the unionised sites. The company has committed to finalising the negotiations in the first quarter of 2011. At the time of writing we are engaged in those negotiations. There are also two sites ready to go to a recognition ballot, which is very positive news and demonstrates that we are continuing to build the membership.

Wilkinson Stores

There is no doubt that the economic crisis has had implications for Wilkinson Stores, in common with many other retailers. The company has continued to restructure and implement change and this has kept our shop stewards very busy.

There was a detailed survey of members' opinion prior to submitting the pay claim in 2010. The negotiations this year were particularly difficult with the toughest discussions over pay that our shop stewards could remember for some years. The company's starting point was to consider a pay freeze. This was rejected out of hand. The first formal offer from the company was also rejected overwhelming by our membership. We believe that the company was surprised at the size of the rejection. Eventually, we managed to secure a 2% pay increase that was accepted by the membership. Great credit goes to the convenors and shop stewards who pushed so hard to secure anything for our members.

Our membership in Wilkinson Stores has grown again in 2010, building on the very good year that we had in 2009. Membership growth of 9% was achieved during 2010. Moving forward in Wilkinson we will be trying to build upon the current agreements and industrial relations structures. We had hoped to achieve more on this in 2010, but most of our focus was taken up with the difficult pay negotiations. However, we also need to be mindful that over the past few years we have managed to secure jobs, pay rises and membership growth under our current agreements.

There is no doubt that the company will continue to look at changes in the operation of the business to try to make it more efficient. This will have significant implications for our members and it will no doubt continue to keep our shop stewards and convenors very busy.

Energy

As outlined in previous Congress Reports, energy continues to be one of the most dominant issues facing society. It is likely to be so for a generation or more. GMB's participation in the TUC Clean Coal Task Group, the TUC Annual Climate Change Conference and the Ofgem Gas Distribution Price Review process (RIIO-GD1) has given us the opportunity to continue to press the Union's agenda on energy. Our policy remains that the country needs a balanced energy policy utilising renewables, nuclear, clean coal and gas. We have also continued to argue that sensible planning legislation is needed which, whilst giving local communities a say, also considers the pressing need for the development and deployment of all the technologies that are desperately required to ensure the lights are kept on.

No organisation has been more outspoken on the need for secure, sustainable and, crucially, affordable sources of energy. In accordance with 2010 motions Composite 15, 158, CS12 and CS14 (from Congress and the Section Conference), GMB policy has been expressed in correspondence, submissions on consultation documents and face-to-face meetings with Ministers and Ofgem.

GMB has continually questioned energy market failure, particularly when it comes to the wholesale price of gas. The development of new technology and new fields coming on-stream means that there is a plentiful supply of gas in the world. We have questioned Government and Ofgem as to why the benefit of these new sources of gas has not had a positive impact for UK consumers. It seems that speculation is a major factor in the failure of gas markets. As yet neither Ofgem nor Government has had the courage to tackle the issue, although Ofgem has raised the prospect of a single national company to deal with the purchase of gas. This is a signal that our message on prices is having an effect.

Motion CS8 of 2010, referred by the Section Conference, called for Government to use fiscal mechanisms to change energy companies into domestic energy service companies and encourage reduced energy consumption. The Tory-led coalition's laissez-faire approach towards energy, disguised under a pale 'green' veneer, indicates that such intervention is unlikely to occur. This is a Government whose idea of encouraging reduced energy consumption is to refuse help with energy bills to those who are suffering from a terminal illness.

Motion CS15, calling for the establishment of an Energy Sub Section Forum, was also referred by the 2010 Section Conference. This proposal has been given very serious consideration, to evaluate the costs and benefits to the Union of establishing such a forum. At the time of writing, the consultation with senior GMB representatives throughout the industry has been inconclusive. Whilst there are some issues of common concern (the Ofgem attack on pensions in the gas and electricity distribution sectors, for example), opinion is divided about what such a forum would achieve in terms of GMB@Work and developing our membership across the sector. Bringing responsibility for E.ON and EDF into National Office may mean that we re-visit this in due course. However, we must be mindful of not simply re-creating the former Energy & Utilities Section Conference.

The Gas Industry

GMB is the only trade union which has been invited to sit on the Ofgem RIIO-GD1 Price Review Forum. The RIIO-GD1 price review process will determine the cost of gas distribution, transmission and electricity transmission prices for an eight year period. This is a complex issue which has implications not only for prices, but also for investment in training, jobs and safety.

One of our major concerns over the past year has been the threat to the future of the gas industry. The Government's Committee on Climate Change, Ofgem (and arguably even the HSE) see the future as being almost exclusively about clean electricity. As GMB pointed out at the TUC Climate Change Conference and repeatedly on Ofgem's RIIO-GD1 Forum, moving from a situation where most UK homes use gas for cooking and heating to one where we are dependent on electricity will not be simple. Apart from the cost of changing appliances for households moving from gas to clean electricity, a kW of electricity is already three or four times the price of a kW of gas. This is before the costs of the massive investment in the electricity infrastructure are passed onto the consumer.

GMB is aware that burning gas does have environmental consequences, although far less than other fossil fuels. Apart from the jobs of tens of thousands of GMB members employed in the gas industry, we have argued that the full social impact of a move to clean electricity has not been fully understood or considered. GMB will continue to press the argument that gas has a big part to play in the energy mix and that we need further investment in fuel-efficient gas appliances and the insulation of homes to tackle CO emissions. The Tory-led Government's decision to reduce the Warm Front Programme was nothing short of a scandal, undermining efforts to tackle climate change whilst disadvantaging the poorest in society.

We have been involved in a vigorous debate with both Ofgem and the HSE over future investment in the gas mains replacement programme. HSE and Ofgem are undertaking a joint review of the mains replacement programme (MRP). In our view, Ofgem would like to see investment in the gas infrastructure cut, partly because they mistakenly see it as a fuel of the past. Our campaigning work in defence of the MRP has exposed real weaknesses in the case put forward for cutting the programme. Cutting the MRP will jeopardise safety, lead to more gas escapes and increase the risk of explosions, and will be bad for the environment. During this winter we have had a record number of gas escapes, and apart from the danger this poses, methane does have greenhouse gas properties.

The high levels of gas escapes this winter has exposed the fact that there is insufficient skilled labour available to deal with a cold winter. We believe Ofgem has played a major part in failing to ensure companies focus on safety and the public interest, as highlighted in motion CS10 at the 2010 Section Conference. Following public representations by GMB and Parliamentary pressure initiated by GMB MPs, Ofgem did convene a meeting of the gas distribution companies, the HSE and GMB to discuss safety provision. The HSE has given an assurance that they will remind the gas distribution companies of their legal obligations to consult with GMB safety representatives. On safety issues, Ofgem has also told the companies that they are duty bound to consult with GMB as stakeholders, aside from their obligations under the Health and Safety at Work Act. The failure of companies to properly engage GMB was a major issue in safety standards being undermined in the winter of 2010/2011. This was a point touched upon by the referred motion CS9 at the 2010 Section Conference.

GMB remains the only union that has continued to challenge Ofgem over pensions (Motion CS11, 2010 Section Conference). At the time of writing, Ofgem has engaged the Government's Actuaries Department to undertake a costly

and unnecessary review of pensions in the regulated gas and electricity sectors. GMB has been highly critical of this in public and our campaign has received media coverage. Ofgem's role as a regulator, which was the subject of Motion CS10 at the 2010 Section Conference, is currently under review by the Government.

British Gas Industrials

The early part of 2010 was very difficult in terms of relations with British Gas. However, with a change in senior management and a change in culture and approach to the trade union nationally, industrial action was averted and we commenced some very difficult discussions with the company. The business took a more mature approach to relations and gave us some stark statistics on the decline of the CHC (Central Heating Cares) part of the business. Competition, which is often cheaper and invariably non-unionised, was hitting British Gas very hard. Significantly, one of the main competitors is the AA, who (as we know) are hostile to GMB.

The Company argued that they required a new position to differentiate them from the competition. After many weeks of difficult negotiations we concluded a deal which was accepted by nearly two-thirds of the members with a 90% turnout. This was a two year deal (2010: 3% backdated to 1st April 2010; 2011: 2% from 1st April 2011). One of the most difficult changes was an increase to a 45 hour working week for three months of winter, whilst in the summer months the working week reduces to 28 hours to compensate. Given how cold it had been this winter, our members have found the 45 hour week particularly tough.

At the time of writing we are about to conduct a joint review of winter working arrangements and with the support of the shop stewards we hope that we can come up with something better next year. However, given the flexibility demands in this increasingly competitive environment it is likely to remain tough. Relations with British Gas are now more far more positive, but the challenge for the business will be to ensure that all our members, at every level of the company, experience a positive working culture.

In CHI (Central Heating Installation) the changes to working practices implemented by the company in 2009 and 2010 means that it remains tough for our members. The company has informed us that their volumes have been good, not least because of the previous Labour Government's Boiler Scrappage Scheme. Profitability in CHI is not great and the shop stewards have done an excellent job in the pay negotiations, securing a deal similar to that for the CHC Engineers, but with a pensionable supplement which means that it is arguable that the CHI settlement was actually better.

British Gas Staff

We have continued to make steady progress on British Gas Staff membership levels. The shops stewards and activists deserve great credit for their work. We have seen significant breakthroughs in our membership in areas such as Uddingston in Scotland and at Oldbury, whilst we have consolidated our position at sites such as Leicester. Pay settlements for British Gas Staff under their formula are coming out around 2.2%. At the time of writing a similar offer will be put to our Service Manager membership. By Congress 2011 we hope to have secured a number of new recognition agreements with developing parts of the business, which is an indication of the positive way in which relations have progressed since last year.

National Grid Staff

Our members covered by staff collective bargaining decisively rejected taking industrial action over pay in a consultative ballot. The three other unions covered by this set of negotiations voted to take limited industrial action. A revised offer is likely to be accepted by all unions.

We did successfully settle a long running dispute affecting our members who work in gas transmission, a group known as PMC. Our members voted to accept a one-off non-consolidated payment of £1,000.

The staff side of National Grid will continue to endure restructuring and cuts in headcount. The Northampton site is likely to close this year. There will be no compulsory job losses but, particularly for those working on the gas side of National Grid, the times ahead will not be easy.

Our Gas Managers Association (GMA) membership is likely to continue to shrink, as a result of a reduction in the number of posts. A successful pensions seminar was run, supported by the National Pensions Department, to assist with recruitment into the GMA.

The challenge in the year ahead will be to refocus our efforts to organise staff within National Grid. Membership density amongst these staff remains low, but the constant process of change at least gives us a platform to build on. The closure of the Newcastle office had an impact on our membership levels and morale. However, the time is right to step up our organising efforts and begin the rebuilding process.

National Grid Industrials

Our members were covered by a three-year pay deal. However, we had the right to re-open talks in the third year because the rate of inflation remains high, and have taken that opportunity. These talks are currently underway.

The company has introduced a new work management system known as GDFO. So far, the system has been a hugely expensive failure. We have continually reminded management that their failure to consult GMB before they embarked on GDFO contributed hugely to the problems that they are experiencing.

Management sought to link the re-opening of the pay talks to harmonising working practices as part of the GDFO recovery plan.

After some difficult negotiations a revised pay offer, which will mean limited changes to working practices, is due to go to shop stewards and members. The deal is likely to include £2,000 non-consolidated cash payments and a 3% pay increase consolidated from June 2012. As part of any deal, the company has also committed to establishing and seeing through a number of working groups, which are designed to address some of the longstanding grievances and issues of concern to our members.

The national GMB side has been increasingly frustrated at the lack of proper attention the company has paid to our members' concerns. We believe that there are serious issues with the management culture in some areas. This may finally be properly addressed, which will be a positive development for our members.

Given the shortages of skilled labour which have been exposed over the past two winters, coupled with the shortcomings of the contractors, we are also pushing the company hard on employing more direct labour. The BP Gulf of Mexico disaster was a further reminder of the dangers of over reliance on sub-contracting. At the time of writing, it seems we may finally be winning the argument. We may now have the opportunity to start reversing the trend of over-reliance upon sub-contractors which has been a feature of much of the industry for a generation. This would be good for safety, for the workers involved and for membership development.

The Electricity Industry

The RIIO-T1 price review process has serious implications for the electricity industry. We have used this platform to argue the case for adequate investment in the electricity infrastructure and to ensure that investment in safety remains a priority. All the work we have carried out on an energy policy around renewables, carbon capture and storage, as well as new nuclear, is relevant to our members in electricity. The arguments around electricity have been more straightforward than with gas because there is a general consensus about the need to invest in "clean electricity".

Whilst our members in the electricity sector have different pension arrangements than their colleagues in gas, and there is also primary legislation in place which covered pensions around the time of privatisation, the Ofgem review of pensions in the regulated energy sector (referred to under 'Gas' above) remains a serious threat. Our campaigning work on pensions is important to both our gas and electricity membership.

The Nuclear Industry

With the argument for new nuclear largely won, our work has concentrated on lobbying over funding for decommissioning and supporting the Northern Region's work around making a case for the future of Sellafield. Flat funding for decommissioning has been guaranteed by the Government. This was very important in terms of safety and nuclear clean-up. With most other public sector budgets being slashed, this was a very significant win. It will secure jobs and investment in the nuclear industry for the next few years.

Both at national and regional level, we have been pressing the case for a new fuel manufacturing plant and investment in recycling fuel at Sellafield. At the time of writing, and after many years lobbying, it seems a new fuel plant may be built. This will allow us to put the plutonium on the site to a social use, i.e. making electricity rather than being treated as a waste product. In addition, the issue of recycling of nuclear fuel is again being debated in earnest. This opens up real possibilities for the future of the site.

This summer will see the first work start at Hinckley Point in preparation for the building of a new power station. At National Office, the responsibility for nuclear has now transferred to colleagues in the Manufacturing Section, to ensure that GMB is strategically positioned to benefit from new-build in the engineering construction sector.

British Energy / EDF

To enable better organisation to be developed, a meeting took place early in 2010 with all the senior stewards from the different companies within EDF. A future programme of GMB activity and meetings was agreed.

The pay negotiations were relatively trouble free in 2010. There was a dip in the company's financial fortunes and the sale of the networks division was also a sign that EDF had to reduce its debt. The pay offer from the company was for a 2% increase in salary and flow-through items effective from 1st July 2010, and a further 1% increase in salary and flow-through items effective from 1st January 2011. This was agreed and accepted by the membership.

Magnox

The decision has been taken by Government to merge Magnox North and Magnox South. This is a reversal of the previous policy when Magnox split into two parts. Whatever the merits of this decision, Magnox will be completed as one entity. We have managed to secure the full-time Convener position for GMB as part of the merger process between Magnox North and Magnox South.

The Security Industry

GMB remains the only union with any credibility, influence and significant membership levels within the security sector. At present cut-throat competition for contracts within CVIT and static guarding is driving almost constant change. The major companies are all losing contracts to each other, and gaining others to replace them by tendering the lowest bids. This 'race to the bottom' is often a consequence of the Governments austerity cuts impacting upon private sector workers.

The perpetual TUPE transferring of employees between companies represents a challenge to GMB, but also provides an opportunity to communicate the message to affected employees that union membership is an essential protection. In line with Motion CS7 (TUPE Regulation and Restructuring Process) carried at the 2010 Section Conference, we have developed an effective system between GMB National Office and Regions on TUPE transfers. This is to ensure that not only do we organise around this issue, but also that we are actively involved in ensuring that employers engage in meaningful consultation, so that the principles and protection of TUPE are not undermined.

In the last year we have effectively seen revenue being 'stripped' out of the industry, which has also resulted in companies trying to squeeze both on pay and terms & conditions, as a way of protecting their 'bottom line'. Many GMB members are also now working strictly to 'contracted' hours, which has hit members hard, as there has long been a culture of 'additional hours' to boost pay in what is still largely a low-pay sector.

In addition, we are seeing companies growing by acquisition in an effort to remain within the UK market. VSG (Vision Security Group) has recently been acquired by Compass, and Securitas has recently acquired both Chubb and Reliance. Consolidation within the industry now means that 45% of the market is occupied by the five top companies.

However, although we are witnessing contraction of the workforce across the industry, traditional guarding still offers massive membership potential from within the existing workforce across the key companies where GMB is recognised. To reflect this situation, we have continued with an approach to consolidate members across the industry from the existing employees and to develop recruitment strategies linked to industrial issues.

New recognition agreements have been signed with VSG and Wilson James for their strategic contract areas. Whilst there is more work to be done to secure agreements across the entire operation within these companies, these agreements do provide a platform for GMB to organise and grow in the future.

GMB SafeGuard Campaign

On 1st March 2010 the GMB SafeGuard campaign was launched at the House of Commons. The launch was very well attended by GMB activists, shop stewards, Commercial Services Section National Committee members, senior managers from the most important Security companies and many GMB MPs. Key speakers included the Labour Government's Minister for Crime Reduction and the GMB General Secretary. Powerful stories were recounted by a number of GMB members who had been victims of vicious assaults and whose experiences had initiated the campaign.

The GMB SafeGuard Charter was signed by all industry stakeholders and discussions are now underway with a number of companies to introduce or improve Sick Pay Schemes and in particular Injury on Duty. As a result of our campaign, discussions have taken place with the Security Industry Authority (SIA) to develop a new standard within the industry around reducing crime and violence and what employers need to do to better look after employees who are subjected to violent attacks. The campaign is still very much membership-led, and at the time of writing arrangements are underway to develop a National GMB SafeGuard Group that will bring together key activists from a number of companies to push the campaign forward.

The Security Industry Authority (SIA)

As part of the 'bonfire of Quangos' the Government has announced it is scrapping the SIA. However, following much lobbying by GMB and the reputable parts of the Security Industry there will now be no changes until after the 2012 Olympics.

At the time of writing, the Government has asked the SIA to establish a strategic review body on which GMB has secured a seat (as the only trade union to be represented). GMB will be looking to build momentum around this issue and to engage with security workers to ensure that our members have a voice about how their industry should be regulated and licensed in the future.

In accordance with Motion CS5 (Minimum Standards in the Private Security Industry) carried at the 2010 Section Conference, discussions started last year with the SIA to try and establish national minimum employment standards for the industry. Unfortunately, progress on this has been somewhat thwarted, given the situation with the SIA described above. However, discussions and engagement through Skills for Security and the British Security Industry Association (BSIA) are on-going, particularly around sick pay provision, training, and assignment rates.

G4S Secure Solutions

Secure Solutions remains the largest sector of G4S, currently employing just over 20,000 security officers across eight divisions. The workforce are spread across some 5,000+ sites. Work has continued to successfully develop collective bargaining structures, with a significant breakthrough being achieved to finally establish a full National Negotiating Committee (NNC) to cover all areas of the business. This new NNC will overarch the contract level negotiations and give GMB representatives a more meaningful structure to negotiate directly with the senior executive group within Secure Solutions.

Work continues in Regional Security, where our biggest challenges lie in terms of organising and delivering full pay negotiating arrangements. However, slow but sure progress is being made to ensure more GMB members are having a say about their terms, conditions and pay. At the time of writing a new G4S/GMB 'engagement policy' had been agreed which will for the first time provide for two GMB National Convenor roles to come onstream in April 2011. As part of these discussions, the issue of third party pressure has been and is still being pursued (in line with 2010 Section Conference Motion CS6: Third Party Pressure). Some progress has been made in relation to G4S adopting a much more robust approach with key customers who wish to remove employees from site.

National negotiations have now been completed to introduce a national sick pay scheme, which will provide basic provision for nine months before increasing in benefits. This is a significant development, as national sick pay schemes are a rarity in the guarding division, and is a testament to the work that GMB shop stewards have done in pushing the aims of the SafeGuard campaign. Our organising strategy now needs to ensure that the success of our negotiations is vigorously followed up by increased recruitment and membership growth throughout Secure Solutions. Improvements to the Injury on Duty Scheme have also been secured and at the time of writing further talks were due to introduce further improvements.

In regard to national pay negotiations within Secure Solutions, the Trillium contract saw the second part of a two-year deal implemented which delivered a further 0.5% on top of the previous 2%. Negotiations during 2010 have focused on the merging of the contract; which brings the national job centre portfolio under one provider. This makes this G4S Government contract the largest in the security sector, with some 1100 employees TUPE transferring from Securitas to G4S at the end of 2010. During the months running up to this transfer, National office undertook to map out the transferring employees on a site-by-site basis as part of our organising strategy within G4S. Whilst new members were recruited in some areas, we did not get the traction needed to make best use of this opportunity. At the time of writing pay negotiations were about to begin. GMB shop stewards are aiming to bring together the entire workforce of some 3,500 under one pay and grading structure and to use this as a recruitment tool going forward.

Other national pay negotiations within Secure Solutions resulted in the following outcomes:- Monitoring and Response: a one-year deal for 2011 resulted in a pay increase of 2.2% which was rejected by members; negotiations to secure an improved offer are still under discussion at the time of writing. The RBS contract, which employs some 900 workers, recently advised that G4S intended to impose a pay freeze; again negotiations continue to find an improved offer. The Olympics site voted in December 2010 to reject the company's offer and an improved offer was secured for 2.2% which members voted overwhelmingly to accept. At the time of writing, negotiations on the IBM contract were about to begin, again with the company indicating a possible pay freeze.

The loss of contracts within G4S Aviation has continued through 2010, with the Liverpool John Lennon Airport contract transferring to Securitas. As a result of this continuing trend, G4S Aviation is no longer a stand-alone business and has now been repositioned to come under the umbrella of G4S Secure Solutions.

G4S Care and Justice

GMB continues to be the lead union in this division following the acquisition by G4S of GSL. The integration of the two companies is now complete and GMB are represented in prisons, court services, inter-prisons transport, police custody suites, electronic monitoring and children's services. At the time of writing, discussions have just commenced to extend the National Recognition Agreement across the three prisons to cover the 'banded' staff, encompassing clerical, admin and support workers.

Within the private prisons, the last year of a three-year deal of 12% has been honoured delivering a further 3% in 2010. During recent months we have seen many changes to working conditions and rosters as the company responds to the Government's cuts, and at the time of writing we are awaiting an announcement from G4S as to the impact the Government austerity cuts will have across the private prison estate within G4S during 2011. The Government's review of Justice Services has also resulted in the abandonment of the proposed new build programme for the 'large' prisons put in place by the previous Labour Government.

In Court Services and Inter Prisons Transport (IPT), our members have faced a particularly difficult year in 2010. Again, we have seen the effects of Government spending cuts with protracted and difficult negotiations taking place over the last eight months in Courts Services, with the company trying to make cuts to our members' sick pay scheme. After lengthy negotiations, an offer was made of 2.2% with no strings attached, backdated to August 2010. Our members were balloted and voted overwhelmingly to accept this offer.

IPT settled in January 2011 on an April 2010 anniversary date. Members voted to accept 2% from April 2010 and a further 1% from January 2011. The G4S IPT contract has now been terminated by the Government, as they seek to reduce costs and impose cuts to services. The IPT service will be integrated into the wider courts services contract which is currently out to tender.

GMB members have been facing a very uncertain future in both of these areas and, regardless of who wins the future contract this year, it is clear that Government cuts are likely to have a negative impact on jobs. Additionally, the Government undertook a public consultation in 2010 to close over fifty courts across the country. This closure programme will come on-stream during 2011, resulting in possible job losses throughout the courts sector. During the last six months or so GMB has been actively working with G4S to mitigate future job losses by putting in place a job-freeze ahead of the closure programme.

G4S Cash and Valuables in Transit (CVIT)

GMB continues to work closely with G4S on the high profile campaign about attacks on security personnel in the CVIT Sector. New training methods have been introduced for operational employees and this, together with the continuing development in technology, has helped to bring the number of attacks down in recent months. GMB continues to participate in the Home Office roundtable meetings, which the Tory-led Government has agreed to continue as part of the strategy to deal with attacks. We also play an active part in the sub-groups that link into those talks and the wider discussions that continue with the British Banking Association and the British Retail Consortium.

The first compensation/welfare scheme ever set up in G4S continues to go from strength to strength and continues to have strong support from members, who contribute directly to the scheme. Following the rule changes that took place in 2010, we have been able to award compensation to more GMB members who have suffered attacks, but not necessarily sustained 'life changing' injuries.

National pay negotiations in 2010 were again protracted and difficult, taking place over 4 months. A 20-month deal was negotiated, which effectively brings the future pay anniversary date to January. The pay deal which was secured represented a 4.5% increase on all basic rates and a one-off lump sum payment of £150. Members voted overwhelming to accept the offer. The next pay anniversary date will be 1st January 2012.

National pay talks were also held for the Clerical and Admin Grades within G4S Cash Services, which resulted in one-year deal on a 3% increase effective from 1st January 2011. Members voted to accept the offer. Agreement has also been reached to now bring this group of workers into the main Cash Services negotiating body and to align future pay talks under one umbrella.

The NNC reps have recently undertaken a mapping exercise within the cash centres and amongst the clerical grades across the business, where significant potential still exists to consolidate membership, and this work will be taken forward in 2011 by the NNC reps.

Loomis

The company's plans to introduce one person working on ATM work were abandoned, following an overwhelming vote by GMB members against such a move, after a number of trials had taken place in depots. This was a fantastic result for GMB members, who were put under significant pressure to agree these controversial changes to working practices. It is certain that if these changes had come about they would also have been introduced across the whole CVIT industry and would have resulted in significant job losses.

During 2010 Loomis continued to lose contracts and as a result further depot closures took place. Fortunately on the GMB sites we managed to secure alternative employment in neighbouring depots, thus avoiding any significant job losses.

The pay negotiations during 2010 started from the premise of a pay freeze and as consequence of this negotiations became protracted. The company's offer was overwhelmingly rejected, and a much improved offer was achieved after several months of negotiation. This represented 7.5% over a two-year period, coupled with improvements to holiday entitlements. Members voted overwhelming to accept the offer which was due in October 2010.

Securitas

Over the last twelve months we have remained focused within Securitas on developing our shop stewards network and establishing collective bargaining. Unfortunately, the limited progress that had been made has been stalled by the loss of the Telereal contract to G4S. This represented a significant proportion of the Securitas business, and was where the majority of its employees were based. As a consequence, we have seen the acquisition of Chubb and Reliance as Securitas make a bid to hold onto and grow its UK base. At the time of writing, early discussions are due to take place about how the three businesses will merge as one company during 2011. Our key aim will be to secure a national recognition agreement across the entire business, covering some 18,000 employees. These acquisitions now put Securitas on a par with G4S in terms of its size within the guarding sector.

Security Plus

The key challenges in Security Plus during 2010 have been around pay and job security. Members received a 1.5% increase in January 2010; a further improvement on Injury on Duty was secured later in the year. The company withdrew from talks to introduce a sick pay scheme during 2010. This will be revisited again during 2011. Members in Security Plus remain working to 'guaranteed' contracted hours, which has seen pay reduce for many members. At the time of writing, members had voted to reject a 2.25% pay increase and discussions were ongoing to try and secure an improved offer. All but one depot now has a GMB shop steward in place and a new National Negotiating Committee has now been agreed.

Vision Security Group (VSG)

Following a TUPE transfer in January 2010 from G4S to VSG for the Lloyds Banking Group contract, a national recognition agreement has been secured for this contract, which covers some 900+ workers. GMB activity has focused around building the membership and getting shop stewards into place. GMB membership has been steadily growing from a very low point at the transfer stage and a network of reps is now in place together with a national negotiating structure. Since the transfer, a complete restructuring exercise has taken place which has unfortunately resulted in a number of site closures and job losses.

Parcelpoint (PPL) YODEL (Formerly DHL Domestic)

In early 2010, Barclay Brothers acquired the DHL Express UK domestic business. Over 4,000 people were subsequently TUPE transferred to a new company called Parcelpoint (PPL). Barclay Brothers own the former Littlewoods Direct company Reality, and the HDN parcel company, where GMB is recognised too.

PPL and HDN then entered into talks with the trades unions to seek integration of the two companies. To achieve this a Joint National Agreement was agreed. This also sought to look at negotiating new terms and conditions. However, changes at senior management level in the company have put these negotiations on hold.

The company also announced that from 31st March 2011 the PPL and HDN companies will begin trading under a new combined brand called Yodel. This brand is already being rolled out.

The company faces an uphill struggle in the domestic market, due in part to massive competition (the UK market is the most competitive in Europe, and the fourth largest market globally). The vast increase in internet shopping has brought a huge increase in small home-delivered volumes, as opposed to bulk business delivery volumes to the high street. This is leading towards further casualisation of employment in the sector for the last mile drop (as small, single, light packages delivered to homes are very costly, as opposed to bulk delivery to the high street, retail parks or homes). As a result of security of employment fears for our members, we have managed to negotiate a number of agreements with the company which include an "alternative to redundancy agreement", and "maximising the utilisation of directly-employed Labour".

Protecting members' employment has been a priority in the last year. Due to company restructurings, around 350 posts have been reduced. However, the majority of these losses could have been avoided, if the alternative to redundancy agreement had been enacted. This provides for those employees seeking reduced hours worked, and the company would have agreed to pay employees 1.5 times weeks per year, plus a 15% lump sum of their salary. In some respects, regions and local reps did not fully appreciate this agreement and what was at stake, and this allowed members and some reps to take advantage of the "voluntary severance" terms instead.

Vital lessons have been learned. This company will be restructuring further, with Sort Centre closures, and the creation of new Sort Centres, and with further restructurings of its network. This could impact on a further 300+ members' jobs. Briefings are taking place with officers and local reps, with the emphasis placed firmly on the protection of GMB unionised jobs, finding GMB members alternative employment with the company, and also ensuring that non-union employees are approached and recruited to join the GMB. The last thing that we will be dealing with at the company is redundancy - agency labour must go first.

The company entered into an agreement with Vertex whereby all customer relations staff at the Omega House call centre in Salford were to TUPE transfer to Vertex. All agreements, union recognition and all jobs were guaranteed. We were faced with two issues: fight the transfer, or negotiate an acceptable agreement. North West & Irish Region entered into a major consultation exercise with the membership and our members decided of their own accord that they wanted to transfer under TUPE. This transfer has now taken place.

The annual negotiations on pay and conditions were still underway as this report went to print. Other negotiations taking place with the company are a review of the PRS bonus agreement for couriers, along with a new bank holiday working agreement, and a new Joint Accord that will cover all terms and conditions for all employees.

DHL Freight ECO

The company started the year badly by failing to pay the agreed 2010 pay increase that was deferred from 2009. A major consultation ballot of the members took place, coupled with a GMB bulletin which caused major embarrassment to the company when circulated throughout DHL ECO and the Domestic companies. The credibility of the company management team was further dented when GMB obtained an email that showed the company management had paid themselves bonuses, whilst claiming they took a pay freeze. They agreed to pay our members a pay increase of 3% plus a further non-pensionable rise of 1.25%, coupled with a further uplift in overtime premiums of 1.5%. The members were consulted and an overwhelming majority agreed to accept the offer.

During the summer of 2010 PPL / YODEL decided to take the ECO operation back in house, and end its third-party relationship with DHL Freight ECO, and gave notice to the company to TUPE transfer all members into PPL / YODEL

from 31st December 2010. This brought together the former Domestic and Linehaul operations that were created by Securicor Omega, after 8 years of being separate operations.

Prior to the TUPE transfer taking place, it was agreed that the NNC reps would be merged into a new representative structure within PPL / YODEL. At the time of compiling this report the pay negotiations for the former DHL Freight ECO, now employees of PPL / YODEL, were underway.

DHL Freight Connect

In the early part of the year DHL Freight Connect again suffered financial losses. However, these were not as great as in previous years. At Coalville, an issue of short-time working for our members, which was aggravated by management allowing agency working, almost caused a serious industrial relations situation. The joint intervention of the National Officer and the Managing Director of DHL Freight resulted in the drivers and warehouse staff being put back on full-time working.

The pay negotiations resulted in an offer of 2.75% on basic rates and associated allowances. An allowance was also negotiated for AD2 trained drivers. An overwhelming majority of members agreed to accept the offer.

Efforts have been made to increase membership and membership activity. In recent months the national stewards have increased their visibility amongst members, with tours of depots being undertaken, assisted by officers. Targeted bulletins have also been increased, aimed at encouraging more people to join GMB and increase the number of shop stewards at depots.

Wincanton AP – Bulk and Cylinders Drivers Contracts

Last year's report stated that various issues had culminated in potential industrial unrest within this company. It was believed that our reps were being targeted, and that certain agreements were being deliberately broken. As a result of the settlement of the potential dispute, an inquiry was held by a panel of senior personnel from other businesses of Wincanton, and a GMB regional organiser. The results of the inquiry are yet to be published. However, it is notable that whilst this inquiry has been conducted the behaviour of the company towards our stewards has steadily improved.

The negotiations for the 2010 pay round were arduous, but eventually concluded in the best award achieved for this sector, with an increase on all rates and linked allowances of 3.5%, equivalent to 4.7% in real terms, for a one year, no-strings deal.

3663 / BidVest Logistics

Due to the financial difficulties of this company, its parent owners BidVest decided to review its European operations and businesses. This resulted in 3663 Logistics splitting away from 3663 Wholesale Divisions in the UK and forming a new business, BidVest Logistics, with 5 depots at Taunton, Hoddesdon, Banbury, Royton and Larbet.

As a result we reluctantly agreed to alter the National NJC agreement to introduce two separate bargaining units, one for 3663 and one for BidVest Logistics. These will sit under an overarching NJC body. This allows a senior steward from GMB, whichever business they come from, to sit on both the company bargaining units.

A consultation exercise has been launched with members and stewards, supported by bulletins to depots and direct mailshots to members, seeking members' views on items for the 2011 pay anniversary. A timeline of monthly activity has been agreed with regions in the run-up to the pay anniversary, to aid recruitment of new members and identify new stewards, to help rebuild our workplace organisation.

Professional Drivers

In late 2010, responsibility for the professional drivers was transferred from the Organising Department to the Commercial Services Section. Nominations are currently being sought from participating regions for regional delegates to sit on the National Organising Committee, which will report to the Commercial Services Section National Committee.

In accordance with Motion CS2 (Licensing of Taxi and Private Hire Vehicles) carried at the 2010 Section Conference, GMB submitted written evidence in December 2010 to the House of Commons Transport Committee Inquiry into Issues Relating to the Licensing of Taxis and Private Hire Vehicles.

As a result of this written submission, the Transport Committee invited GMB to give oral evidence to them on licensing standards and other matters. Our evidence not only highlighted the poor and inconsistent standards of some

authorities, but also gave graphic and detailed examples of failures of the current licensing system. This included one licensing authority which had licensed up to 700 drivers, only 140 of whom worked within that geographical area. The authority, based in the far north of England, had licensed taxis as far as Devon and South Wales, where no vehicle or driver checks could be made. At the time of writing, the Transport Committee Inquiry is still underway.

The Aviation Sector

Prior to the 2010 general election, the Tories stated that they were against the proposals for a third runway for Heathrow, and new runways at Stansted and Gatwick airports. However, in recent months, Tory back-benchers have been applying pressure to the Government to do a U-turn and reverse this policy.

GMB clearly recognises that there are issues with CO2 emissions and noise pollution in aviation. However, we have been encouraging the better companies (usually unionised) in the industry towards meeting European and national targets to reduce emissions.

Due to the downturn in the economy and the ash-cloud situation in 2010, the carriers have applied pressure on their third-party ground handlers to reduce costs. This has again caused a further reduction in jobs. Certain (non-unionised) ground handlers are now operating at dangerous service levels, resulting in accidents and short-cuts in safety amongst their employees, in order to retain contracts in this very competitive environment. This has brought about a race to the bottom, with TUPE transfers taking place monthly at various airports.

In accordance with GMB policy, the Section continued to oppose the Government's plans to introduce compulsory ID cards for aviation workers. It is pleasing to report that the Government initially drop its plans to make ID cards compulsory for airside aviation workers, and subsequently abandoned the ID card scheme completely.

British Airways (BA)

Due to the downturn in the economy, cumulative losses of close to £1 billion were amassed by BA. The company's cash-burn situation resulted in many scaremongering stories. It was pleasing to note that the company reported that it had made a profit again. However, this was due to a number of factors, including the shedding of thousands of jobs. But set against the backdrop of strikes by cabin crew, and the ash-cloud situation, perhaps profits could have been higher.

The company has also concluded its merger with Iberia, and entered into a new Transatlantic partnership with American Airlines. Although synergies will be made over a number of years, the resulting effect overall will ensure that the UK will retain an international carrier for many years to come.

In 2010 the BA pension schemes reported huge deficits. Negotiations to address this culminated in an agreement being reached with the trades unions, which was backed by the trustees, and eventually the pensions' regulator. However the Tory-led ConDem coalition announcement on the "indexation factor" for inflation-protecting pension rises, will mean that the schemes from 2011 will introduce the CPI measure rather than the RPI factor. This will result in over £750m in savings to the company's future funding of the scheme. Despite direct mailshots to them on this issue, there appears to be little appetite from members to challenge potential cuts in future pension payouts.

BA's industrial relations record in the last couple of years has left a lot to be desired, and has dragged the company through the media mire. However, our stewards and members in the A scales at Terminal 5 retained their discipline, and used their negotiating skills to eventually enable deals to be brokered, after nearly two years. Our members agreed by a massive majority to these deals. As a result, the major losses that were proposed have been revised. Our stewards' negotiating skills have been recognised by an increase in new members, and our membership levels are now close to the level they were in the early part of 2009, when the company decided it needed to shed thousands of jobs. It is noticeable that other unions have lost membership, with one union in particular losing over three thousand members.

Our stewards continue to self-organise themselves to a high standard. We have increased the number of new stewards at Gatwick. Both our terminals branches at Gatwick and Heathrow now have good websites, and use twitter communications for our members. Our senior stewards at Gatwick, Heathrow and the Head Office functions have recently agreed new membership recruitment targets for 2011. To support these efforts, we will continue to directly mailshot members from time to time, with topical member information, whilst also encouraging them to help recruit the non-unionised membership in BA.

BMI

BMI, which is the UK's second-largest premium carrier, is now owned by Lufthansa. For many years, BMI has made some significant financial losses. A new CEO has now taken over at BMI, and as a result, meetings with the CEO and HR Director have increased. Against a backdrop of further losses, the company asked to pay the agreed pay award of 4.57% from 1st April 2011. The company indicated they wished to negotiate concessions to allow this to happen. As a result, the negotiating team obtained further enhanced travel concessions and enhanced baggage scheme payments rising from 15% to 20%. Further increases included a supplement payment of £200 in January 2011.

Overall during the last two years, whilst we have accepted a pay deferral, we have obtained further benefits for our members which have been in excess of a 7% value. One of our sister unions has decided not to go down this route, and instead is taking the company to court. The company withdrew any further offers to that union as a result of their actions. GMB members were balloted and accepted the revised offer by a massive majority.

BMI are continuing to develop a closer relationship nationally with GMB. As a result of various negotiations during the year, the company also agreed to a commitment not to outsource jobs, and to actively seek to pull work into the company from Lufthansa and other Star Alliance companies.

Servisair

As a result of the new national recognition agreement reached with the company, a new GMB NNC was elected. In 2008, GMB struggled to maintain two stewards nationally in Servisair. We now have 33. However, our membership and shop steward levels at some airports, in certain regions, need to be improved, if we are not to be subject to further membership attacks and encroachment by a sister union in the aviation sector.

The company also agreed to reverse a long-standing agreement whereby GMB is not allowed to recruit at Gatwick within Servisair's front and back of house operations. This was mainly due to the company honouring an agreement reached with APEX and TGWU, which denied GMB (formerly APEX) recognition and recruitment rights at Gatwick, apart from within the lounges it operates.

The 2010 pay claim was negotiated against a backdrop of a biting and crippling recession for the company, coupled with the ash-cloud situation, which shut down UK airspace and nearly bankrupted the company altogether. A two-year deal was negotiated with 2% being awarded in year one for 2010 on basic and shift pay, and 3.5% for year two in 2011 on basic and shift pay. It has been agreed to set up Joint Working Parties on a number of issues which can bring benefits to members in terms of harmonising terms and conditions. The arrangements for discussions to commence on potential new harmonised conditions were being finalised as this report went to print.

Thompsons

Thompsons has undergone a number of restructurings in recent years, mainly due to the acquisition of other TU legal service providers such as LLW, Thornleys, Rowley Ashworth and Whittles. Whittles have been now merged and integrated into Thompsons, and the members accepted the harmonised Thompsons' terms and conditions. LLW and Thornleys (now all GMB members) are currently negotiating an offer through the Thompsons' NNC on their terms and conditions with the object of harmonising onto the Thompsons' package.

Thompsons has raised an issue with the NNC concerning changes in members' Contracts of Employment, seeking their agreement to a restrictive covenant. The NNC and the membership have refused this change to their contracts. The proposal from the firm has caused much angst amongst members and local reps. Despite the unpopularity of the proposal, the NNC did offer the firm the opportunity for joint meetings in the Thompsons' offices so that they could do a presentation to members on why they required a restrictive covenant. The firm has not agreed to this approach, and the matter is currently in abeyance.

Thompsons has also proposed that they convert the firm from a partnership to a limited liability partnership (LLP). This has not been an uncommon approach in law firms of a similar size. The members have been consulted on this matter.

There has been a problem in recent years because the firm has, during the bad weather, made staff either make up missed time on their return to work, take the time unpaid, or use annual leave to substitute these days. Our representations to the company to treat this matter on a case-by-case basis have fallen on deaf ears, and many local reps have started to refer to the actions of the firm's management on this matter as those of a "scrooge employer". It is

hoped that over time a more sensible policy will be introduced which is fair, consistent and treats each matter on a case-by-case basis.

The 2010 pay negotiations with the firm were long and arduous. The firm refused to supply any financial information to the NNC in accordance with legislation and the ACAS Code of Practice. Many months were wasted whilst an application was made to the CAC for a ruling on this matter. Through this process, the firm came to an agreement to supply this information, which then enabled a pay claim to be formulated and submitted for negotiations.

The firm's negotiating team made an original offer in a most contrite manner, and said they were putting it in writing as a full and final offer, and that no negotiations would take place. As a result, the local reps were consulted, and a consultative ballot of members took place. Members voted by a vast majority to reject the offer, and by a massive majority also voted to take industrial action. This brought the firm back to the negotiating table where they moved substantially on their position from a full and final offer to a position of making further various offers. A settlement was finally reached after members voted by a large majority to accept the revised pay offer.

The Water Industry

Arising from the 2009 GMB Water Industry Conference, a National Water Stewards Combine was established, with elected delegates from all regions. These meet quarterly, based around the work programme set by the stewards' conference, on issues ranging from industrial matters, contracting out, and membership density within the various companies. As part of the drive to ensure we have good union density, it was agreed at the final meeting in the last quarter of 2010 to map the different companies in the water sector. The aim of this is to assist growth and increase membership density within the direct-employed workforce within the water companies, and to ascertain the strengths and weaknesses amongst our membership employed by the contractors.

The 2010 Section Conference carried Motion CS4 (A Socially Owned Water Industry) and the national stewards combine consulted with their members and the companies in the industry and reported a very favourable response in terms of carrying out the main intentions of the motion. Since then, meetings have taken place with David Hall and Emanuel Lobina from the Public Services International Research Unit (PSIRU) based at Greenwich University. The PSIRU has produced reports containing a "who's who?" for the water industry, detailing their profits and parent owners, which provided evidence that the majority of private water companies in England had huge debts, acquired mainly through acquisition by their private equity owners. For instance, Macquarie, owners of Thames Water, created £8bn worth of debt in acquiring the company. In 2009-10, the water companies collectively made operating profits of over £3.5bn.

The national stewards combine also helped to host a delegation of employers and unions from the Hungarian Water Industry, where dialogue and in-depth presentations were shared on the effects of privatisation of the water services in the English regions. The national stewards combine intends to produce campaign literature and help to establish a broad-based campaign on returning the water industry to a socially owned model, based on a municipal control basis, which is the model which formerly created this great industry in the UK and across Europe.

MANUFACTURING SECTION

MANUFACTURING SECTION NATIONAL COMMITTEE

| | |
|-----------------|-----------------------------------------------|
| Martin Shaw | Birmingham & West Midlands Region |
| John Dolan | GMB Scotland |
| Ann McLaren | GMB Scotland |
| Brenda Fraser | London Region |
| Audrey Harry | Midlands & East Coast Region |
| Paul Wheatley | Midlands & East Coast Region |
| Mark Bartlett | Midlands & East Coast Region |
| Ron Waugh | North West & Irish Region (Section President) |
| Edward Marnell | North West & Irish Region |
| John McDonnell | North West & Irish Region |
| Andy McGivern | North West & Irish Region |
| Mary Hutchinson | Northern Region |
| Bernard Taylor | Northern Region |
| Gerry Ferguson | Northern Region |

| | |
|------------------|------------------------------------------|
| Sheila Bearcroft | South Western Region |
| Don McGregor | South Western Region |
| Brian Farr | South Western Region |
| Ann Leader | South Western Region |
| Brian Burton | Southern Region (Section Vice President) |
| Michael Laws | Southern Region |
| Tommy Hall | Yorkshire & North Derbyshire Region |

MANUFACTURING SECTION NATIONAL OFFICERS

Phil Davies - National Secretary
 Keith Hazlewood - National Secretary
 Allan Black - National Officer

PHIL DAVIES, NATIONAL SECRETARY

Introduction

Being old enough to remember the difficult days under Edward Heath and then the unrelenting attacks in the 1980's by Thatcher, the first coalition government since 1945 is far worse. For those who voted Tory or did not vote at all there are hard lessons to be learned.

The Con Dem Government that many people in the UK wanted has been a disaster. In the first 12 months it has increased VAT to 20% and food by nearly 8%. We have seen a declaration of war against the public sector worker and a total lack of understanding for the manufacturing industry. The old and young face a bleak future. Inflation is running high with the price of petrol reaching record levels whilst all the time this Tory led government hides behind the economy and is paying back sums of money that the banks were given in 2009.

There are not many economists working on the factory floor but workers know that if you fail in your job like the bankers failed then the only bonus you are given is your P45 and the exit door.

There are signs that the UK is now becoming a society dependent on what you can pay. Reductions in council services, education and health services do not worry the mega rich. If you are receiving a £100,000 bonus every six months in the financial services industry you are not bothered about any services. You can simply flash the cash and join BUPA.

Manufacturing is still taking the brunt of the economic downturn. When will someone high up in government realise that manufacturing could be the backbone of the UK economy. China did not become the world's leading economy by selling financial services. China rolled up its sleeves and invested in manufacturing. The fact that China's economy has been founded on manufacturing has been missed by government since those dark days of Thatcher. Even now the UK's products are the best in the world and the quality and design cannot be overtaken anywhere in the world. We still have the skill to produce any products that are required; the question is for how long?

CONSTRUCTION WORKING RULE AGREEMENT

The pay negotiations have gone from bad to a farce. Our members have not had a pay increase since 2008 and are now in the third year of a pay freeze. The employers have used the downturn in the industry to impose the latest pay freeze.

UCATT seems unable to mount any sort of a campaign against the employers and as the lead union I am afraid UCATT is guilty of not leading the trade unions fight against these pay freezes. GMB and UNITE have been unable to persuade UCATT to come up with any sort of campaign.

Olympics

This is also a farce. Low paid construction workers who have worked flat out to complete a magnificent complex. Very few directly employed local construction workers have been given jobs and we believe this figure is less than the 30% quoted. The Olympics will have been build by skilled workers on the cheap.

ENGINEERING CONSTRUCTION

For the last 18 months I have had national responsibility for the industry. During the first year there were several unofficial actions taking place in support of the Lindsey oil dispute. The employers were proposing a pay freeze which eventually was settled at a 2% increase.

The lack of work within the industry has led to tension in the employment of UK workers. Several cases have been uncovered by the South Western Region regarding the underpayment of wages and our solicitors are currently pursuing the employers.

Pay

The joint trade union negotiators were able to conclude a very good agreement which increased pay by 4.7% from 1st January 2011.

Keith Hazlewood, National Secretary is now fully back to health and resumed responsibility for the industry from 1st January 2011. I would like to take this opportunity to thank all our shop stewards and Regional Officers within the industry for their help and support during a difficult 18 months.

THERMAL INSULATION (TICA)

For the last 18 months I have had national responsibility for the industry. I was immediately involved in a dispute over pay which because of the employers unilateral imposition of a pay offer led to our members holding protect meetings throughout the industry.

The thermal insulation workers (ladders) will not be dictated to by the employers and they stand by each other in solidarity. A great bunch of trade union members where traditional trade union values still exist. After the few protest meetings from our members the employers came to their senses and after a short but boisterous negotiation improved the offer.

For some considerable time the trade unions have tried to negotiate the calculator for overtime which unfortunately is a part of this difficult job. For many years the actual overtime rate of pay has been £11.01 per hour which is less than the agreed basic rate. In other words the hourly rate goes down when working overtime between £1.21 and £2.42 dependent on time and a half or double time. The employers have now agreed that between 4th April 2011 and 4th January 2012 that the overtime hourly rate will increase in two stages to the basic rate. This, along with a 1.9% increase on basic rate should increase earnings in 2011 by at least 3% and a further 2% in 2012 plus any negotiated increase in 2012.

These negotiations have proved to be very difficult and special thanks go to Billy Coates, David Hulse, Tom Kelly and of course our ladder shop stewards.

BRITISH FURNITURE INDUSTRY

Again it has been another difficult year within the industry. There are signs that the constant move to offshore production is now starting to slow and in some cases return to the UK. Of course there are reasons for this not least the price of oil.

After 400 years of furniture production with skills passed onto generations of furniture workers it suddenly dawned on the UK employers that these skills cannot be replicated in countries where workers are exploited. Quality is lost, the environment is harmed and UK consumers are conned into thinking that goods made outside the European Community are just as good as furniture made inside the European Community.

The high cost of transport, increasing wage rates and low productivity are all reasons why the UK furniture industry will recover. It will take the next 20 years to restore this industry but we do have some great British manufacturers who pay reasonable terms and conditions where the safety of the workers comes first: Duresta, Ercol and many others produce high quality furniture.

Pay

The industry enjoys pay rates between £9 and £15 per hour so why is the national agreement so low?

The answer is that the BFM takes more notice of the employers who pay low wages to groups of unorganised workers than they do to the larger furniture manufacturers who employ organised workers. Certain employers have been allowed by the BFM negotiators to have too much influence at pay negotiations.

As a result of our survey we were able to send out this years pay offer of 2% to more organised furniture factory sites where some of our members took part in the pay ballot for the first time. The employer's offer of 2.1% was rejected. Negotiations are ongoing and another meeting is due to take place at the time of writing this report.

My thanks go to Martin Smith who has supported the Manufacturing Section in efforts to increase membership and democracy within the British furniture manufacturing industry.

INSTITUTE OF ORGAN BUILDERS (IBO)

In 1930 there were over 2000 organ builders. Music from the world's cathedrals was played on British or German organs. Westminster Abbey, St Paul's and Durham Cathedral all have British organs built by very skilled craftspeople. Even today when I visit Mander Organs at Bethnal Green I watch in amazement at the skill of the small group of men and women who are using crafts very rarely seen anywhere in the world.

In 2010 we probably had less than 200 organ builders and nearly everyone was covered by the GMB/IBO agreement. We achieved a 3.5% increase for 2011.

REMPLOY

In the 22 years that I have had national responsibility for our Remploy members I have seen all the directors leave for one reason or another but mainly incompetence and greed. Only two directors in all those years appeared to have any thought or understanding of disabled people. Ray Fletcher and Sandra Knowles knew what was required for Remploy workers and how to negotiate with the trade unions.

During that time we took union membership from 42% to 92%; we negotiated hours from 39 to 35 without loss of pay and consolidated all but £4.46 of the £32 bonus scheme into the basic rate. We reduced the number of hourly paid graded rates from over 40 to just 6 and introduced a much improved sickness scheme. We negotiated up to 27 days annual holiday plus the 8 statutory holidays; we increased holiday pay to average pay including overtime and other paid elements. We took away the two tier pension scheme in the mid 1990's and replaced it with a pension scheme for all apart from 7 senior managers who have enhanced arrangements.

We have protected hundreds of disabled and non disabled people when they found themselves on the wrong side of the disciplinary procedure. We have worked hard to improve our workplace organisation with shop stewards health and safety reps in all factory sites and workplaces.

GMB democracy increased. Instead of the single GMB Consortium member we now have 8 senior stewards, a full time Convenor and deputy Convenor. All this has been achieved during a period where trade union influence and organisation has been reduced elsewhere.

The workforce has increased its skills and production levels and when the work is there this has doubled. There are no restrictive practices in the Remploy workforce.

Therefore why is Remploy still in decline and why is another round of voluntary redundancies taking place?

The answer is very simple. For the last 22 years Remploy has not retained the same quality and integrity of the past Remploy senior management. Over the years we found that the senior management was less experienced in manufacturing, less active in the marketing and had little or no feelings for disabled people.

The latest turn of events in Remploy has come about because of the very poor qualities of the current Remploy management. We have a collection of self-serving people; an HR director who has been running a business long after she was appointed and who was being paid as a consultant for over 18 months of her appointment; a chief executive who publicly lists one of his pastimes as drinking champagne; an HR manager no one has seen for 18 months and numerous senior managers with no interest in Remploy being paid £60,000-£990,000 per year.

There have been over 288 wasteful management appointments in Remploy businesses and over 500 in Remploy; £6.5m spent on consultants since 2008 and over £3m per year in company cars and allowances.

Every year GMB has warned a succession of different governments and ministers of the dangers of overspending and a massive amount of trade union time has been invested in meetings with the DWP.

On behalf of the other unions the GMB produced an alternative plan and strategy which would have saved Remploy up to £30m per year. It is no surprise that this so called Con Dem Government chose not to listen.

It is an absolute disgrace what is happening to disabled people and their supported employment in the UK. The current government blames the last government but everyone is now starting to understand that no industry, no group of workers disabled and non disabled is safe from their callous approach to the economy.

Remploy workers are in a fight to save the concept that some, not all disabled people need support more than others; that a leg up is better than a knock down. GMB is fighting for the rights of our disabled members to choose for themselves what type of employment is suitable for them.

Pay

For nearly 8 months Remploy has refused to negotiate on pay and when forced to the company offered £250 per year increase for all employees earning less than £21,000 per year. At the time of writing this report the offer is out to ballot.

FUNERAL INDUSTRY

It is hard to imagine but the industry has faced some difficulties in the last two years and it shows how hard the recession has bitten with many people being forced to have cheaper funerals. The bad debt rate has virtually doubled in the last twelve months and for the first time in man years this has all led to some redundancies and a reduction in the number of staff required throughout the funeral industry.

The very fact that people are living longer and the mortality rate has gone down also adds to the difficulties.

Negotiations have taken place with a number of independent cooperatives. The London Association of Funeral Directors (LAFD) has continued to negotiate with the GMB on an annual basis and despite the difficult trading conditions we were able to secure a 2.5% increase on all rates of pay for 2010/11. Negotiations will start later this year for the 2011/12 pay increase.

Cooperative Funeralcare

The GMB still remains derecognised and this is now our fourth year. Despite the pressure from a number of sources including our activist we have not been able to secure recognition. The GMB General Secretary remains adamant that relationships with the Cooperative should be at arms length and only return to normal once the Cooperative recognises GMB for collective bargaining purposes in the Funeralcare section.

Two of our major activists within the industry have retired within the last year and we would like to thank Bill Knollman, former FTAT Executive member who has retired and moved to Devon. Bill was an active member of the funeral industry section and was part of the negotiating team within the LAFD. He took an active part right up to his retirement a few months ago. We wish Bill, his wife and family a peaceful and healthy retirement in Devon.

The pressure from the Cooperative Funeralcare has finally taken its toll on one of our major activists, George Shearman. For many years George was Branch Secretary of the Hanwell Branch before retiring just a few months ago. George led from the front for many years against an overpowering Cooperative management. We will miss his strength at branch meeting and unfortunately our membership will continue to be discriminated against because of their GMB membership. The constant harassment and attention from management has also affected George's health.

We hope that George will return to good health and that he will return to active service. Whatever happens the Trade Union and Labour Movements cannot forget or forgive the actions of the Cooperative.

SAWMILLING

This is a difficult and sometimes dangerous industry to work in. Our members are not always rewarded within this industry for their skills. The industry has fared far worse in the recession of the last two years and has been extremely affected by the downturn in the construction industry.

The requirement for wood products within the UK and Europe has declined with the slowdown of house building. Alongside this there has been a massive increase in the cost of timber which has been mainly because of the massive amounts that China and India are purchasing on the world markets. This has led to a shortage of timber worldwide.

Natural resources are being wasted and European timber companies have seen a decline for their products whilst at the same time the rain forests of the world have been cleared at such a rate that nearly a third of the rain forest has already disappeared. The world's environment has not only changed because of global warming but because of the destruction of these rain forests. The high quality timber in the use of furniture may well become a thing of the past and only carried out in the most expensive furniture manufacturers. The forests are the most natural sustainable resource that the world has and once these have gone the landscape of the world will change forever.

The British sawmilling industry continues to survive and pay negotiations in 2011 increased pay by a modest 1.92%.

My thanks go to Clive Matthews for his continued help in the pay negotiations.

FINNFOREST

This company is one of the major European saw milling companies within timber manufacturing in several countries including the UK. The headquarters are in Finland and the whole company relies heavily on sustainable forests. Finnforest is an important company in the environmental field and all the timber it uses is harvested from sustainable forests, including the UK.

Within the UK there are four major sawmills in the Group. Unfortunately last year the company had to close its Tilbury Docks site with the loss of around one hundred jobs. The company moved some of its products to Boston in Lincs. The Boston site has been extended and modernised and I am pleased to say that at least eighty new jobs have been created.

Again like all European timber merchants Finnforest has found it difficult to trade in the current economic situation. Nevertheless negotiations took place and an increase of 2.25% for 2010/2011 was secured.

We are pleased to say that GMB takes part in the Finnforest European Works Council and I would like to thank our shop steward, Geoff Burch who is Chairman of the Finnforest EWC.

TEXTILES

After years of decline the industry that has been left seems in some cases to have made a niche in the markets. Just in Time of Delivery an invention of the motor industry has been the unlikely opportunity needed for some companies. The High Street is now becoming far more dependent on quality high design fashion products.

One manufacturing company based in Salford near Manchester has baulked the trend in the UK manufacturing industry. It supplies high quality garments on a Just In Time basis delivering right up to the last minute at weekends and during holiday periods. With the high cost of transport we may well see more emphasis on this type of delivery. One of the unfortunate aspects of the remaining textile manufacturers is that nearly all the new companies are non unionised. Nevertheless GMB still holds a skilled membership within the industry.

Changes have taken place within the employers association and the BCIA one of the main associations has now changes its structure to UKFT. A new employers' secretary has taken on the job of raising the profile of the industry both in this country and abroad. The previous employers' secretary, John Wilson has partially retired but still leads the employers' side for pay negotiations. The last two years have seen very difficult and low pay awards in the industry but nevertheless GMB managed to negotiate a pay increase for 2011 of around 2%.

I would like to thank all members of the negotiating committee included Sheila Bearcroft, Brenda Fraser and Anne Leader for their commitment, advice and experience.

INTERNATIONAL

All the Manufacturing Section Officers have been active within their respective responsibilities at international level. We have attended conferences throughout Europe representing the GMB when it has been necessary to do so.

The BWI continues to represent woodworkers of the world and we have been able to attend a number of meetings and influence a policy. Special thanks to go Kathleen Walker Shaw who has given a tremendous amount of support as she always does in our international duties.

KEITH HAZLEWOOD, NATIONAL SECRETARY

This year's report is very much similar to the previous report with very much the same message that we are experiencing with closures, job losses, pay cuts, pay freezes and attacks on final salary pension schemes. Also announcement after announcement of cancellation of some works programmes brought about by the very severe recession that we recently experienced.

We are still working with employers in an attempt to minimise the impact of the recession and looking at ways of saving jobs, avoiding cut backs and advising companies to hold their nerve rather than engage in knee jerk reactions resulting in closures at the worst and worsening of our members' terms and conditions, pensions being a prime example.

SHIPBUILDING

Previously, I reported that the shipbuilding industry is an industry of mixed fortunes. On one hand we have the almost demise of commercial shipbuilding in the UK with only one yard still managing to operate and that is on the verge of closure which will be a sad day for commercial shipbuilding in the UK.

On the other hand in the UK defence shipbuilding industry, we have the biggest order book ever. BAE Systems Surface Ships systems have just completed the last of 6 Type 45 Destroyers which was launched in the last quarter of last year.

Going forward we have the order for two super aircraft carriers for the Royal Navy, the size of which has never been built before in the UK. We did have major concerns regarding the cancellation of these two aircraft carriers when we had a change of Government last year. Our main concern was the outcome of the coalition Government's defence spending review and the impact it may have on the build of the aircraft carriers and on other shipbuilding programmes like the Future Surface Combatant order consisting of Type 26 Destroyers for the Royal Navy.

The review had very little impact on shipbuilding orders especially the aircraft carriers which would have cost the Government more to cancel than it will to build the ship; although we do have serious concerns regarding the follow on programmes for the Royal Navy. There is a commitment from this Government to go ahead with the future Surface Combatant order for Type 26 Destroyers for the Royal Navy.

The industry have told us that between the completion of the last aircraft carrier and the commencement of future Surface Combatant order, there will be lack of work for an 18 month period which we need to address in order to sustain the build capability for future orders, and we will be working with the industry to find ways of addressing this short fall in work.

In my previous report I said that there were two major companies involved in the build of these two aircraft carriers, that being BAE Systems and Vosper Thornycroft from Portsmouth. I can now confirm that these two companies have merged; BAE Systems have bought VT's 45% of shares and now is the sole owner going forward calling themselves BAE Systems Surface Ships.

We are hoping now that we can get some stability within UK Shipbuilding and eliminate cut throat competition that had existed in the past between the yards which has resulted in too many casualties but going forward provided we get the orders, we may see a brighter future.

At this moment in time, we are still building the astute submarines at Barrow-in- Furness which is now called BAE Systems Solutions, although there is still concern with regards to the future of the submarine build programmes.

Our main concerns are that the Government after the next general election will attack other parts of the defence programme and spending which sends out a very serious message to all defence programmes.

STEEL

Tata/Corus

I can confirm that as from November 2010 Corus has changed its name to Tata UK.

Over the last two years within the steel making business which has been horrendous, the company went from very large profits to extremely large losses as a consequence of the recent recession. We were given announcements of job losses of up to as many as 5,000 likely to be lost across the UK business.

On top of that we were threatened with closures in Rotherham and on Teeside resulting in as many as 3,000 of the 5,000 direct jobs and possibly double or treble that number in the supply chain and contractors.

The company stopped paying bonus payments to its employees which was part of their terms and conditions to which the GMB along with other Union colleagues on the steel committee registered tribunals against then Corus for breach of contract/unlawful deductions, and the company backed off and again started paying bonus payments that were owed to our members.

The company then decided that it would close the final salary pension scheme to new starters without even consulting the TUs. The GMB along with other unions from the steel committee responded by threatening industrial action across the company and once again the company backed off and have been consulting with the unions to find a sensible solution to the problem with the company pension scheme.

I can confirm we have still managed to maintain the pension scheme in its totality.

SSI

SSI is a Thai steelmaking company that has recently acquired the Tata Teeside steel making plant previously TCP Teeside Cast Products. For the last 10 months we have had lengthy intense discussions with both SSI and Tata in an attempt to get the deal concluded as soon as possible which will result in SSI re employing some 1700 people whose jobs were at risk and also the possibility of another 800 new jobs created as a consequence of the investment that they intend putting into the Teeside plant.

Redcar Bulk Terminal

A third party involved in the sale of the Teeside cast products plant is a joint venture between Tata and SSI called Redcar Bulk Terminal. This is a company that will be working on the wharf on which both Tata and SSI will be requiring for its transportation of iron ore etc. from the ship to shore.

With the Redcar Bulk Terminal we have an issue with which pension scheme the employers RBT will be in. Bearing in mind that all these employees are ex employees of Corus which was in the then British Steel Pension Scheme which is the finally salary scheme and they are being offered a DC scheme by SSI. The preferred option is the British Steel pension scheme with it being a final salary pension scheme and there is the issue of service that these people have in the pension scheme with them all being long service employees. We are still in discussions with both Tata and SSI in an attempt to maintain the British Steel pension scheme, but Tata is opposing our efforts.

AEROSPACE

Since my last report, there have been devastating announcements regarding the aerospace industry, with this Government's defence spending review it resulted in the cancellations, closures and job losses throughout the industry in vast numbers. Although lots of companies across the aerospace industry have felt the impact, BAE Systems have been hit with immediate effect with the first casualties seeing the scrapping of the Nimrod order, an order that BAE Systems had almost completed which was overrun in build time and over budget. The Government made a decision with immediate effect that the Nimrod should be scrapped; they're in the process of scrapping these planes, and the cancellation of the harrier jump jets.

We will still continue lobbying the Government in an attempt to save as many jobs and orders within the industry and supply chain as we can, and keep working with companies like Airbus, Bombardier and BAE systems to name a few.

In my last report, Bombardier in Belfast had secured a long awaited C series aircraft order which in the short term did bring with it difficulties although in the long term the site looks pretty good. The Aerospace industries are a global industry and all we have ever asked for is a level playing field when competing for orders which has proved very difficult when some countries are receiving subsidies which has worked against the UK in the industry, resulting in losing orders.

OFFSHORE INDUSTRIES

As reported on previous occasions, we had a long standing issue regarding the Working Time Directive in the offshore industry, and the interpretation of holiday entitlements. In 2007 negotiations, we came to some agreement with the Offshore Contractors Association which resulted in the change of working patterns from two weeks offshore and two weeks onshore, to a two week offshore and a three week onshore working cycle. But to date not all of the companies under the OCA agreement have adhered to these negotiated agreement, and over the last 6 months we have had four national reference 'failure to agrees' on the full implementation of the holiday entitlements that were negotiated and agreed with OCA.

In 2009 pay negotiations resulted in a pay freeze across the industry and last year resulted in a 1.9% increase on basic pay. We are now in the process of negotiations for 2011 and hoping we get an improvement on the last two years for increases for our members working offshore.

ENGINEERING INDUSTRIES

The recent recession has had a substantial impact across all UK manufacturing. We are faced with the same sad stories of pay cuts, pay freezes, job losses in order to keep work in the UK. We need to work continuously with employers and the government in order to establish a Manufacturing Strategy going forward and to not only keep, but build a UK Manufacturing base in the UK. We have to compete against countries like India, Japan and China who are manufacturing goods at prices that the UK cannot compete with. All we have ever asked for in engineering as well as other industries is a level playing field and we always seem to be disadvantaged by not being able to compete against other countries because of low wages and subsidies. We need to encourage companies to recruit apprentices to address the skilled shortages we are currently experiencing. Without apprentices, we won't have the skills capability in which we need to compete or manufacture within the core industries which we have always done. We also have the programme of the aging workforce with employees leaving the industry or retiring and not being replaced which will be a devastating blow for UK manufacturing if not addressed.

We still have the ever increasing news of companies employing non UK labour and in some cases not paying the negotiated rate for the job making them a cheaper alternative at the expense of local labour which will impact on the local economy and gives us bigger dole queues.

Engineering Construction

In the Engineering Construction Industry we are feeling the impact of the recent recession once again with the slow down in the build of new power stations, oil refineries and repair and maintenance. We are still experiencing companies employing non UK labour and paying them less than the negotiated rate for the job under the national agreement, a battle that we are constantly having to face but I would like to think that with more resources we are now becoming more aware of these companies and addressing the issue.

The NECC has now formulated the 2012 pay claim which will be submitted within the next few weeks. The ECIA employers federation has indicated that there will be a pay freeze for 2012 so we will have to see what the outcome of the negotiations are this year.

NUCLEAR

Being new to the Nuclear Industry I attended a recent Nuclear Energy All Party Group meeting at the House of Commons which was mainly attended by politicians, industry, trade unions, Nuclear Decommissioning Agency and the media. It was a very informative meeting and I was encouraged at the Decommissioning and New built programmes in the pipeline.

We should at all stages encourage the clients and the Industry to have these programmes, with the fabrication of the new build to be done in the UK and the installation and decommissioning to be done under the NAECL agreement, which is a long established, tried and tested agreement for the industry bringing stability and job security across the programmes.

UK CAR MANUFACTURING

The car Industry is mainly serviced by the Birmingham Region which I would like to thank Khalik Mohammed and the region for their support.

The UK Automotive industry is a vital industry to UK Manufacturing but has recently become a very fragile industry.

Jaguar/Landrover

A two year deal was reached in October 2010. The headline of the Agreement was the company was able to secure investments and sourcing agreement for all UK plants until 2020 plus a 5% increase in pay for 2010..

Jaguar- VMC Browns Lane

After looking for a buyer for quite a while the company chose a buyer who was unwilling to guarantee any job security and terms and conditions. The members voted overwhelmingly in favour of strike action in July 2010. This led to further negotiations with agreement on a final enhanced package. Most of the staff have either taken VR or started to transfer to other sites.

Landrover- Solihull/Gaydon

Currently they are doing very well as far as sales are concerned, and will be the main contributor to the projected profits for the current financial year.

ALLAN BLACK, NATIONAL OFFICER

Introduction

At Congress last year I presented a Report reflecting the dire state of many of the industries and Companies on my sheet. This year I would like to be able to report significant improvements. I would like to but alas I cannot for it remains the case that for much of my industrial sheet there is no real sign of recovery and indeed, in one or two areas – particularly in the building materials sector – we may not yet have reached the bottom. Indeed only a couple of days before the Report was being written Pilkington glass, a famous UN brand now owned by a Japanese multi national announced a further plant closure in the South East of England with the loss of 30 jobs. There has however been one positive change for our members in the materials sector. This is the fact that on the whole Employers have realised that in circumstances of relatively high inflation levels - whether measured by the Conservative Government's fiddled CPI (which assumes that we all live in tents) or the more realistic RPI – their knee jerk imposition of pay freezes is not acceptable. Thus on the whole even in the depressed building materials sector modest pay rises have been secured. In other areas covered by my sheet - food processing and chemicals – the detail of pay bargaining reflects the more varied economic climate of these sectors. Across the piece however, pay and conditions bargaining remains tough and overshadowed by an understandable reluctance to rock the boat even under severe provocation from emboldened and aggressive employees. A brief summary of specific agreements I have been involved in negotiating since last Congress constitutes the bulk of the rest of this Report.

BUILDING MATERIALS SECTOR

Lafarge Cement

One of the more enlightened and progressive Employers on my sheet is the old Blue Circle Cement now owned by French multi nationals Lafarge. Since last Congress there have been no further plant closures or significant job losses in Lafarge. Indeed the Company has gone out of its way to safeguard the retention of all the plants in its current configuration. In pay bargaining there has been a two year settlement at 3% for 2011 and a further 2.5% with effect from January 2011. This offer was overwhelmingly accepted by GMB members in a consultative ballot and the settlement was subsequently reflected in an identical offer to the directly employed cement drivers.

Hanson Group

Hanson has continued to downsize since last Congress. In later autumn they announced the loss of a further 160 or so jobs in their contracting division. In their Building Products Division (HBP) numbers have fallen by a further 200 or so since last Congress.

More positively however, on pay bargaining the Group has apparently abandoned the pay freeze position and at the time of writing an offer of 2.8% on basic rates in the Building Products Division is set out for consultation. In Castle Cement the offer is 2% on basic and the introduction of a three plant bonus scheme which, to date, has not found favour with GMB members. In the Aggregates division the (delayed) negotiations are about to commence.

British Gypsum

After last year's pay freeze (2009/10) a three deal was negotiated with effect from 1st July 2010. This long term deal was accepted by a clear majority of GMB members after a consultative ballot. The first year provided an increase of just over 2.25%. The second and third year provide CPI related increases of a minimum of 1.5% each year and a maximum of 3%.

Solaglas

This Company is the main part of Solaglas in the UK and is a subsidiary of St Gobain the French multi national. After a period of pay freezes and some internal reorganisation our members are at the time of writing this Report being consulted on a 1.5% pay offer. The probability is that this will be rejected but I will be able to offer an update at Congress.

Solaglas Installation (formerly Windowcare)

This smaller division of Solaglas had a pay freeze imposed on it in 2010/11. We have recently started the negotiations for 2011 with some expectation of a modest offer.

Flat Glass Industry (Green Book)

The Glass Industry NJC (the Green Book) had a pay freeze in 2010 as reported to last year's Congress. This year an increase in basic rates of 15p/hour was accepted after consultation by our members. This equates to around 2%. The Employers have also indicated that they are keen to discuss a root and branch review of the agreement to see if it can be made more relevant to the industry.

Lafarge/Tarmac Joint Venture

On the eve of writing this Report, two of the largest companies in the building materials sector announced their intention to bring together (most) of their UK interests in a Joint Venture. The detail of this and its impact on the hundreds of GMB members employed by both companies still have to be worked through. It is, however, very clear that this major change presents GMB with a challenge and an opportunity to significantly improve our membership numbers on the new Joint Venture when it is up and running.

FOOD MANUFACTURING

United Biscuits

UB remains a source of employment for around 2,500 GMB members spread from Glasgow to London. Collective bargaining in the Group is largely at plant level by the four former McVities sites do negotiating nationally on a joint basis. At the time of writing we are entering into the detailed negotiation of our National Claim in McVities and I will be able to update Congress as to the outcome. On a more sombre note also as this Report was being prepared the Company announced 93 job losses at the GMB organised Tollcross site. This situation is, of course, being dealt with by GMB Scotland.

Nestle

The UK sites within the Nestle giant negotiates pay and conditions at plant level. After huge delays and months of frustration (and a threat of industrial action) most of the plants settled for an increase of around 1% plus enhanced bonus probably with a further 1.5%. This outcome which, whilst not brilliant certainly represented a significant shift away from the Company's initial stance of a UK wide pay freeze. Our local Officers and shop stewards are to be congratulated for their perseverance and patience.

Burton Foods

This Company has a large plant at Edinburgh. For most of last autumn an internal review of the Company structure was taking place and there was understandable concern about the future. However, it was announced last month (January) that not only would the Company continue to manufacture on the Edinburgh site but they were actually investi

Bakkovar Food Company

At Congress last year a decision based on a motion from London Region was taken to pursue the establishment of a proper European Works Council allowing for GMB representation within the Bakkovar Food Company. As a result I have as requested by the Congress decision contacted the European Federation of Food Unions (EFFAT) as the body responsible for the oversight of EWCs in the Sector. They have referred me to Unite as the Secretaryship of the Trade Union Side of the existing so called EWC apparently resides with Unite. Due to some internal Unite issues I have not heard from them at the time of writing this Report but will provide an update at Congress.

Unilever

Our membership in the two Unilever plants organised by GMB continues to face difficulties created by the Company as it fights to retain market share and secure efficiencies. At the time of writing, the Norwich site is facing some job losses which is obviously being handled at local level.

PROCESS

BOC

Last year I reported to congress that I was not happy with the way that BOC engaged with GMB on behalf of our members. I am pleased to say that thanks in part to the need to respond to the Company's proposals to change (cut) the pension scheme, things have improved. We now have active and competent shop stewards and play a much bigger role in the Company than previously. We were able to secure a basic rate increase of 4.7% in the most recent pay round. Potential GMB recruitment areas within BOC are being identified.

Air Products

Talks continue with the Company to try to bring about a sensible pay structure. This follows a 2010/11 pay settlement of 4.2%. However at the time of writing there are continuing issues regarding the seriousness with which the Company is actually approaching these talks.

Astrazeneca

Astrazeneca based in Macclesfield in the GMB North West region is one of the most prosperous and successful pharmaceutical firms in the UK and indeed in the world. In no small measure their success is due to the skill, loyalty and attitude of their GMB organised workforce. Our AZ membership tended to look to the Company for local, relatively well paid and secure jobs for life. In recent years much of this trust and loyalty has been squandered by a series of high handed measures coming from the Company. The claim finally broke when AZ unleashed a savage attack on our members' Defined Benefit Pension Scheme. Our members voted overwhelmingly to take strike action to try to force this hugely wealthy company to think again. After a series of 12 strikes we settled with AZ on terms which were honourable even if they did not give our members what they wanted. We were not helped by the actions/inactions of others, but AZ would do well to remember that GMB memories are long and we are about to embark on the 2011 pay round. I do not anticipate that this will be an easy pay negotiation.

Corrugated Paper Industry

After a protracted negotiating process a 2.5% increase in basic rates was secured. GMB members felt that this was inadequate and again ill feeling will persist.

CONCLUSION

I continue to be responsible at national level for the GMB participation in some of the European and worldwide Trade Union federations to which GMB affiliates. I also still hold a brief on behalf of the Union in relation to that group sheltering some of the least savoury employers in the UK – the temporary employment agencies.

In all of these efforts I have been greatly assisted by the extremely professional support staff at National Office. Clearly there is also a small army of committed and competent shop stewards and local Officers dealing on a daily basis with all of the Companies on my sheet. Their knowledge and expertise is of huge importance to our members and I am grateful to them on their behalf.

MOTIONS

MF4 Building Industry

We have raised the issue of bogus self employment at several European meetings and we have commented on the lack of UK workers on the Olympics. We have also complained on several occasions about the blacklisting of trade union activists.

MF6 Apprenticeships in the Construction Industry

Over the last twelve months we have been able to promote the employment of apprentices both through the Working Rule Agreement and the Engineering Construction Industry Training Board.

MF7 Manufacturing

We have continued to lobby Government on public procurement and raised with local councils the consequence of sending public procurement orders overseas. We will continue to do so as part of our normal duties.

MF8 Manufacturing Decline

We have continued to campaign over the new Government for a manufacturing strategy.

MF11 Outsourcing of Manufacturing Jobs

As with the previous two motions we have campaigned for more financial help for manufacturing. We have also written to ministers on several occasions regarding public procurement etc.

MF12 Defend Corus Workers' Terms and Conditions

We have had ongoing discussions with Corus on the bonus payments and maintaining the pensions scheme. After lengthy discussions the company agreed to continue paying the bonus and maintain the pension scheme. We will continue to defend our members jobs.

MF13 MOD Contracts for UK Shipbuilding Industry

We have met with the MOD at various levels making the case for the current contracts to be honoured. The announcement on the Government's Defence Spending review recognises the need for these programmes to go ahead as it would have cost more to cancel the two aircraft carriers than it will to build them, and the Future Surface Combatant Order is going ahead post carrier.

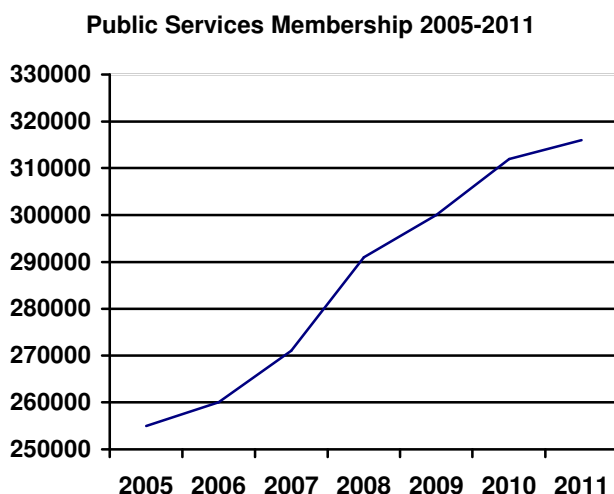
MF14 Warship Building

Continuous meetings and lobbying the Government has been on going for the last ten years and will continue, although we have secured the current orders we need to secure future orders beyond the Carriers and Future Surface Combatant orders, and fill any gaps between orders.

PUBLIC SERVICES SECTION

1. PUBLIC SERVICES SECTION MEMBERSHIP

The membership of the Public Services Section grew to more than 316,000 by the end of 2010, up from 312,501 at the start of the year. The chart below shows the Section's consistent membership growth.



After the General Election in May, the new Tory-Lib Coalition took an axe to public services.

George Osborne's Emergency Budget and Spending Review made huge cuts across the board. By December, 80,000 posts were under threat in local government alone. That number has since more than doubled.

The Coalition is attacking on all fronts: public-sector pensions are under serious threat and the NHS is being dismantled before our eyes.

So 2011 will be the most challenging year for public services since the fall of Thatcher. GMB's workplace organisers, branch secretaries, other lay activists and full-time officers, are working tirelessly to save services, jobs, and terms and conditions.

As the cuts bite, GMB is at the forefront of the campaign to fight the cuts and defend our public services. To succeed, the campaign has got to generate workplace activity and bring non-members into GMB membership. There are still hundreds of thousands of non-organised workers in the public sector. This is the most important time imaginable to get them involved and organised.

2. NATIONAL COMMITTEE

The role of the National Committee is to consider and determine policy issues and Public Services Section activities at national level. The Section is fortunate in having an active and committed National Committee chaired by GMB President, Mary Turner.

As well as matters raised by themselves, the Committee also receives and scrutinises reports from the National Secretary, National Officers and GMB Regions. Current issues in national negotiations are discussed in particular detail. Minutes of National Committee meetings are approved by the CEC and distributed to branches via Regions.

The main points dealt with by the Committee in 2010 were:

- Organising and growth in the Section
- Public sector pensions
- Social care crisis
- School Staff Negotiating Body
- Southern Cross
- National pay negotiations
- Cuts and job losses
- NHS Reforms
- Contractors Forum
- Academies
- Justice sector

The National Committee membership is:

| | | |
|--------------------|---|-------------------------------------|
| Mary Turner | - | President - London Region |
| Elizabeth Blackman | - | Midland & East Coast Region |
| Dana Bruno | - | North West & Irish Region |
| Linda Clarke | - | Birmingham & West Midlands Region |
| Gary Doolan | - | London Region |
| George Fraser | - | London Region |
| Gordon Gibbs | - | Birmingham & West Midlands Region |
| David Hope | - | North West & Irish Region |
| Pamela Hughes | - | Yorkshire & North Derbyshire Region |
| James Jones | - | Northern Region |
| Kevin Jones | - | South Western Region |
| Evelyn Martin | - | London Region |
| June Minnery | - | GMB Scotland |
| Peter Murphy | - | Southern Region |
| David Noble | - | Yorkshire & North Derbyshire Region |
| Lorraine Parker | - | Southern Region |
| Vivien Smart | - | Birmingham & West Midlands Region |
| Billy Tonner | - | Southern Region |
| Michael Widdison | - | Midland & East Coast Region |
| Peter Dow | - | MPO Representative |
| Heather Starr | - | MPO Representative |
| Steve Rice | - | ASU Representative |
| Barry Lambert | - | HE Representative |
| Rory MacQueen | - | FE Representative |
| Ronnie Hill | - | Schools Representative |

Our National Office staff are Brian Strutton, National Secretary; Sharon Holder and Rehana Azam, National Officers; Justin Bowden, on Regional secondment; Mick Hubbard, Productivity Services Officer; Tom Hazeldine, Research & Policy Officer; Angela Sayer, Section Administrator and PA; and Rita Compton and Carol Ferguson (transferred from merger with CDNA), PAs.

3. SCHOOL SUPPORT STAFF NEGOTIATING BODY (SSSNB)

The School Support Staff Negotiating Body was created by the Labour Government in 2009 following a long and successful GMB campaign. Before the General Election in May 2010, it had made real progress towards designing a national pay framework and a core contract of employment for school support staff in England. The SSSNB gave us an opportunity to push for the fair, consistent and transparent terms and conditions that our schools members have so long been denied.

But the new Tory-Lib Government immediately suspended the work of the negotiating body. Shortly afterwards, news came via a newspaper leak that they planned to abolish it. GMB strongly argued the case for saving the SSSNB. But as usual, Tory Education Secretary Michael Gove wasn't listening. In October he confirmed that he would abolish the SSSNB "at the earliest opportunity". His new Education Bill, introduced in January 2011, puts this into effect.

Support staff will not therefore be moving to a new national terms and conditions framework. GMB is adamant that the Tories are wrong to say the SSSNB wasn't needed, and Gove was reckless to abolish it before it even had a chance to put forward recommendations.

Losing the negotiating body is a big disappointment, but there is still lots to do. GMB will continue to campaign for and with our school support staff members, the unsung heroes of the school workforce. For that reason, the Public Services Section National Committee has agreed that the National Schools Committee should continue to meet, with a new focus on policy and campaign issues. The National Schools Committee is a lay committee made up of schools members from across GMB. It is chaired by Ronnie Hill from Birmingham and West Midlands Region. It previously oversaw the work of the SSSNB.

4. LOCAL GOVERNMENT

Local Government cuts

The national Tory-Lib Coalition is making huge cuts to public spending. Central Government funding to councils is especially hard hit. Funding will fall by an average of 11% in 2011-12. Once this became known in the second half of 2010, councils up and down the country began preparing multi-million-pound budget reductions.

At the time of writing, a multitude of council restructurings and trawls for voluntary redundancies were ongoing. Over 160,000 redundancy threats have been issued. The spectre of compulsory redundancies is real. Several councils also began to impose detrimental changes to pay and conditions by issuing dismissal and re-engagement notices, effectively sacking people and re-employing them on worse terms.

The job-loss figures alone can't convey the enormous pressure, worry and alarm that local government workers have been experiencing in the past few months. GMB nationally has issued advice and guidance to officers and activists about how to scrutinise local authority budgets and how to negotiate around redundancies. We have also produced a campaign guide. The emphasis is to ensure that local authorities are doing everything in their power to minimise cuts. The majority of local government is Tory-run, and we can't assume that any council will make the right calls unless they are held to account. GMB has challenged job losses and dismissal and re-engagement techniques wherever they have occurred.

At the CEC in autumn 2010 it was agreed that we should carry out a trial industrial action ballot to cover GMB local government membership. This will prepare us for any future call for industrial action.

Local Government pay

For 2010-11, GMB and the other local government unions had submitted an NJC claim for a £500 flat-rate increase or 2.5%, whichever was the greater. The employers responded early in 2010 by announcing that there would be no pay offer whatsoever for the NJC, Craft or Chief Officers. They also said that they were not prepared to enter into any discussions. To make matters worse, the employers had also produced a guidance book on how to cut staff pay and conditions and sack people cheaply. GMB, Unison and Unite registered a formal dispute over these matters in July. The employers refused to agree to refer the dispute to ACAS.

For 2011-12, GMB and the other trade unions submitted an NJC claim in October for at least £250 and a review of outstanding terms and conditions improvements previously lodged by the TU side. In February 2011 the employers responded by saying that once again they will not be making an offer - not even the £250 promised by the Government

for the low paid. GMB has expressed complete disgust at the employers' decision. At the time of writing, the issue will be argued over at a full NJC meeting.

5. NATIONAL HEALTH SERVICE

Following the election in May 2010 of a Tory/Lib Dem Coalition Government, the NHS has seen unprecedented instability and uncertainty for many members of staff working in the NHS.

The Coalition, in its announcement of the Spending Review Settlement for the period 2011 – 2015, claimed NHS expenditure would be protected in real terms, provided, however, that, in common with the wider public sector, productivity savings of between £15bn - £20bn would have to be made during the same period, with the aim of these savings being made available for re-investment in the provision of frontline healthcare.

In July 2010, Health Secretary, Andrew Lansley, published a Health White Paper “Equity and Excellence: Liberating the NHS”, unveiling a programme of reforms which, if implemented, would lead to the most dramatic change to the provision of healthcare in England, as we know it for example.

GP's, instead of Primary Care Trusts, holding NHS budgets to buy healthcare. The abolition of PCT's and Strategic Health Authorities. Hospital trusts forced to convert into independent not-for-profit 'social enterprises' outside the NHS. Moreover, the white paper opened the doors to a pro-competitive market and the comprehensive privatisation of clinical healthcare, potentially leading to the end of the NHS as a National Service.

GMB, in its response to the consultation White Paper, and in line with GMB Policy motion PS Comp 4 endorsed at Congress in 2010 has strongly opposed the proposals.

Since the health policy reforms form a key plank in the Coalition Government's reform programme across the Public Services Sector, neither the Tories or Lib.Dems. included these proposed plans in their manifesto. In fact, the Tory Party and coalition partners solemnly pledged to no more “top down re-organisation of the NHS”, only two months before the white paper publication.

Andrew Lansley, in his haste to publish the White Paper, left many unanswered questions about how the re-organisation would work, especially on the question of democratic accountability. Meanwhile, the implementation of the reforms hold risks for patients, in clinical safety, staff and the public at large, and, overall, there is no evidence that the new system is likely to be more efficient than the current system.

Health unions, including GMB, have subsequently mounted campaigns, politically and locally, in defence of the NHS, in line with GMB policy, motion PS22 endorsed at Congress in 2010. Shadow Cabinet opposition progress, however, has been slow to develop, largely because new Labour is constantly being blamed for laying the ground for everything the coalition Government is planning to do in the NHS, the consequence of which GMB warned the previous Labour administration would happen.

NHS Membership

The NHS combined membership took a small decline in 2010 from 26,008 to 25,233. The challenges likely to effect NHS organisations and hospital trusts in 2011 mean that there will be strong grounds for increasing GMB membership.

National Advisory Group

Pam Hughes, CEC member and Yorkshire & North Derbyshire Region senior NHS representative, took over as Chair of the National Advisory Group from Richard Passmore, Birmingham & West Midlands Region representative at Northampton Health Care. The Group thanked Richard for his time as Chair and wished him all the best for the future. In 2010, the National Advisory Group considered and gave advice on NHS employment policy issues/concerns and provided support and guidance in developing key recommendations to underpin proposals to mount an organising campaign in the NHS. The issues included:

- NHS membership
- Third year of the multi-year pay deal
- NHS pilots
- Pay Review Body submission for 2011/12

It must also be noted that the NHS National Advisory Group, in January 2011, faced with the prospect of redundancies and a freeze on pay, rejected proposals by NHS Employers to a two-year freeze on all pay progression, in return for a guarantee of 'no compulsory redundancy' for some NHS staff; strongly resisting to surrender their right to pay increments under Agenda for Change in line with GMB policy PS29 carried in 2010.

Current membership of the National Advisory Group consists of:

Phil Baldwin (N.West & Irish Region), Neil Collinson (Northern Region), Mick Coppin (Mid. & E.Coast Region), Mary Finn (Scotland), Joss Guittard (N.West & Irish Region), Tony Hackett (Birmingham & West Mids. Region), Martin Jackson (Yorkshire & N.Derbyshire Region), Gary Lock (South Western Region), Jill McCarthy (South Western Region), Alma Stewart (Northern Region), Ray Stewart (Southern Region), Maya Venkatasawmy (Southern Region) and Keri Webb (London Region).

Healthcare Conference

A GMB Joint NHS, CDNA and National Ambulance Service Healthcare Conference was held in Birmingham on 7 & 8 November 2010, the first joint Conference of its kind for GMB in the healthcare sector. The aim of the Conference was to equip delegates with the knowledge and enthusiasm to organise in their workplaces with practical plans on the way forward in the NHS.

Terms and Conditions:

The NHS Staff Council and Executive have dealt with a number of issues, including:

- Agenda for Change, Knowledge and Skills Framework Review
- NHS Staff Council Work Plan and priorities
- The Quality and Productivity Challenge
- Mileage Review
- Review of On-Call
- Job Evaluation
- Pensions Choice
- NHS Injury Benefit Scheme Review
- Partnership for Occupational Safety and Health in Health Care
- Independent Review of the National Recruitment and Retention Premia
- MARS (Mutually Agreed Resignation Schemes)
- Right to Raise Concerns at Work (Whistleblowing)
- Scoping the Pay Structure
- Review of Professional Registration Fees
- Application of unsocial hours under annual leave

NHS Social Partnership arrangements continued after the Coalition Government election in May. The Partnership arrangements, to engage on Government/Departmental policy and its implications for staff, are now limited to low-level consultation and no longer command a satisfactory level of opportunity to influence policy. Key issues, however, consisted of:

- Ministerial Portfolios – Coalition Government
- Partnership Working
- 'Speak Up for A Health NHS'
- The Government's health White Paper *Equity and Excellence: Liberating the NHS*
- NHS Operating Framework and HR Framework
- MARS (Mutually Agreed Resignation Scheme)
- Education and Training Commission Consultation

Ambulance Service

Our total membership across the 14 UK Ambulance Services reached just short of 7,000 by the end of 2010, having grown steadily - month on month - throughout the year. There have been particularly strong performances from our Teams in South East Coast Ambulance, North East Ambulance, East Midlands Ambulance, London Ambulance and West Midlands Ambulance.

Alongside growth, the national priorities over the 12 months have been to strengthen our organisation by raising our profile using the media and to support regions in issues-led campaigns. These have included: publicising the

appallingly high incidence of violence against ambulance workers; attacking the removal by government of the 19 minute response time for ambulances to arrive at the scene of incidents not immediately life-threatening; assisting Yorkshire Region in their battles with Yorkshire Ambulance; and fighting the outsourcing of the patient transport service in South London NHS Trust. This strategy has been generally successful and GMB is now seen by the press and the public very much as the voice of ambulance workers and, importantly, indications are that our membership will continue to grow.

Profile and use of the media have tied in with the other key aim of achieving recognition from the five Ambulance Services who did not recognise us (Yorkshire Ambulance, Scottish Ambulance Service, Great West Ambulance Service, South West Ambulance Service and South Central Ambulance Service). On New Year's Eve last year we gained recognition, for the first time, at Great West Ambulance - the culmination of a dogged and determined team effort involving the GWAS Branch, Southern Regional Officers, and National Office. At South West Ambulance our destiny is now in our hands after the employer conceded they will give us recognition subject to us having 10% of the workforce as members.

Our Ambulance Service monitoring arrangements have been redesigned to give us an overview by employer, rather than just GMB Region. This restructure links in with national office's mapping for regions of every ambulance station in each Ambulance Service (with in many cases details of the numbers and occupations working from each) to aid systematic recruitment and organisation.

The National Ambulance Committee of Lay Members and Officers is meeting regularly to drive the agenda and strategy for growth and in October we had the first ever, and very successful, GMB National Ambulance Conference in Birmingham.

CDNA

Following transferring its members to GMB in April 2010 the Community and District Nurses' Association has continued to operate through its National Executive and offer authoritative professional resources for nurses in the community. Now working closely with GMB Regions the CDNA representatives are able to exploit the membership growth potential that clearly exists.

6. SOCIAL CARE

GMB has mounted a rigorous defence against local authority budget cuts imposed by the Tory/Lib.Dem. Government, bringing to the public's attention the number of local authority job losses taking place across departments, including social services.

The Health & Social Care policy, arising out of the Coalition Governments White Paper "Equity and Excellence: Liberating the NHS", plans to transform organisational boundaries between health and social care and to do more to integrate teams within the NHS and between the NHS and local Government. Contrasting this with the decision to cut local Government funding for 2011/2012 by £6.4bn and the negative impact this cut in funding will have on services across all local authority departments; i.e., home care services being cut, care homes being closed or outsourced and staff being made redundant, how does this reflect a commitment to integrated health and social care provisions between the NHS and local Government? Contractual terms with private sector care providers are also being re-negotiated.

Southern Cross, the largest, independent care home provider in the UK, relies largely on local authority funding for its client groups. As a result, local authorities preparing for this year's funding shortfall, have, in some instances, proposed a freeze in client cost for 2010/2011, impacting heavily on the company's willingness to offer a pay increase for care staff above the national minimum wage.

The outcome of GMB's Southern Cross pay bargaining consultation for 2010/2011 resulted in an imposed pay award, effective from 1 January 2011, of the following new minimum rates for care staff on Southern Cross contracts :

£6 per hour, increasing to a minimum of £6.15 per hour, upon achieving NVQ2 and £6.25 upon achieving NVQ3 level and above. Senior carers: A minimum of £6.20 per hour for unqualified staff increasing to a minimum of £6.30 per hour for qualified staff.

The far from satisfactory 2010/2011 pay talks highlighted the need to organise more effectively in this sector if we seriously want to proceed to a mandate for further action to influence pay talks in future.

In response to rapid changes in social care over the last couple of years, GMB developed a 'Care Charter for the Elderly'. Within the Charter, GMB expressed concern that the personalisation agenda was leading to fragmentation of social care provision and, as a consequence, lowering of quality standards of care. In the Charter, GMB calls for the creation of a National Care Service providing national care standards, assessment and eligibility. Also, within the Charter, GMB calls for a national education, training and career structure in the social care sector with clear career development opportunities and career pathways, along the lines of the NHS Agenda for Change Career and Pay Progression System, linked to the development of knowledge and skills.

The Charter provides a framework through which training and development of our members can be formalised and employers enforced to achieve national standards of quality of care throughout the social care sector, including those providing care to those using personalised budgets. At the time of writing this report, GMB still intends to promote the Charter in order to achieve its aims of enhancing the knowledge and skills of our members, to improve the quality of care throughout the sector and to enable recruitment of membership from a better regulated provider network in accordance with GMB policy PS1 and PS2 endorsed by Congress in 2010.

7. MOD

In July, the new coalition Government proposed legislation to cap redundancy payments for the Civil Service at twelve month's pay for compulsory redundancy and fifteen month's pay for voluntary redundancy. At the same time it indicated that it would seek to amend the 1972 Superannuation Act to allow it to change the terms of the Compensation Scheme without the agreement of all the unions. Following extensive negotiations with the Cabinet Office, counter-proposals were put to the Government and formed the basis of a final offer:

Voluntary redundancy. For those below normal pension age - accrual of one month per year of service up to 21 months, plus 3 months notice. Employers will have discretion to increase this accrual with Cabinet Office approval.

For those above normal pension age - accrual at one month per year of service up to a maximum of six months' pay.

For all releases, either compulsory or voluntary - three months' notice which can be taken as pay in lieu of notice, in addition to payments based on service.

Staff who have reached their minimum pension age (50 for members who joined the civil service before 6 April 2006) can choose to opt for early retirement with no actuarial reduction.

Compulsory redundancy. One month per year of service up to a maximum 12 months' pay. All staff faced with compulsory redundancy are guaranteed the opportunity to exit under voluntary terms.

No one can be made compulsory redundant without first being offered the maximum voluntary terms.

Pay thresholds. All staff earning less than £23,000 (on an FTE basis) will be treated as if they earn £23,000 for the purpose of calculating redundancy payments. An upper pay threshold of £149,820 is also introduced. Staff will have their salary capped at this figure for the purposes of calculating their redundancy payment. These sums are linked to the ONS Annual Salary Hourly Earnings (ASHE) 'Annual Pay: Gross' table, and will be up-rated annually.

Following a members' consultation ballot on the Reform of the Compensation Scheme held in December, GMB members in the MOD voted to accept the revised terms.

After the election of the Coalition Government in May, the MOD undertook a revised Strategic Defence and Security Review. Full details of the outcome of that Review are still being realised in departments and in MOD agencies, in particular the Defence Storage Group Agency (DSG) which, as a result of the review, may be sold in the future to the private sector, and the Defence Support and Distribution Agency (DSDA) which had its agency status remove

8. LEGAL SERVICES COMMISSION (LSC)

The LSC continue with their major plans to transform their business delivery. Over the course of the last year the GMB continued to receive HR1 forms which amounted to over 200 redundancies. In total the LSC were looking to make 600 staff redundant. The GMB's successful intervention in suspending a 90 days consultation due to the absence of an

Equality Impact Assessment had been testament to the fact that the GMB Reps in the LSC are working tirelessly to challenge the employer's cuts programme every step of the way. GMB is also pleased to report that the three year restructure plans have finally been withdrawn as the headcount reduction is simply not achievable. The GMB challenged this restructure from day one and although there has been some success in the short term the LSC will not be immune to the austerity measure all Public Sector areas are facing.

Over the coming year the coalition Government is likely to cut the Legal Aid budget and this will have a direct impact on how the LSC organises itself. Currently the LSC is awaiting a Bill being laid before Parliament to disband its status as an organisation and establish it as a Non Government Departmental Body. This will mean the LSC will be brought into the Ministry of Justice and many of the current LSC employees will become Civil Servants.

On pay, the LSC as with all Public Sector Departments had to follow the Treasury's position on Public Sector Pay. After some negotiations the £250 was secured in consolidation for LSC employees earning less than £21K. In addition a 0.5% non consolidated amount was secured for all other staff. Finally after much protracted negotiations pay progression was honoured despite the LSC making a claim that this was not contractual.

GMB organisation remains central to the industrial agenda and nationally full access facilities have been secured for reps to organise GMB membership. Each GMB Workplace Organiser continues to be tasked to achieve full membership at all LSC sites. The GMB Senior Reps meet every quarter and the annual conference has ensured that all GMB Reps participate in the process of agreeing the industrial and organising strategy.

The National Chair Peter Earley who works at the LSC South Tyneside Office and Vice – Chair Martin Benham who works at the LSC Birmingham Office have both provided strong leadership and dedicated support to all the members in the Commission. Both Peter and Martin are an asset to the GMB and should be congratulated and thanked for their unstinting support in the organisation of GMB members and retaining jobs at the LSC.

9. THE PRISON SERVICE

Negotiations are conducted through the Prison Service Joint Industrial Council (PSJIC), which includes Unite and UCATT. Our members in the service include maintenance, catering, cleaning and other relevant occupational groups linked to industrial workers.

Discussions in 2010/11 have been dominated by the Job Evaluation project. The project began in 2006 but Trade Unions have been kept at an arms length without meaningful involvement. Throughout the process, there has been a lack of purpose and leadership from the Prison Service and responsibility for the project has passed from one management team to another.

This has led to discussions being protracted and difficult as management teams have displayed a sheer lack of knowledge and understanding of job evaluation. Throughout the project, GMB has led the PSJIC discussions with the various management teams. Our major concern with the Job Evaluation project has been about the structure of the job evaluation factor plan, which we believe is not fit for purpose. The Job Evaluation scheme excludes factors that are a significant feature of an industrial type role, meaning that our members will be disadvantaged when it comes to scoring the jobs. At the time of writing, PSJIC, along with other bargaining groups, are considering the withdrawal of all co-operation and involvement in the JE process.

On another matter the Prison Service has also given notice to withdraw trade union facilities some months ago but have not really engaged in any meaningful discussions as to what could be put in its place. This is just another attack on hard-won, negotiated rights for Trades Union Representatives. Discussions continue on this issue and GMB will need to secure appropriate agreeable facilities to allow our reps to undertake their duties.

To support GMB consolidation of the service a Regional Officers' Briefing was put together to outline the key issues for Prison Staff. The briefing included a list of all the Prisons together with details on how to access the sites. Nationally after discussions with the employer access has been secured at the various sites with the employer giving a commitment to overcome any problems incurred locally in gaining access to workplaces.

10. HIGHER EDUCATION

The future of Higher Education and the long awaited Browne Review recommendations have potentially created significant inequalities in access to Higher Education. The government's determination to increase tuition fees is likely to have devastating effects on families who wish to access Higher Education in the future.

The GMB has been proud to be part of the trade union campaign to highlight issues affecting HE Staff and Students. GMB has consistently supported the Student Union Movement in raising attention to the consequences of the raising of tuition fees and cuts to HE Funding. There is a crisis in Education and the GMB with the support of the other four unions have launched a campaign entitled '5 Unions 1 Demand' with a simple message, 'Defend Higher Education'.

At the time of writing over 100 institutions have announced job cuts and yet the UCEA, the employer's association, still refuses to enter into a meaningful dialogue and develop a national agreement to avoid compulsory redundancies.

The 0.5% pay deal which was concluded for the pay year 2009/10 was certainly a backward step for the sector after one of the best three year pay deals secured in the Public Sector. 2010/11 unfortunately continued with the same theme - the claim that any pay increases would mean job cuts - a line that the GMB alongside the other four unions has robustly challenged. A 0.4% offer was tabled and finally accepted on the proviso that a national agreement is seriously discussed on job security.

GMB Regions are actively encouraged to engage and develop the campaign. Further details of the campaign can be found on www.defendhighereducation.org.uk

The GMB Higher Education Committee continues to support the aims and objectives of the Public Services Section and brings direct attention to the PS Committee of the activities of the GMB Higher Education Section. The GMB HE Committee have met regularly and supported all the activities around the campaign to defend Higher Education, and a number of GMB HE activists made up the numbers of protestors that were 'kettled' by the Police at the recent demonstrations.

The GMB HE Committee is made up of the following:

- John Brannan (London Region)
- Alan Budd (Midland & East Coast Region)
- Jim Finucane (Birmingham & West Midlands Region)
- Les Goodyer (Northern Region)
- Barry Lambert (Southern Region)
- Fred McDwyer (North West & Irish Region)
- Patrick Maddock (Yorkshire Region)
- Vacant (South Western Region)
- Tom Young (GMB Scotland)

It will be appropriate to thank the Chair of the Committee, Barry Lambert, for his experienced guidance in chairing the activities of the Higher Education Committee and his active involvement in the recent demonstrations.

11. FURTHER EDUCATION

In England the vast majority of colleges are members of the Association of Colleges (AOC), an employers' organisation which negotiates with the GMB alongside other recognised trade unions to produce recommendations for individual colleges to adopt. There continue to be difficulties around settlements that only carry a recommendation to implement. As a result many colleges in England have fallen behind the nationally agreed pay scales.

The thrust of GMB activity has been to continue to encourage regions to improve local FE college organisation. To support this activity regions have been provided with a list of colleges, the recognition agreement, model letters to initiate contact with college principals and details in how the 'time to pay up' campaign can be applied to support the industrial and organising agenda of the GMB. Unfortunately despite best efforts organisation in FE remains patchy. The GMB recently took an active role in developing a campaign to 'Save the Education Maintenance Allowance'. The scrapping of this fund will directly impact on the number of staff at colleges particularly if student numbers start falling.

On pay the AOC recommended a final offer of 0.2% with a £50 underpinning. Many of the GMB FE Colleges do not implement the recommendations and those colleges that responded reluctantly agreed to accept the offer.

12. ENVIRONMENT AGENCY

The majority of GMB membership is held by the Southern Region and the two national reps Terry Sadler and Mike Sutton are also based within the Region. National negotiations on pay and conditions are carried out through the National Negotiating Group (NNG) where the GMB has one seat.

The agency recently launched a Voluntary Early Release Scheme (VERS) and from the numbers that applied there have been demonstrations that the people working at the Agency are fed up with how things are being run. The employer is currently going through a process to work out how many staff they require going forward and discussions are ongoing.

The national reps continue to secure engagement across the regions by regularly updating all members on all issues discussed within the Agency.

13. POLICE STAFF

The terms and conditions of Police Staff are negotiated through the Police Staff Council (PSC). The GMB has one seat on the PSC which is currently held by Fergus Murchie of Devon and Cornwall Police.

The sector is currently in a three-year pay deal which commenced in 2008 and the pay deal will be concluded this year. The offer consisted of pay increases retrospectively of 2.6% in year one, 2.6% in year two, and in the year three the increase will be 2.58% on all PSC pay points and allowances. Year three would see the deletion of the pay points 2 and 3. Deletion of the bottom pay points is a significant step to end low pay in the sector. In addition a strong statement was agreed by the PSC with a view to develop a strategic approach to explore a national grading structure for all Police Staff in England and Wales. Unfortunately this work has made little progress and the PSC are currently reviewing how best to move this forward.

Nationally the GMB continues to seek to work with Regions locally to strengthen GMB force organisation and a Organisers' Briefing was put together outlining the key issues affecting Police Staff together with details of all the Police Forces and how best to commence consolidation of membership.

14. CONTRACTORS

As expected, the externalisation of services by local government and the NHS has continued since the general election, and with renewed vigour. At the same time, the jobs and terms and conditions of our contractor members have been under attack in a way not seen since the days of CCT.

Contractors have been a national recruitment target since September 2009. The first target - Verdant/Biffa - started in November 2009 and since then Enterprise and Veolia have been added.

Regions have been asked to conduct a mapping exercise of all the existing local government contractors in their area and from that identify Regional targets for consolidation and growth.

The establishment of a National Contractors Forum, and in most cases Regional Forums, have provided an important opportunity for lay member input into the development of contractors. However the recruitment and organisation results so far suggest the benefits of these are not yet clear.

What is clear is that there are plenty of national and regional opportunities both to consolidate our existing membership and to exploit issues as they arise. Results from both the national and regional targets have been variable. If the growth and organisation of contractors is to realise its full potential then national and Regional targets will need to be followed up, prioritised and resourced accordingly.

15. PUBLIC SECTOR PENSIONS

As well as mass redundancies and pay freezes the Tory-Lib government has launched a direct attack on public sector pensions. Fuelled by the hysteria of the right-wing media and in ignorance of the facts the Coalition government has

commissioned John Hutton to review benefits while in the meantime slashing the future value of pensions and imposing a pensions tax on public sector workers.

The shift to CPI indexation from RPI was imposed by government and at a stroke knocks around 15% off the value of public sector pensions. The plan announced in the October CSR to levy a pension tax on public sector workers (adding an average 50% to the contribution for individuals) is unfair and unnecessary.

GMB has campaigned tirelessly to defend all public sector pension schemes and actively communicates through bulletins and workplace meetings on this vital issue.

16. PROGRESS ON MOTIONS CARRIED BY CONGRESS 2010 AND PUBLIC SERVICES SECTION CONFERENCE 2010

Motion 3. Black Hole

The request for Sections to report on their motions was already implemented by the PS Section in 2010.

Motion 87. Pro Rata Pay

Calling for a cap on senior pay the motion was passed with qualification. Since then GMB has continued to campaign against excess at the top and participated in Will Hutton's review on this subject.

Motion 94 Public Services Cuts

The argument that cuts are not the best way to tackle the deficit has been actively promoted by GMB across many fronts.

Motion 152 Chaplaincy

Spending on chaplaincy services in different part of the public sector has been generally redefined and redistributed to reflect the need to move to multi-faith provision. Despite attacks by the National Secular Society overall spending has been maintained.

Motion 177 Defibrillation Equipment in Children's Hospices

The motion called for public funding of portable defibrillation equipment in children's hospices. However, Children's Hospices UK has pointed out that most hospices already have specialist equipment and if they could secure public funding for extra equipment and training they would prefer their hospices to decide how to allocate that.

Motion 183 Deaf People in Hospital

The motion, calling for all doctors and nurses to be sign language trained, was qualified by the CEC. All hospitals are required to provide sign language support if requested and to have signers on standby for emergencies wherever possible.

Motion 184 Privacy and Dignity

The CEC qualified this motion that complained of patients being unable to have relatives present in Day Patient Units as a result of the NHS privacy and dignity policy. In fact DPU attendance by relatives is discretionary and varies according to available facilities and the treatment being undertaken.

EM1 Unity Across the Public Sector

GMB has campaigned hard to fight against public sector cuts and has actively sought to do so in conjunction with other trade unions and organisations at national and local level. GMB has worked closely with the TUC which is co-ordinating the TU campaign nationally.

PS1 ISA Standards for Social Care Workers

GMB has been active in the TU campaign to highlight the difficulties involved in the ISA registration scheme including costs, across all sectors. The scheme is now being fundamentally reviewed by government.

PS 2 Social Care Personalisation Budgets

The motion rightly highlights the dangers inherent in personal care budgets which have now been extended in principle by the coalition government to many more areas of public provision. GMB has strongly pointed out the dangers of poor standards of service provision to personal budget holders and has included this as part of the "Charter for Care".

PS3 School Support Staff Negotiating Body

The motion queried the government's influence over the remit of the SSSNB, now overtaken by the decision to cancel that body.

PS Comp 1 The Effect of the Private Sector Financial Crisis on Public Sector Workers and their Pay

GMB has spoken out vociferously to defend public sector workers against the unjustified attacks by Ministers and some sections of the media.

PS8 Local Authority Workers

GMB nationally has taken every opportunity to put in the public domain the range of local authority employees that provide our vital, front line community services.

PS Comp 2 Anti Academies Alliance

As requested by the motion GMB affiliated to the Anti Academies Alliance and we work with other unions to campaign against this Coalition policy.

PS11 Pensions for First and Second Generation Local Authority Workers

Through the Contractors' Forum and our 2-tier training and in our direct dealings with contractors, GMB pushes for open admission agreements where possible.

PS Comp 3 Defend Public Sector Pensions

The motion is right to highlight attacks on the LGPS and GMB has done more than anyone to promote and defend this pension scheme and those in other parts of the public sector.

PS16 School Support Staff

The motion calls for fairer treatment of HLTAs through the SSSNB - that body is now defunct and so HLTA pay remains a local matter.

PS Comp 4 Defend Public Services Against Privatisation

The motion sets out some of the arguments against privatisation and outsourcing which GMB continues to campaign against at all levels.

PS20 Monitoring Motions Passed

The Public Services National Committee acts on Section motions passed as quickly as possible, as set out in the motion.

PS21 Care Staff

The appallingly low levels of pay in the private care sector are rightly highlighted in this motion and as well as being the focus of negotiations needs maximum effort from the GMB at all levels.

PS22 Protect our NHS

The motion calls on government to support the NHS, sadly overtaken by the events set in train to virtually privatise everything in the public sector. GMB will not rest in its campaigning against this anti-public pro-profit policy.

PS23 Local Authority Employers Move Away from the National Negotiating Body

At national level GMB monitors the effects of authorities undermining national conditions, pay and jobs. However it is absolutely clear that in addition it is the national employers themselves who deliberately flout the national agreement and GMB has been clear in its condemnation of the employers.

PS24 Contractors - Third Party Some Other Substantial Reason - Dismissal

The motion called on the Union to highlight cases of clients demanding dismissal of contractor employees and to campaign accordingly; however no such cases have been provided to act on.

PS25 Local Authority Budgets Cuts

The motion strongly advocates not only campaigning against cuts but also making public the real effects on local services. This has been a priority in GMB campaigning nationally and at Regional level.

PS26 Proper Monitoring of Outsourced Local Authority Contracts

The action to monitor contracts at local level is best carried out by GMB Regions who can assist the workplace reps as requested by the motion.

PS27 Sickness Absence Policies and Procedures

This motion refers to sickness monitoring policies in police forces which is a matter for each individual police authority where GMB is able to negotiate.

PS28 Core Funding for Police Community Support Officers

GMB has supported the introduction of PCSOs alongside police officers and it is a damning indictment of the Coalition government that they have failed to maintain law and order spending that would help ensure security of PCSOs.

PS29 Agenda for Change

GMB does not accept contractor excuses for failing to apply relevant Agenda for Change agreements and as well as raising this nationally with contractors we work at local level to ensure members are not disadvantaged.

PS30 0844 Telephone Numbers

Government has introduced 030 numbers to replace 0844 numbers for the public sector but has not obliged GPs to switch. This is because an estimated 1500 GPs were sold new telephone systems (to improve patient communications) together with 0844 numbers to recoup the cost. However the Audit Commission points out that it is possible to use 0844 numbers without an extra charge, as they do. The danger is that with government plans to hand more commissioning powers to GPs the likelihood of more stealth charges will increase.

PS32 Funding for Further and Adult Education

GMB supports proper funding for the whole of the education sector and shares the concerns in the motion regarding the cuts announced in 2009. The pressures have been worsened by the overall budget cuts now being imposed by the Coalition government and GMB will continue to campaign hard to protect this vital sector.

PS33 Public Sector Cuts

At every level GMB has fought hard to show that the financial crisis has been caused by bankers not public sector workers.

PS34 Public Sector Alliance

The motion's call for GMB to work with the TUC over forming alliances with other public sector unions is met through the Public Services Liaison Group which the TUC organises along with a number of joint campaigning events.

PS Comp 5 Tetra Radios in the Ambulance Service

GMB has publicly raised the issue of potential health risks arising from the use of Tetra radios and has carried out independent research to support this.

PS Comp 6 Local Authority Pay and Grading

The call for local authorities to "level up not down" is GMB policy to be pursued in all single status negotiations.

PS EM1 Public Services and the New Coalition

The motion was a reaction to the election of the Tory-Lib Dem government and ensured that GMB was clear in its opposition to their slash and burn policies on pay and pensions.

REGIONAL SECRETARIES' REPORTS

BIRMINGHAM AND WEST MIDLANDS REGION

1. MEMBERSHIP & RECRUITMENT

| FINANCIAL MEMBERSHIP | |
|-------------------------------------------------|--------|
| Section Financial Membership (by each Section): | |
| COMMERCIAL SERVICES SECTION | 14,392 |
| MANUFACTURING SECTION | 12,240 |
| PUBLIC SERVICES SECTION | 27,590 |
| Grade 1 members | 37,676 |
| Grade 2 members | 11,723 |
| Retired, Reduced Rate & Others | 4,823 |
| Male Membership | 27,538 |
| Female Membership | 26,684 |
| Total number recruited 1.1.2010 – 31.12.2010 | 6,669 |
| Increase/Decrease 1.1.2010 – 31.12.2010 | +542 |
| Membership on Check-off | 34,184 |
| Membership on Direct Debit | 15,326 |

Response to Organising Agenda

The Organising Agenda remains a priority within the Birmingham & West Midlands Region and I am pleased to report that at the end of December 2010 we were 542 members up on the same time twelve months previous. The Region has continued with our successful Southern Cross campaigns and in 2010 we changed our strategy and had three separate weeks of organising specifically within Southern Cross, this was in March, August and November which generated an extra 253 members specifically over these weeks. That is why although Southern Cross is now being mainstreamed our policy within the region will be to continue to hold dedicated organising weeks within Southern Cross. We also continued with the organising weeks within Wilkinson Stores and our ongoing strategy within schools is still delivering members. As a result of this, we have adopted the strategy of having area schools conferences which have been attracting large amounts of contacts within schools and also representatives. The philosophy of GMB@Work is highlighted to new representatives at their initial support training. There is also a requirement for them to attend the two-day GMB@Work training within a short period of being elected as a new representative. We are finding this very useful as it lays down the foundations of being a good workplace organiser. Although 2010 has again been a very difficult year because of major job losses in the Manufacturing Sector, the region fared very well and at the end of December 2010, our regional membership stood at 54,222 members which was a net gain of 542 on the year. This increase again is a testament to the commitment of the staff, Officers and activists within the Birmingham & West Midlands Region.

Recruitment Targets and Campaigns

As you would expect throughout 2010, the region has maintained its emphasis on the national targets provided by the National Organising Team and ensured that the Regional Organising Team are driving the Organising Agenda to ensure that Officers and activists follow through to completion. As stated in the previous paragraph, as well as concentrating on Southern Cross, Wilkinson's etc. we are also ensuring that we continue to investigate Greenfield areas within the Private and Manufacturing Sector and I am pleased to report that during 2010 the region managed to secure Recognition Agreements in the following companies; Federal Mogul Sintered Products Ltd, Koito Europe Ltd and Elisabeth the Chef Ltd. We are of the opinion in the region that there is a need to keep a balance between our membership organising activities within both Public Services and Private industry.

Overview of Region's Economic & Employment Situation

As everyone will be patently aware, unemployment has risen sharply towards the end of 2010 with the national level being 7.9%. However in the West Midlands we saw a rise that took us to 9.9% which was a huge increase of an extra 48,000 people registering unemployed, taking the regional jobless total to 264,000.

2. GENERAL ORGANISATION

| | |
|---------------------------------|-----|
| Regional Senior Organisers | 4 |
| Membership Development Officers | |
| Regional Organisers | 17 |
| Organising Officers | 1 |
| No. of Branches | 101 |
| New Branches | 1 |
| Branch Equality Officers | 18 |
| Branch Youth Officers | 13 |

3. BENEFITS

| | |
|---------------------------------|--------|
| Dispute | |
| Total Disablement | |
| Working Accident | 595.75 |
| Occupational Fatal Accident | |
| Non-occupational Fatal Accident | |
| Funeral | 17,675 |

4. JOURNALS & PUBLICITY

Throughout 2010 the regional magazine, Centrepont continues to be a major source of delivering information directly to every member within the region. Also in 2010, the regional website has had an overhaul and is far more user friendly with special sections of the website dedicated to the Organising Agenda within both the national targets with schools, Southern Cross and Asda and also the regional project board again where we keep members informed of the issues surrounding them in their workplace. We also now ensure that successful legal claims are publicised both in the regional media and press and also on the regional website. Dozens and dozens of press releases have been issued to the local media and we also work with the national Communications Department to ensure a wider distribution of press releases regarding manufacturing problems, job losses, factory closures but also advertising major success stories. We have also sponsored many local community events such as local football teams, amateur boxers and community athletic games. The Media department continues to use SMS text messaging along with a database of email addresses for activists to ensure that they are kept in the loop with regards to any campaigns that we have ongoing.

5. LEGAL SERVICES

(a) Occupational Accidents and Diseases (including Criminal Injuries)

| | |
|-----------------------------------|--------------------------|
| Applications for Legal Assistance | Legal Assistance Granted |
| 528 | 528 |

Cases in which Outcome became known

| Total | Withdrawn | Lost in Court | Settled | Won in Court | Total Compensation |
|----------------------------------|-----------|---------------|-------------------|--------------|--------------------|
| 196 | 132 | | 64 £160,456.06 | | £2,317,201.61 |
| Cases outstanding at 31.12. 2010 | | 132 | | | |

(b) Employment Tribunals (notified to Legal Department)

| | |
|---------------------------|----|
| Claims supported by Union | 55 |
|---------------------------|----|

Cases in which Outcome became known

| Total | Withdrawn | Lost in Tribunal | Settled | Won in Court | Total Compensation |
|----------------------------------|-----------|------------------|--------------|--------------|--------------------|
| 22 | 15 | | 5 £86,500 | | £172,750 |
| Cases outstanding at 31.12. 2010 | | 33 | | | |

(c) Other Employment Law Cases – Compromise Agreements

| Supported by Union | Unsuccessful | Damages / Compensation | Cases outstanding at 31.12.2010 |
|--------------------|--------------|------------------------|---------------------------------|
| 80 | | | |

(d) Social Security Cases

| Supported by Union | Successful | Cases outstanding at 31.12.2010 |
|--------------------|------------|---------------------------------|
| 17 | 4 | 8 |

Throughout 2010 we continued with our partnership with Thompsons Solicitors who assist the region in every way possible to promote the Organising Agenda. They are also actively involved with organising campaigns ongoing within the region.

6. EQUALITY & INCLUSION

The Regional Equality Forum (REF) has had a very busy year and during the first three months of the year were without an Officer but the forum continued to work tirelessly. The REF has been involved not only at Regional level in working with branches but also at the Midlands TUC working alongside other Unions to make the voice of the GMB heard. Our members on the TUC equalities strands take their work seriously and some hold key positions as Chair of the various committees.

As well as working within branches the REF has also promoted the GMB at equalities events in the region. Hope Not Hate Campaign, Birmingham Gay Pride, Give Racism the Red Card, young members football event, Women's Chainmaker's event at the Black Country Museum. It was at this last event that the GMB really stood out with a brand new equality banner leading the march. There was also a stall run by the REF members and volunteers from the membership, this ensured the GMB equalities message was delivered to over 5000 people attending on the day.

We hosted a young members five-a-side football tournament which was a successful day in encouraging young members to get more active within the Union. All participants received a GMB mug and the winners won a trophy donated by the region.

One of the biggest issues the REF has taken forward is the equal pay argument for local government workers especially in Birmingham City Council, this is an ongoing campaign with the support of our solicitors we have won a number of legal arguments against the local authority. In addition we have settled several thousand equal pay claims through COT 3 and compromise agreements, which has benefited our members to the tune of some hundred million pounds.

In previous years the REF took forward the work of the Daphne project (combating violence against partners) and this year we have continued to support this work through the Pink Ribbon Campaign with the main focus being after international football matches, where the statistics state this is where the highest reports of domestic violence take place. We have also produced a leaflet for members on domestic violence and where they can seek help as well as issuing guidance for reps and how to deal with it in the workplace. We have also produced a model domestic violence policy for stewards to take back to their workplaces and negotiate with their employers.

We were also invited by the Birmingham Trades Council to attend a conference against the cuts in the public sector and to deliver training and sessional workshops to the delegates attending around our work in organising underrepresented groups.

The REF held its annual Equalities Conference in October and was very well attended by branches. It was also where we voted to put in place a terms of reference and a constitution for the region as well as additional posts on the REF. We are now the only REF with a fully elected constitution. The REF was also extremely pleased to win this year the Presidents Award and is determined to continue to work harder to achieve more awards in the future.

It is only since September we have started to collect ethnicity data for our meetings, training courses and conferences so the data is limited to the last four months of the year.

| Event | M | F | YM | Asian: Indian | Asian: Pakistan | Black: Caribbean | Black: Other | White: British | White: European | Not Stated |
|---------------------------|------------|-----------|-----------|------------------|--------------------|---------------------|-----------------|-------------------|--------------------|---------------|
| Regional Committee | 8 | 4 | | 1 | | | | 10 | 1 | |
| REF | 12 | 4 | 1 | | | 1 | | 11 | 1 | 3 |
| REF SOC | 2 | 1 | | 1 | | | | 1 | | 1 |
| H & S conference | 31 | 6 | | | | | | 12 | 1 | 24 |
| Equalities Conf | 22 | 15 | | 2 | | 1 | | 16 | 1 | 17 |
| IST training | 30 | 21 | 4 | 1 | 1 | 1 | | 36 | | 12 |
| GMB induction | 29 | 13 | 3 | 2 | 1 | | | 29 | | 10 |
| Nat Grid | 5 | | | | | | | | | 5 |
| Accompanying Reps | 6 | 2 | | | | 1 | | 2 | | 5 |
| DDA | 9 | 2 | | | | | | 10 | | 1 |
| Retail H & S | 4 | 5 | 1 | | | | | 8 | | 1 |
| Negotiation Skills | 7 | 1 | 1 | | | | | 5 | | 3 |
| Communication | 11 | 2 | 2 | | | | 1 | 8 | | 4 |
| Accident Investigation | 17 | 1 | | | | | | 1 | | 17 |
| TUC courses | 28 | 3 | 1 | | | | | 23 | | 8 |
| Total | 221 | 80 | 13 | 7 | 2 | 4 | 1 | 172 | 4 | 111 |

7. TRAINING

185 Reps received IST training 1/1/10 – 31/12/10

| (a) GMB Courses Basic Training | | | | | |
|--------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| GMB@WORK 2 days & 8 days | 9 | 90 | 38 | 128 | 1280 |
| GMB@work 2 days Education | 1 | 6 | 9 | 15 | 30 |

| (b) On Site Courses (please specify subjects) | | | | | |
|-----------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| Employment Law | 1 | 7 | 3 | 10 | 360 |
| Industrial Relations Intermediate | 1 | 17 | 4 | 21 | 105 |

| (c) Health & Safety Courses (please specify subjects) | | | | | |
|-------------------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| Health & Safety Intermediate | 1 | 26 | 2 | 28 | 140 |
| National Grid Reps H & S | 2 | 21 | | 21 | 21 |
| Retail H & S | 1 | 4 | 5 | 9 | 9 |

| | | | | | |
|---------------------------|---|----|---|----|----|
| Disability Discrimination | 1 | 9 | 2 | 11 | 11 |
| H & S conference/workshop | 2 | 29 | 6 | 35 | 35 |
| Accident Investigation | 1 | 18 | 1 | 19 | 19 |
| Hazards | 1 | 2 | 1 | 3 | 9 |

| (d) Other Courses (please specify subjects / weekdays/ weekends) | | | | | |
|------------------------------------------------------------------|----------------|------|--------|-------|-------------------|
| | No. of Courses | Male | Female | Total | Total Student day |
| Accompanying Reps | 1 | 5 | 2 | 7 | 7 |
| Negotiation Skills | 1 | 7 | 1 | 8 | 24 |
| Communication & Media | 1 | 10 | 3 | 13 | 65 |

| (e) TUC/GFTU/Northern Courses | | | | | |
|------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| TUC Diploma in Occupational Health | 4 | 8 | | 8 | 288 |
| TUC Union Reps Stage 1 | 2 | 1 | 1 | 1 | 20 |
| TUC Computer Course Nights | 2 | 2 | | 2 | 20 |
| TUC H & S stage 1 | 7 | 12 | 1 | 13 | 130 |
| TUC Tackling Stress | 1 | 1 | | 1 | 2 |
| TUC Public Speaking | 1 | 1 | | 1 | 2 |
| TUC Union Reps stage 2 Stepping up | 2 | 2 | 1 | 3 | 30 |
| TUC H & S stage 2 Next steps | 4 | 7 | 1 | 8 | 80 |
| TUC Union Learning Reps | 1 | 1 | | 1 | 12 |
| TUC Global Economy & Change | 2 | 2 | 1 | 3 | 30 |
| TUC Agency Workers | 1 | 6 | 3 | 9 | 9 |
| TUC Equality Reps 1 | 1 | 1 | | 1 | 3 |
| GFTU ILM Final Presentation | 1 | 1 | | 1 | 3 |
| GFTU UMF Presentation | 1 | 1 | | 1 | 1 |
| GFTU Managing Successful Projects | 1 | | 1 | 1 | 1 |
| Branch Secretaries Course | 1 | 2 | | 2 | 10 |

8. HEALTH AND SAFETY

Health & Safety continues to be at the forefront of all our work in the region and this is reflected on the specialist courses we have run since September; Accident Investigation, Disability, Body Mapping, Retail H & S, National Grid H & S and two conferences in November and December highlighting the dangers of Asbestos and the young review.

In April we reviewed how H & S credentials were issued to our stewards and what level of training they received from this all new accreditation letters and cards have been issued, and training pathways implemented for all stewards to identify what further training they need. As part of the accreditation process we also used it as an opportune moment to cleanse membership records and obtain email addresses as well as mobile telephone numbers. This has now resulted in H & S bulletins being issued electronically as well as other information ensuring our reps receive the latest information straight away. This has also helped in other areas of updates and our reps are now more active at turning up to organised events raising the image of GMB further.

We have produced a number of leaflets on a variety of H & S topics and these will form part of a toolkit for safety reps that they can download from the website and use in their workplaces.

Training on H & S has also been given a priority and all new stewards are expected to sign up to the Stage 1 H & S within their first year of being a rep and certainly before they undertake any other training.

A number of issues have also been raised in the region at various workplaces but in particular relating to the cold weather and employers refusing to put heating on. In one case, members were working in temperatures of minus seven. This was soon resolved by the region and a leaflet advising members and reps of their rights in working in cold temperatures was issued. Workplace visits also took place by the Regional H & S Officer.

The region was also asked to present a talk on H & S reps and their training and why H & S need Trade Unions to the HSE and their intake of new inspectors. This has helped to forge a strong relationship with them.

LONDON REGION

1. MEMBERSHIP AND RECRUITMENT

| | |
|-------------------------------------------------|--------|
| FINANCIAL MEMBERSHIP | 95,864 |
| Section Financial Membership (by each Section): | |
| COMMERCIAL SERVICES SECTION | 33,171 |
| MANUFACTURING SECTION | 10,344 |
| PUBLIC SERVICES SECTION | 52,349 |
| Grade 1 members | 60,465 |
| Grade 2 members | 26,081 |
| Retired, Reduced Rate & Others | 9,318 |
| Male Membership | 43,876 |
| Female Membership | 51,988 |
| Total number recruited 1.1.2010 – 31.12.2010 | 13,003 |
| Increase/Decrease 1.1.2010 – 31.12.2010 | 766 |
| Membership on Check-off | 54,656 |
| Membership on Direct Debit | 33,762 |

We have continued to build our membership with a small but significant net gain over the last year. However like all other regions we anticipate a more challenging task in the years ahead and will be concentrating our efforts towards both retention and seeking out non members.

We are continuing our efforts in respect of GMB@Work, IST and consolidation, fully aware that with the variety of difficulties we face in coming years there is an absolute need to maximize the number of highly qualified Lay Officers across the region working in conjunction with all Full Time Organisers.

We are experiencing a déjà vu moment in respect of the political scene. Last year at this time we were preparing for the General Election. Now we are preparing for the Local Authority elections in the Eastern Region, there being no elections in the London area this time.

We are continuing the political forum approach that we developed with some success during the General Election, and will be targeting identifiable seats and Councils in the Eastern Counties.

2. GENERAL ORGANISATION

| | |
|---------------------------------|-----|
| Regional Senior Organisers | 4 |
| Membership Development Officers | 1 |
| Regional Organisers | 18 |
| Organising Officers | 9 |
| No. of Branches | 114 |
| New Branches | 1 |
| Branch Equality Officers | 97 |
| Branch Youth Officers | 14 |

We continue to focus on Initial Support Training, GMB@Work and Consolidation courses in order to build upon and consolidate our recruitment and membership gains.

We are mindful of the pressures building in the workplace especially the Public Sector and the need for a high degree of co-ordination between the Lay and Full Time Officer.

3. BENEFITS

| | |
|---------------------------------|-----------|
| Dispute | Nil |
| Total Disablement | Nil |
| Working Accident | 1,770.45 |
| Occupational Fatal Accident | Nil |
| Non-occupational Fatal Accident | Nil |
| Funeral | 27,025.00 |

4. JOURNALS & PUBLICITY

We have integrated the press work with the work of the Organising Team to help “warm the water” in target areas, Councils, companies and to bring branches in to play in their local communities. Press coverage tells both members and potential new members that the GMB is a campaigning union. We have worked extensively in the East of England counties.

We highlighted the Tories schools policy on London and East of England schools by publishing the list of schools known to be moving onto Academy status with an alert as to how School Support Staff should react to Lord Hill’s advice that schools bypass TUPE.

In the course of media work, we were able to compile information on the levels of uncollected council tax, council reserves, and council job losses and youth unemployment in all of the region’s councils so that Officers and Activists can use the information in the fight against the cuts. In January we released official figures on recycling levels by Councils for London and the East of England and highlighted the likely increase in land fill tax if recycling tonnages are not increased.

CANDID

The three editions of CANDID published since Congress 2010 have highlighted GMB values and covered the region’s “Above and Beyond” survey results and explained how the “Big Society” already exists with many GMB members working up to 10 hours a week unpaid in their public services jobs. A postcard campaign was included in CANDID and members responded in great numbers. We reported on many successful GMB negotiations and the workplace of GMB members and post holders in organising their workplaces.

There are two more editions this year which will land at members’ homes in July and October. Any Branch who wishes to advertise their 2012 meeting dates needs to get the information to us by August 2011 in order to get it in the final 2011 magazine. The July editions will have a Congress report. The October edition will contain the GMB Central Executive Council Election ballot packs.

5. LEGAL SERVICES

(a) Occupational Accidents and Diseases (including Criminal Injuries)

| | |
|-----------------------------------|--------------------------|
| Applications for Legal Assistance | Legal Assistance Granted |
| 604 | 604 |

Cases in which Outcome became known

| | | | | | |
|----------------------------------|-----------|---------------|---------|--------------|--------------------|
| Total | Withdrawn | Lost in Court | Settled | Won in Court | Total Compensation |
| 385 | 121 | | 257 | 7 | £4,481,658.46 |
| Cases outstanding at 31.12. 2010 | | | 1,178 | | |

(b) Employment Tribunals (notified to Legal Department)

| | |
|---------------------------|-----|
| Claims supported by Union | 413 |
|---------------------------|-----|

Cases in which Outcome became known

| Total | Withdrawn | Lost in Tribunal | Settled | Won in Court | Total Compensation |
|----------------------------------|-----------|------------------|-------------------|-------------------|--------------------|
| 157 | 45 | 1 | 71 £532,053.46 | 40 £130,774.63 | £662,828.09 |
| Cases outstanding at 31.12. 2010 | | | | | |

(c) Other Employment Law Cases

| Supported by Union | Unsuccessful | Damages / Compensation | Cases outstanding at 31.12.2010 |
|--------------------|--------------|------------------------|---------------------------------|
| 3 | | | 3 |

(d) Social Security Cases

| Supported by Union | Successful | Cases outstanding at 31.12.2010 |
|--------------------|------------|---------------------------------|
| | | |

The delivery of the Legal Service continues to improve since the introduction of the in-house Solicitor, and clarification of the procedure to be followed from the initial reporting of a potential case to being put to a firm of Solicitors.

6. EQUALITY & INCLUSION

The London Region has had a busy year developing its local Equality Forum network within the region. This was commenced towards the beginning of the year as there was a need to get more people involved in the Equalities Agenda across the region. Initially analysis of branches showed that there were a few Branch Equality Officers within the Region and with a little bit of effort the number of Branch Equality Reps increased tenfold.

The Local Equality Forums were established to enable local branch activists to participate in Forums which were accessible and this has proved a resounding success. Some Forums have a regular attendance of 15 or more Branch Equality Reps. Local Equality Forums set up their own constitutions and the first task for the majority of them was obtaining their employers' Equality Policy documents and seeing whether they could be improved. Some local Equality Forums focused on specific issues such as disabilities by surveying various workplaces and putting together a plan of action to improve equality policies relating to these issues.

London Region undertook its very first Regional Equalities Conference which was held in October and was attended by over 50 delegates. Conference had speakers on different subjects including an Equality Act briefing, a talk on migrant workers, a speaker from Show Racism the Red Card, as well as the National Officer focusing on objectives for the Equality Agenda nationally. All delegates participated fully and a hustings was also held for the regional representative for the National Equality Forum which will meet on a quarterly basis.

London Region is also looking to establish training courses for all Branch Equality Officers focusing on equalities within the Organising Agenda. London Region is also in the process of producing an Equality Officers Tool Kit which will assist Branch Equality Officers and co-ordinate campaigns through branches on equality issues.

The London Region continues to support and participate in Pride and also is working on establishing and extending participation of young members within the Region in respect of the equality agenda.

7. TRAINING

In figures (as at 31.12.2010)

| (a) GMB Courses Basic Training | | | | | |
|---------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| Introduction to GMB (2 days) | 11 | | | 51 | 153 |
| GMB/TUC Induction (5 days) | 6 | | | 35 | 175 |
| GMB@WORK | 16 | | | 196 | 392 |

| (b) On Site Courses (please specify subjects) | | | | | |
|-----------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| | 0 | | | | |

| (c) Health & Safety Courses (please specify subjects) | | | | | |
|-------------------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| H & Safety | 3 | | | 36 | 180 |
| H & S Inspection | 6 | | | 31 | 62 |

| (d) Other Courses (please specify subjects / weekdays/ weekends) | | | | | |
|------------------------------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| Put it in Writing | 6 | | | 50 | 150 |
| Negotiating Skills | 2 | | | 16 | 48 |
| Say Your Piece | 4 | | | 28 | 108 |
| Stress, Bullying & Harassment | 5 | | | 40 | 120 |
| Disciplinary & Grievance | 6 | | | 59 | 177 |
| Communication Skills | 9 | | | 63 | 63 |
| Other Courses | 5 | | | 56 | 112 |

8. HEALTH & SAFETY

We continue to stress the need for vigilance in the workplace in respect of avoidable accidents, and the requirement to ensure all accidents are investigated and reported.

All Workplace Representatives are encouraged to attend Health and Safety Courses and we distribute all health and safety literature that comes to hand.

MIDLAND & EAST COAST REGION

1. MEMBERSHIP & RECRUITMENT

| | |
|-------------------------------------------------|--------|
| FINANCIAL MEMBERSHIP | 55,703 |
| Section Financial Membership (by each Section): | |
| COMMERCIAL SERVICES SECTION | 14,563 |
| MANUFACTURING SECTION | 15,371 |
| PUBLIC SERVICES SECTION | 25,769 |
| Grade 1 members | 36,614 |
| Grade 2 members | 11,940 |
| Retired, Reduced Rate & Others | 7,149 |
| Male Membership | 3,1371 |
| Female Membership | 24,332 |
| Total number recruited 1.1.2010 – 31.12.2010 | 7,259 |
| Increase/Decrease 1.1.2010 - 31.12.2010 | +750 |
| Membership on Check-off | 30,061 |
| Membership on Direct Debit | 18,493 |

Response to Organising Agenda

The Midland and East Coast Region has the Organising Agenda embedded into every activity that the Region undertakes. We continue to target key workplaces that have been set and prioritised from the National and Regional targets with the input of Organisers and support of activists and lay reps. GMB@Work training for reps and activists has continued to be rolled out to all workplaces and delivery is complete in the Region's current target workplaces.

The Region's Organising Team is working well in partnership with the geographical industrial teams and the Region is benefiting from closer co-operation and information sharing.

In 2010, more than in any previous year, the Region's reps have grown in confidence and this is demonstrated by the number of issues and claims which are being put on the employers' table. The approach of key target companies is paying dividends and more companies than ever are now fully organised.

Both National and Regional targets have continued to deliver growth and extra efforts have again been put into achieving sustainable organisation within schools.

Recruitment Targets and Campaigns

Asda is a National target and the Region has worked hard at consolidating our membership within the distribution centres. During 2010 the Region gained recognition at the IDC Distribution Centre which is the largest within the Asda network. The percentage of workers voting for GMB recognition was the highest anywhere in the country.

Staythorpe Power Station has also delivered excellent membership growth within the engineering construction sector and has again demonstrated the growth which can be achieved when campaigning and organising on issues.

Regular pre-planned recruitment weeks that are diarised annually at the beginning of the year continue to produce results. These are backed up with two weekly "organising days" where each Organiser focuses totally on recruitment and organising within the workplaces for which they have responsibility. They also have the ability to request support from the Regional Organising team when this is required.

These are all in addition to the day to day recruitment and do not preclude any extra initiatives which are planned as required.

This planned approach to recruitment and organising has helped Midland and East Coast Region achieve a year of growth in a very challenging economic environment.

Overview of Region's Economic and Employment Status

The economy within the geographical area covered by Midland and East Coast Region is diverse and differs from area to area. We cover areas traditionally known as the East Midlands, Humberside and East Riding of Yorkshire. The Region stretches from Scarborough in the north to Wellingborough in the south and from Skegness in the east to Buxton in the west.

Economic output in the East Midlands relies on the Manufacturing Sector more than any other Region within the UK. However, much of Lincolnshire and the Derbyshire Peak District are reliant on agriculture. GMB continues to recruit migrant workers, many of whom work in and around the food industry.

The current recession has hit the East Midlands and unemployment rose in 2010 by 11.2% rise between August and October. Workers in the East Midlands earn on average £28 per week less than the national average.

Most Local Authorities within the Region are announcing redundancies and the impact of these on the Regional economy will be huge as many jobs in the East Midlands are low paid.

2. GENERAL ORGANISATION

| | |
|---------------------------------|----|
| Regional Senior Organisers | 3 |
| Membership Development Officers | |
| Regional Organisers | 13 |
| Organising Officers | 3 |
| No. of Branches | 91 |
| New Branches | |
| Branch Equality Officers | 44 |
| Branch Youth Officers | 26 |

The Regional Secretary continues to lead the Region's management team, supported by three Senior Organisers who each have individual geographical areas, which are aligned to improve the services we deliver to the members.

The Region has 13 servicing Organisers, supported by three Organising Officers, which form part of the Regional Organising Team who have responsibility for working in the whole of the Region with the Servicing Organisers and Activists. The three Senior Organisers each have responsibility for an area within the Region and one of the Sections in the GMB, along with other responsibilities, as delegated by the Regional Secretary.

3. BENEFITS

| | |
|---------------------------------|--------|
| Dispute | |
| Total Disablement | 8,000 |
| Working Accident | 1,150 |
| Occupational Fatal Accident | 8,000 |
| Non-occupational Fatal Accident | 2,155 |
| Funeral | 35,524 |

4. JOURNALS & PUBLICITY

The Region continues to produce the Regional Magazine called "Contact" which is distributed to the Region's membership. Contributions to the magazine are made by Activists Reps and Staff on topical issues from around the Region.

Many Press Releases have been written and distributed (in support of the Region's work in organising and recruitment) to the Region's media, resulting in excellent media exposure. Examples of these are the Staythorpe Power Station dispute, Northants County Council, Notts City Job Evaluation, and Connaught.

Regional Officials have been on BBC and ITV Regional Television Programming, Regional Radio, and Regional and National newspapers.

Sponsorship of the GMB Nottingham Panthers ice hockey team has continued, and has generated much interest and press coverage. Our logo and bill board appear several times a week on Regional TV and we receive excellent exposure from both radio and print media.

As part of our continued recruitment in Asda the Region sponsored the Asda family fun day in Lutterworth. This is a National event for Asda employees and their families. The sponsorship was very successful and gave GMB excellent profile with Asda employees both within the Region and Nationally.

The Region has also started to embrace new media with trials of twitter within the Region. The Regional website continues to be a source of news and information for members and a recruitment tool for non-members.

5 LEGAL SERVICES

(a) Occupational Accidents and Diseases (including Criminal Injuries)

| Applications for Legal Assistance | Legal Assistance Granted |
|-----------------------------------|--------------------------|
| 656 | 652 |

Cases in which Outcome became known

| Total | Withdrawn | Lost in Court | Settled | Won in Court | Total Compensation |
|----------------------------------|-----------|---------------|----------------------|--------------|--------------------|
| 678 | 299 | 6 | 373 £3,491,217.45 | | £3,491,217.45 |
| Cases outstanding at 31.12. 2010 | | 1,132 | | | |

(b) Employment Tribunals (notified to Legal Department)

| | |
|---------------------------|-----|
| Claims supported by Union | 298 |
|---------------------------|-----|

Cases in which Outcome became known

| Total | Withdrawn | Lost in Tribunal | Settled | Won in Court | Total Compensation |
|----------------------------------|-----------|------------------|-------------------|------------------|--------------------|
| 175 | 69 | 3 | 90 £166,656.30 | 13 £12,000.00 | £178,656.30 |
| Cases outstanding at 31.12. 2010 | | 536 | | | |

(c) Other Employment Law Cases

| Supported by Union | Unsuccessful | Damages / Compensation | Cases outstanding at 31.12.2010 |
|--------------------|--------------|------------------------|---------------------------------|
| 7 | 1 | £6,891.84 | 11 |

(d) Social Security Cases

| Supported by Union | Successful | Cases outstanding at 31.12.2010 |
|--------------------|------------|---------------------------------|
| 34 | 11 | 20 |

During the period 1.1.2010 to 31.12.2010, the Region's Legal Services have been the focus of an ongoing review, with new systems being put into place, as we continually strive towards improving the service to our members.

In conjunction with the Region's Solicitors, Thompsons, we have introduced a new Employment Law Scheme, whereby our Officers can ring a dedicated telephone number on either a general employment law query or a potential tribunal claim for our members and the Officer will receive a call back from a Solicitor, within one hour, offering initial advice which is backed up by an e-mail. This is helping to reduce the number of ET claims being registered without reasonable prospects.

The introduction of this new Scheme has also resulted in the reduction of unnecessary paperwork and duplication, as through the Legal Department all advices and correspondence received by e-mail from the Solicitors are attached to the membership system, resulting in a log of correspondence against individual members which is available to view at the click of a mouse.

In addition to the above, in May 2010 all Officers attended a one day Employment Law Training Course, delivered by Thompsons Solicitors, to refresh and equip them with the knowledge and ability to confidently advise and, in less complex cases, provide representation to our members pursuing claims to Tribunal.

There has been an increase again this year in the number of Medical Appeal Tribunals supported by the Region and this is expected to increase further following the coalition government's crackdown on welfare benefits which will force many people on benefits to undergo medical tests.

With this in mind a Medical Appeals Tribunal representatives' training course was held towards the latter end of the year, which was very well attended and the training continues into 2011. This will result in a wider network of trained representatives to call on to assist and accompany our members to Medical and Social Security Appeal Tribunals.

Equal pay claims are still ongoing within local authorities and NHS. There have been many claims settled resulting in substantial payments for our members. At present we have 731 claims, these have been reducing over time but because of the tenacity of reps, full time Officers and Solicitors further potential claims have been highlighted and pursued. There is no litigation against the Union. The above has been achieved by full time officials following the toolkits provided by the GMB.

The free will service continues to be extremely popular, particularly following its mention in the Region's Contact magazine as does the Thompsons 'non work related' advice helpline.

All of the above has undoubtedly helped to improve the quality of service to our members and continues to assist in the Region's efforts to recruit new members as our legal services remain a key reason why people join the GMB.

6. EQUALITY & INCLUSION

Further to the ratifying of the constitution for the Regional Equalities Forum there have been two forum meetings which have taken place with the newly elected forum members. Two people were elected to each of the Equality Strands with an additional strand for the retired members, as detailed:

| | |
|--------------------|-----------------|
| Colin Gunter | Race |
| Nima Patel | Race |
| Shelly Gathigia | Young Members |
| Tracey Ashton | Young Members |
| Helen Holt | Disability |
| David Jobson | Disability |
| Charlie Pankania | Migrant Workers |
| Richard Morgan | Migrant Workers |
| Andrea Chatfield | Gender |
| Shona Ortega | Gender |
| David Lascelles | LGBT |
| Trisha Buscada | LGBT |
| Elizabeth Blackman | LGBT |

At the first meeting of the forum which was held on 2 June 2010, Helen Holt was elected as the regional representative to the National Equalities Forum, and David Lascelles was elected as vice chair of the Regional Equalities Forum. It was also agreed that in the event that Helen Holt could not attend any of the forum meetings that David Lascelles would attend as a substitute.

In order to progress, the forum agreed to have meetings of each strand to look at how the work could be developed within that particular area and to identify potential campaigns. This involved meetings which were arranged at the nearest and most appropriate GMB office and therefore the race strand and the disability strand met at the Leicester Office on 9 July 2010. The young members strand met on 20 July at the Nottingham Office and the Gender and LGBT also met at the Hull Office on 20 July. Progress was made on establishing the key areas that the committee felt were important for the GMB to be focusing on.

The information was fed back to the next Regional Equalities Forum and the key elements that were common to most strand meetings were the possibility of mentoring new activists in each strand area, developing a wider understanding of the GMB's structure and opportunities for people to become involved and become empowered through equality campaigns and activity.

The other key area was that of publicity and was focused on how simple information regarding the GMB's support for and commitment to specific strands of equality could be produced by activists and branches to generate interest and confidence on the GMB Equality Agenda.

Each strand was also tasked with identifying a campaign subject for the next REF meeting which was broad based but achievable. It was hoped that the campaign ideas identified could be discussed at the next REF meeting and proposed before submitting those that the committee felt were best achievable to the Regional Committee for their consideration.

The National Equalities Conference is due to take place on the 16 and 17 March 2011. Due to the late notification of the event the Region has struggled to field delegates, however, the following people will be attending on behalf of the Region.

Richard Morgan, Derbyshire Community Branch
 Colin Gunter, Grantham Community Branch
 Shelly Gathigia, Nottinghamshire General Branch
 David Jobson, Leicester Services Branch
 Chukuemeka Wakama, Nottingham City Branch
 Cathy Mason, Ashfield No1 Branch

Helen Ashton will be attending as the Region's Representative on the National Forum.

Ethnic Breakdown of the Regional Equalities Forum:

| | White | Black | Asian | Other |
|--------|-------|-------|-------|-------|
| Male | 3 | 1 | 1 | |
| Female | 6 | 1 | 1 | |

7. TRAINING

| (a) GMB Courses Basic Training | | | | | |
|-----------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| Introduction to GMB (GMB@WORK (2 days) | 10 | 120 | 36 | 156 | 312 |
| GMB Induction (Workplace Organisers) (5 days) | 10 | 120 | 36 | 156 | 780 |
| GMB@WORK (1 day) | 1 | 4 | 6 | 10 | 10 |

| (b) On Site Courses (please specify subjects) | | | | | |
|-----------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| H&S Awareness | 1 | 8 | | 8 | 8 |

| (c) Health & Safety Courses (please specify subjects) | | | | | |
|-------------------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| Introduction to Health & Safety (3 days) | 10 | 120 | 36 | 156 | 468 |
| Tacking Stress at Work (2 days) | 1 | 9 | 3 | 9 | 18 |
| Assessment, Investigation and Inspection (2 days) | 2 | 17 | 2 | 19 | 38 |

| (d) Other Courses (please specify subjects / weekdays/ weekends) | | | | | |
|------------------------------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| Negotiating Skills (2 weekdays) | 1 | 8 | 1 | 9 | 18 |
| Organising Apprentices Conference (1 weekday) | 1 | 18 | 4 | 22 | 22 |
| Representing Members (1 weekday) | 2 | 10 | 10 | 20 | 40 |
| Grievance and Disciplinary (2 weekdays) | 1 | 14 | 3 | 17 | 34 |
| Medical Appeals Tribunal (1 weekday) | 1 | 5 | 2 | 7 | 7 |

| (e) TUC (STUC & ICTU) Courses | | | | | |
|-------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| TUC Courses | 79 | 59 | 20 | 79 | |
| GFTU Courses | 11 | 9 | 2 | 11 | |
| Northern College Courses | 16 | 15 | 1 | 16 | |

8. HEALTH & SAFETY

Workplace Organisation and Visits

In the period since last Congress, the RHSO has been involved in a number of visits to workplaces:

- | | | |
|----|------------------------------|--------------------------------|
| 1. | Redhill Comprehensive School | H&S Inspection/Workplace Visit |
| 2. | Tarmac, Buxton | Workplace Visit/Joint Training |
| 3. | Nottingham City Council | Asbestos |
| 4. | Care Home | Bullying |
| 5. | Joy Mining | Joint Working Initiative |

The service continues to be explained and offered to all new representatives attending the regional training courses. The RHSO also attended several RHSO meetings in 2010.

Enquiries

Regional office continues to handle health and safety enquiries. In the period since the last report to Congress the following subject areas were raised:

- Asbestos - GMB Region database scheme
- Working temperatures - What is the minimum?
- Adverse Weather - Individual Rights, Paid time off
- Risk Assessments - Employers legal responsibilities
- Work-related Stress - Individual Rights/Absence
- Working Time - Waivers – opting out
- COSHH - Provision of PPE
- Manual Handling - Weight limits
- PPE - Who pays/maintains?

Training

In addition to the Regional Induction Course the Department has rolled out a very successful Health & Safety short course programme including:

- Tackling Work-related Stress
- Accident Investigation and Inspections

- Mental Health Awareness
- Representing H&S Issues
- Risk Assessment

Information Distribution

During 2010 the following Health and Safety Matters have been distributed to Safety Reps and Branches:

- March 2010 Fit Note
- April 2010 Health & Safety Management: Waste & Recycling Services
- May 2010 Accessing Compensation
- June 2010 Mesothelioma
- July 2010 Health hazards of asbestos prior to 1930
- August 2010 Paul Kenny appointed to HSE Board

The Regional Office continues to offer an e-mailing service to distribute electronic versions of documents dealing with health and safety, on request, from representatives. The Region's revamped website holds a great deal of Health and Safety information and additional resources are to be added, including the new Safety Representatives' Toolkit.

A revision and update of the health and safety pages on the regional website has now been completed. The Department will always be proactive in responding to any changes in the needs of our safety representatives.

NORTHERN REGION

1. MEMBERSHIP AND RECRUITMENT

| | |
|-------------------------------------------------|--------|
| FINANCIAL MEMBERSHIP | 69,859 |
| Section Financial Membership (by each Section): | |
| COMMERCIAL SERVICES SECTION | 18,270 |
| MANUFACTURING SECTION | 24,399 |
| PUBLIC SERVICES SECTION | 27,190 |
| Grade 1 members | 42,997 |
| Grade 2 members | 9,023 |
| Retired, Reduced Rate & Others | 17,839 |
| Male Membership | 43,616 |
| Female Membership | 26,243 |
| Total number recruited 1.1.2010 – 31.12.2010 | 5,848 |
| Increase/Decrease 1.1.2010 – 31.12.2010 | 982 |
| Membership on Check-off | 36,177 |
| Membership on Direct Debit | 16,853 |

Response to Organising Agenda

The Northern Region is using our approach to regional corporate strategy and development plan, formulated as part of the Union Modernisation Fund, to entrench GMB@Work into recruitment, servicing and retention. On the one hand the approach to Initial Support Training (IST) and the two day GMB@Work course for new activists, is part of the training gateway for shop stewards; in addition 1 day GMB@Work courses are being targeted at existing post holders so that there is a shared regional understanding of GMB@Work consolidation. On the other hand Full-Time Organisers are tasked with ensuring our regional strategy is implemented based around existing workplaces, improving GMB density and seeking out new opportunities for recognition and greenfield recruitment.

In terms of GMB@Work we have trained approximately 520 new shop stewards on the two day GMB@Work course. We have also trained 65 existing post holders on the one day GMB@Work course as we seek to transform our workplace consolidation activities.

Workplace consolidation continues to focus on workplaces with less than 60% GMB density. In addition Regional Organisers are required to undertake two recruitment days per week. Where we have a campaign based around GMB Union recognition our strategy based around previous success rates, is to organise and trigger an application to the CAC when we have 10% membership in the appropriate bargaining unit and also a petition signed by the non trade union employees in the company, supporting the GMB's application to the CAC for recognition for free collective bargaining.

The Northern Regional GMB@Work NOT Information System is proving an invaluable support to recruitment and organising.

Recruitment Targets and Campaigns

Our focus is in embedding national targets into our GMB@Work culture. We continue to prioritise recruitment activity in ASDA, Schools, Security and Southern Cross. With changes in National Targeting, Southern Cross has become part of our regional workplace consolidation activities. We have also Wilkinson Stores, Professional Drivers and National Health Service which have supplemented our target areas and with the NHS assuming a prominent place in national recruitment targets, we are aiming organisational resources at a particular NHS Trust within the Region.

In developing new recruitment potential the Northern Region was successful in winning recognition in Walkers Crisps, a long standing target, despite a vicious management attempt at keeping the Union out. In addition we were successful in winning a recognition ballot at Caterpillar on Teesside. Success was also obtained at Princes Limited in Carlisle with a 100% of those voting in favour of recognition. Despite a difficult financial climate our GMB@Work agenda is seeking out new opportunities in Manufacturing, Commercial Services and in elements of Public Services such as the Voluntary Sector for recognition challenges.

The Northern Region has an active Young members Section and is part of the workplace organising and campaigning agenda. New Young Member Shop Stewards have completed IST and GMB@Work courses and are now taking further follow on courses as part of the Northern Region Education Programme.

Overview of Regions Economic and Employment

The Region has suffered the severe effects of cuts in public services, inability of the Banks to release capital and Government failure to invest in vital infrastructure projects.

The 2010 general election was positive from the GMB in terms of political organisation both at Parliamentary and Local Government level. We lost some tremendous advocates for working class people in the Region as the Tories and their puppets the Liberal Democrats sought to opportunistically exploit the Labour Government's then national unpopularity. Well we now know that the Coalition formed by Tories and Liberal Democrats, who hated the sight of one another (and in some cases still do) is implementing the worst cutback in public spending in living memory. Make no mistake, in the Northern Region, this is far worse than anything that the IMF or Thatcher imposed on Northern people. What is worse, there is absolutely no democratic mandate for this Coalition and the Liberal Democrats want us to vote for electoral reform, not if their record of duplicity is anything to go by. At local government level the fightback has started as Labour's performance at the May 2010 elections resulted in a number of significant gains in council seats.

We know in this region that public services play a vital role in employment, in livelihoods and in household income. The decimation of public spending means that for every one job lost in the public sector will lead to at least one more being lost in the private sector. That is why the Coalition Government's cancelling of vital regional construction projects, scrapping One North East, scrapping the Building Schools for the Future Programme, suspending engineering infrastructure projects and delaying announcements like the vital Inter City Express Programme which could bring vital manufacturing work to the Region, are preventing the regeneration of skills and vital work.

We look forward to important new sectors developing which could bring important jobs and retaining of skills for GMB members in the Region such as the Wind Turbine sector. However it is essential that lenders such as nationalised or part nationalised banks stop using taxpayers' money to re-capitalise their balance sheets and paying their top executives obscene bonuses, and start helping companies to invest in the Region.

2. GENERAL ORGANISATION

| | |
|---------------------------------|-----|
| Regional Senior Organisers | 4 |
| Membership Development Officers | 1 |
| Regional Organisers | 16 |
| Organising Officers | 2 |
| No. of Branches | 114 |
| New Branches | 3 |
| Branch Equality Officers | 16 |
| Branch Youth Officers | 14 |

Our Regional Organising team has increased from two to four officials headed by Mr Billy Coates, Senior Organiser and member of the National Organising Team.

3. BENEFITS

| | |
|---------------------------------|----------|
| Dispute | 6,590 |
| Total Disablement | NIL |
| Working Accident | 1,582.25 |
| Occupational Fatal Accident | 7,750 |
| Non-occupational Fatal Accident | NIL |
| Funeral | 64,225 |

4. JOURNALS AND PUBLICITY

Northern Star Magazine

During the last year, three Northern Star Magazines were delivered to every member of GMB Northern Region which kept members updated on GMB@Work, industrial and political issues, campaigns, benefits and services. A number of campaigning and informational issues have been covered in the Northern Star including the Tobin (Robin Hood Tax), Pleural Plaques, General Election, Southern Cross and Congress.

Recruitment Booklet

The Recruitment booklet continues to receive positive feedback with activists, members and potential members finding the layout and use of pre-paid, sealable application forms a help in the recruitment process.

Workplace/Branch/Section Newsletters, Flyers and Posters

A range of publications were issued in the last year to GMB members within Workplaces, Branches and Industrial Sections including Newsletters, Flyers and Posters to Southern Cross; the NHS; the Self-employed in the Construction Industry; Local Government; North East Ambulance Service (NEAS). In addition targeted communications were distributed on Equal Pay.

Website and Social Networking

The Regional website at www.gmbnorthern.org.uk is fully operational for displaying and providing information for the benefit of existing, new and potential members. It is part of the organisational toolkit for recruitment, consolidation, servicing and retention. We are seeking new ways of communicating such as a GMB Northern Region page on Facebook and utilising diverse communications as You Tube to upload relevant campaigning and organising opportunities on to the web.

Advertising

The Northern Region has continued advertising in publications that are relevant to our members. These included the Morning Star, Durham Miners Gala, NHS handbooks and May Day brochure.

5. LEGAL SERVICES

(a) Occupational Accidents and Diseases (including Criminal Injuries)

| | |
|-----------------------------------|--------------------------|
| Applications for Legal Assistance | Legal Assistance Granted |
| 1067 | 1067 |

Cases in which Outcome became known

| Total | Withdrawn | Lost in Court | Settled | Won in Court | Total Compensation |
|----------------------------------|-----------|---------------|---------|--------------|--------------------|
| 1114 | 462 | 17 | 442 | 193 | £6,744,148.00 |
| Cases outstanding at 31.12. 2010 | | | 1578 | | |

(b) Employment Tribunals (notified to Legal Department)

| | |
|---------------------------|-----|
| Claims supported by Union | 322 |
|---------------------------|-----|

Cases in which Outcome became known

| Total | Withdrawn | Lost in Tribunal | Settled | Won in Court | Total Compensation |
|----------------------------------|-----------|------------------|---------|--------------|--------------------|
| 292 | 95 | 10 | 169 | 18 | 1,150,970.63 |
| Cases outstanding at 31.12. 2010 | | | 382 | | |

(c) Other Employment Law Cases

| Supported by Union | Unsuccessful | Damages / Compensation | Cases outstanding at 31.12.2010 |
|--------------------|--------------|------------------------|---------------------------------|
| 71 | 40 | £11,574.85 | 44 |

(d) Social Security Cases

| Supported by Union | Successful | Cases outstanding at 31.12.2010 |
|--------------------|------------|---------------------------------|
| 150 | 52 | 12 |

GMB Northern Legal Services

The provision of legal services in giving our members protection at work, through safeguarding their employment rights, supporting them in ensuring proper health, safety and dignity at work are fundamental principles of GMB. The Northern Region's legal services continues to play an important role in supporting our organising agenda as well as our campaigning ethos

In the field of employment rights the GMB continued its commitment to resolving disputes in the work place and where that proved impossible or unsuccessful, we supported hundreds of members through the Employment Tribunal in claims against their employers. During the year, GMB Northern successfully pursued employment cases where members had been treated unfairly by their employers. These included cases of unfair dismissal, wrongful dismissal, discrimination, victimisation, whistle-blowing, redundancy and unlawful deductions from wages. One particularly notable success was securing the reinstatement of three members who had been unfairly dismissed by an employer. A worrying sign of the economic times was the fact that we secured a number of protective awards for members where their employers had failed to consult in relation to redundancy situations.

GMB Northern is committed to aggressively pursuing equal pay cases on behalf of its members. During 2010, GMB Northern secured many thousands of pounds in compensation for members who brought equal pay claims.

Working with our lawyers, GMB Northern Legal services secured more than £5.0m in compensation for injured members and their families in 2010. In order to raise awareness of the union's legal service, its considerable successes and the perils of using heavily advertised "No win- no fee" lawyers, members receive regular communication on legal issues and many GMB Northern cases have been highlighted in the national and regional media. In February 2010, we organised a direct mailshot to thousands of members highlighting the range of GMB Northern legal services. We continue to distribute thousands of Legal Services cards and workplace posters featuring our Legal Service freephone number. Regular monitoring indicates that most members use the legal service as a result of the support and guidance they receive from Officers, Shop Stewards, Health & Safety Representatives and activists. GMB Northern provide regular training for all Officers, Shop Stewards and Health & Safety Representatives so that they are aware of legal and workplace health & safety issues. With the assistance of our lawyers, we produce regular Health & Safety bulletins.

We hold regular legal advice surgeries for members at locations across the Northern region and every branch has a dedicated link lawyer assigned to it in order to ensure maximum support and the best possible communication. All new Shop Stewards receive training to assist them in supporting members and raising awareness of the union's legal service.

We routinely monitor the views of our members on the legal services provided in order to develop and improve the service. In 2010, more than 95% of the members surveyed were satisfied or extremely satisfied with the legal service provided. Amongst the comments received from GMB Northern members in 2010 were the following:

"I was kept informed at every stage. The service was brilliant."

"The service provided from start to finish was outstanding."

"I found that I was kept informed at all times, things were made easy to understand and I thought it was a friendly and professional service."

"Excellent. I have no complaints of any kind, communication was second to none so I would just like to say a heart felt thank you for everything you have done."

"The service was first class. My claim was handled very efficiently, the advice and support took some of the strain after my accident. I was very pleased with the outcome."

To ensure that our full-time and lay Officers have the best possible skills to support our members, regular legal training and updates are provided on employment rights and Health & Safety issues. GMB Northern is committed to ensuring that our members continue to receive the best possible legal representation and support.

6. EQUALITY & INCLUSION

We have formed the Northern Region Equalities Forum (REF) and held the Regional Equalities Forum Conference and elected delegates to attend the National Equality Conference in Birmingham in March 2011. The REF will continue to meet formally during 2011 as we seek to reshape the equality and inclusion agenda.

The work of the REF is an integral part of workplace organising and consolidation such as utilising those elements of the Equality Act (2010) that have been enacted, such as Equalities Impact Assessments (EIAs), to support recruitment, servicing and retention e.g. how EIAs can play their part in countering public sector budget cuts.

The make up of the Northern Region Committee is:

5 Female 11 Male 100% White British.

The make up of Congress Delegate nominations is:

11 Female 42 Male 100% White British

7. TRAINING

| (a) GMB Courses Basic Training | | | | | |
|--------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| Introduction to GMB (2 days) | 12 | 112 | 28 | 140 | 24 |
| GMB/TUC Induction (5 days) | 8 | 101 | 29 | 130 | 40 |
| Health & Safety (5 days) | 6 | 54 | 14 | 68 | 30 |

| (b) On Site Courses (please specify subjects) | | | | | |
|-----------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| Employment Law Equality & Diversity | 2 | 26 | 3 | 29 | 4 |
| Grievance Disciplinary | 2 | 24 | 4 | 28 | 4 |
| Interviewing Skills | 1 | 8 | 6 | 14 | 1 |

| | | | | | |
|--------------------------|---|----|---|----|---|
| Advanced Health & Safety | 1 | 10 | 1 | 11 | 1 |
|--------------------------|---|----|---|----|---|

| (c) Health & Safety Courses (please specify subjects) | | | | | |
|-------------------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| Health and Safety (5 Days) | 6 | 54 | 14 | 68 | 30 |
| Advanced Health & Safety | 1 | 10 | 1 | 11 | 1 |
| Health and Safety (5 days) Nestle | 1 | 6 | 1 | 7 | 5 |

| (d) Other Courses (please specify subjects / weekdays/ weekends) | | | | | |
|------------------------------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| Northern College | | | | | |
| Stewards Refresher | 1 | 6 | 0 | 6 | 5 |
| Employment Law | 1 | 2 | 0 | 2 | 5 |
| Employment Law Update | 1 | 4 | 0 | 4 | 5 |
| Understanding Disability Discrimination Act | 1 | 1 | 0 | 1 | 5 |
| Branch Secretary | 1 | 2 | 0 | 2 | 5 |

| (e) TUC (STUC & ICTU) Courses | | | | | |
|--------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| Diploma Employment Law | 1 | 1 | 1 | 2 | 39 |
| Diploma Occ. H&S | 1 | 4 | 0 | 4 | 39 |
| Health & Safety Stage 1 | 1 | 1 | 1 | 2 | 12 |
| Next Steps H&S Reps | 1 | 0 | 2 | 2 | 12 |
| Disability Champions (On-Line) | 1 | 1 | 0 | 1 | 5 |
| ICT | 2 | 3 | 3 | 6 | 6 |

8. HEALTH & SAFETY

Under the auspices of The Northern TUC an Asbestos support & campaign group has been established. The structure of the group consists of an elected board of trustees which has the RHSO and a GMB Organiser represented. The Trustees will have the responsibility of providing direction and leadership to the group and have appointed a management committee who are responsible for direct operation of the group; this committee also has two GMB representatives.

The group also has representations from Unite, UCATT, and FBU, local Solicitors Thompsons, Browells & Beecham & Peacock also lend their support.

It is hoped that with the extensive resources provide by the group it can increase the awareness of asbestos related diseases within the Region and highlight the deadly impact of this terrible disease.

The Region continues to Support Reps in workplaces where management are failing their duties under Asbestos management controls.

The Region continues to provide Professional and Technical advice on a range of Health & safety issue to Organisers, Branches & Safety Reps to ensure the Health Safety and wellbeing of GMB members in the Workplace.

The Region is establishing more effective communication links to Branches & Reps by more usage of e-mail ensuring Health & Safety literature and recruitment material is delivered more effective and speedily to the workplace and also reducing Regional costs.

NORTH WEST & IRISH REGION

1. MEMBERSHIP & RECRUITMENT

| FINANCIAL MEMBERSHIP | |
|-------------------------------------------------|--------|
| Section Financial Membership (by each Section): | |
| COMMERCIAL SERVICES SECTION | 23,863 |
| MANUFACTURING SECTION | 21,969 |
| PUBLIC SERVICES SECTION | 37,689 |
| Grade 1 members | 55,983 |
| Grade 2 members | 15,976 |
| Retired, Reduced Rate & Others | 11,562 |
| Male Membership | 47,140 |
| Female Membership | 36,381 |
| Total number recruited 1.1.2010 – 31.12.2010 | 9,037 |
| Increase/Decrease 1.1.2010 – 31.12.2010 | -2,544 |
| Membership on Check-off | 51,574 |
| Membership on Direct Debit | 19,620 |

Response to the Organising Agenda

The Organising Agenda remains to be the foundation from which ways of working are conducted on the part of Officers, Staff and GMB Representatives on a day to day basis. Over the past year we have used this agenda to promote and grow the organisation wherever possible and at the same time take necessary steps to ensure a consistent approach.

Workplace mapping allows us to better understand the background to our present membership, membership of other organisations and in particular, enables us to effectively target recruitment at a local level.

It is readily understood that the key to our success comes about at the earliest stage by way of our providing initial support training to all newly appointed Representatives. Such training is carried out by Officers at a local level who best understand the politics and issues within local workplaces which in turn helps them to best equip new representatives in taking a best approach to organising and recruitment right from the onset.

Ongoing education forms a vital part of our response. This strategy includes:

- A concentrated approach to initiating IST training regularly as described in the National Organising Agenda in group sessions.
- Offering additional support training for existing secondees and representatives, mentoring in disciplinary/grievances and recruitment/organisation techniques on the job.
- Review of development outcomes, constant support monitoring.

All the above is consistent with the GMB@Work Agenda where recruitment and consolidation are key. An example of the above can be found in Contitech which is a factory in Leigh, Lancs, producing rubber belts for the white goods industry and the motor car industry. GMB is the largest union, membership at the factory is 73 and in the past it has been difficult to find anyone to volunteer to become a union representative. However, we now have a Lay Representative who has completed the IST, been taken through the GMB@Work document and has completed the initial 10 day induction course. This has resulted from a position of poor organisation into a Lay Representative who is now confident and competent to deal with day to day issues in terms of representation etc. at the site. This has resulted in the motivation of the membership and a much improved branch organisation.

The Region continues to operate a cost effective retention programme, but we are continually looking for areas of improvement.

The Region has redesigned its website which is now far more user-friendly and the feedback from members has been positive. The website is used to promote benefits and services, most notably legal. The Region is also constantly reviewing how members can access the benefits and services we provide.

Public Services continue to be at the focal point of the Organising Agenda, whilst most Authorities have implemented single status there are still a small number that have not.

As a direct result of the Government Spending Review, the Region's Local Authorities have been hit with dramatic cuts to budgets. This has led to the announcement of large numbers of potential redundancies across the whole of the Region, as well as proposals to reduce terms and conditions.

We are now at an advanced stage in respect of outcomes on job evaluation, equal pay and single status in Northern Ireland.

The anticipated reforms of Local Government administration have not gone ahead as anticipated which effectively means that a disproportionate amount of expenditure goes on maintaining 26 Councils as opposed to the reforms which were intended to reduce that number to 11 in total and thereby providing millions of pounds in savings in administration costs.

With the advent of a ConDem Government we are now faced with some £4 billion of cuts right across all areas of Public Services. 73% of all jobs in Northern Ireland come from our Public Services; these proposed cuts will undoubtedly severely damage what would best be described, as a developing economy following the end of the troubles in recent years. We have already mounted a series of campaigns seeking to enlist public support against these appalling cuts.

The number of equal pay claims has remained relatively static, in that some claims have been settled, but a number of new claims have been lodged.

Our continued involvement in representing members in conjunction with the challenges within local government forms the main trigger for consolidation and providing for membership growth wherever possible. We are slowly but surely working to ensure that local representatives take on the prime responsibility for ongoing recruitment in these areas.

The Region has seen growth, even in difficult areas such as DHL/G4S and Asda and this has been achieved through good organisation at local level.

The Region is pleased to report that following information received from representatives, we have gained recognition in Terumo, Knowsley and have a CAC application lodged for recognition at First Services.

2010 has once again been a difficult year for the Manufacturing Section in the Region, with many members experiencing lay-offs and closures. Examples are Cereal Partners, which is a subsidiary of Nestle, with 50 redundancies at the Bromborough site and the construction industry has been hit, with Ibstock Brick in St Helens closing its Roughdale site. Also because of the construction industry's problems, this has seen a downturn in the requirement for glass where there have been a number of redundancies as a result of this throughout Pilkingtons.

Our Union has embarked upon a major legal claim against B/E Aerospace in Kilkeel which is considered to be one of the largest manufacturers of airline seating in the world. The company introduced a Gainshare Bonus Scheme some 20 years ago which provided for an opportunity for the whole of the workforce to share in profits arising from the company's successes in the global marketplace. The company over the past few years has generated millions of pounds of profit but have decided to renege on payment to staff under the Gainshare Bonus Scheme. We are now getting to a fairly advanced stage in proceedings and at the time of writing this report, our lawyers remain confident about the likely outcome.

On the back of these proceedings, we have been able to reinstate membership on the part of a number of people who were previously made redundant but are now determined to form part of our legal claim.

In Northern Ireland the Engineering Construction Sector has been totally decimated as a consequence of the present economic downturn. It is fair to say that developments right across Ireland have resulted in thousands of jobs being lost and a large number of companies going under. It was hoped that a number of capital projects which were earmarked for the North of Ireland would have gone ahead; instead it would now appear the Government is unlikely to honour the 18 billion pounds which was earmarked for necessary improvements and infrastructure.

Unfortunately a number of people from this Sector have been forced to emigrate in order to secure alternative employment.

Although Commercial Services is not included with the massive cuts facing Public Services, this is one of the areas where the Government expect the Private Sector to produce the jobs to provide employment for ex-Public Service employees. However, in retail, there are more and more companies moving to part time contracts, terms & conditions are being frozen or diminished and whilst there are certainly less job losses in this sector, there is little confidence in job security.

Recruitment and Campaigns

The Region's recruitment strategy continues to follow the principles and approach agreed by the National Organising Team and as laid down in GMB@Work. We have a dedicated Organising Team with all other Organisers taking part in planned recruitment consolidation activity. Some of the Organiser activity involves working in teams recruiting members within targeted employers as well as working closely with branches and workplaces for which they have responsibility. Along with the national targets, we also have a number of regional targets that mainly involve campaign or issue based consolidation and on occasion targets include carefully selected Greenfield sites. Our current targets include: Schools, Southern Cross, ASDA, G4S (and other Security).

The past year has been particularly difficult with the recession having an impact on many GMB organised workplaces and our Officers have been stretched at times protecting the jobs and terms and conditions of our members. Nevertheless we have kept our focus on our organising work and have strived to demonstrate to existing and potential members the benefits of GMB membership and effective workplace organisation. Going forward most of our activity will be targeted at the Public Sector where, even though cuts will threaten jobs, we believe there is still significant potential for growth and by targeting local authorities we can not only recruit new members, but continue to campaign to protect jobs and services.

Long term Regional Targets last year (Jan – Dec figures) were as follows:

| TARGET | MEMBERS RECRUITED |
|---------------------|--------------------------|
| Schools (Jan- July) | 729 |
| Schools (Sep – Dec) | 399 |
| Southern Cross | 641 |
| G4S Guarding | 247 |
| ASDA Stores | 299 |
| ONLINE | 1,954 |

The Region had a complete review of its Organising Agenda at the end of 2010 to move away from stand down days that might have felt to some as a cosmetic exercise to targeted and focussed recruitment on Public Services, NHS and Manufacturing.

The Region still maintains the National targets but officers are now team focussed into specific areas. That is kept under review and if a project is not delivering then the focus will move to better utilise resources and Officer time rather than focus a large ROT Team which significantly impacts on servicing. All Officers are responsible not only for mapping existing workplaces to try to establish high membership but also to focus activists and workplace organisers on their role in the process, which has to be on recruitment.

Officers are also in target focussed teams which play to their strengths and should assist in organising the areas targeted.

Clearly, areas where we have recognition is “pushing at an open door” and should be the priority of workplace representatives, the training that they receive makes that abundantly clear to them and the regional training is aimed at creating a confident, able force of Workplace Organisers.

Examples of consolidation and recruitment are underlined in the following places:-

Veolia, which comprises 24 sites, was very successful in terms of a recruitment campaign. Bidston Recycling Centre and a company called Manpower Agency were also identified where the terms and conditions were abysmal. In the process of the site visits the GMB was able to recruit 71 Manpower and 18 Veolia staff totalling 89 new members.

Terumo is a company which makes blood filter machines and has shown an increase in the workforce/membership but the site is coming under pressure to transfer work to Slovenia.

Polyflor – GMB has recently signed a new recognition agreement for the new warehouse and distribution site in Royton - recruitment opportunities.

ASDA – the acquisition of Netto has led to the development of a new site in Warrington which should create 120-180 new jobs.

Pilkington Glass has seen an upswing of production due to the take-off of Solar Glass within Europe with much increased demand. Also an increase for Coated Glass has led to the St Helens Float Sites, Greengate and Cowley Hill, recruiting upwards of 120 employees. Recruitment has not happened for some considerable time.

In respect of consolidation the NWAS which has a total of 115 workplaces across the NW of England, is a current target for recruitment and also consolidation, as is the NHS within the Region as a whole.

Bookers Warehouse – again this is regular source of new members due to the Company weathering the storm very well whereby they are still taking people on and consolidation campaigns have also taken place with success.

At Cammell Lairds Shipyard the GMB has agreed fixed term contracts to eradicate agency workers, which has led to improved consolidation and recruitment. Similarly consolidation is taking place within Water, Utilities and Airports, especially in the latter where we have been able to consolidate the membership on the back of campaigns and industrial disputes.

Economic and Employment Situation

As stated above every Region will be facing massive problems and concerns as a result of the Government's savage cuts in Local Authority budgets. The Construction Industry again has been a difficult area with jobs being completed followed by run down. Further declines in the building market have come about by the cancellation of the BSF project. Also we are starting to see the initial impact of reductions within the NHS. The NWAS are currently under threat of a pay freeze and a freeze of incremental rises over the next 2 years. Therefore government assurances that front line services within the NHS would be protected are highly unlikely.

Many companies (which is no surprise) are using the current economic situation to make changes which at other times they would not contemplate doing. Within the Airport Industry the Ground Handling Operators and Airlines have over the last few years reverted to the 1970 principles of making employment a temporary arrangement for the summer season. On top of these changes they are then only offering part time contracts whilst then working the employees on full time hours. This prevents their employees from achieving full holiday or sick leave benefits/payments. Also the constant changes within these companies in terms of TUPE and redundancies are now taking place on a regular occurrence causing more concern for our members and have given the GMB many challenges.

Whilst we previously reported the likely effects of the global financial crisis and how that was likely to impact upon the economy of Northern Ireland, sadly it is now fair to say that those events have finally caught up with us.

In the early part of this report, we mentioned proposed cuts of £4 billion right across the public sector. It is estimated that this will result in a loss of something in the region of 30,000 jobs and because of the Public Sector's engagement with the Private Sector, in respect of infrastructure mainly, it is estimated that a further 15-20,000 jobs could be lost in that Sector as well.

It would appear that this Government is unlikely to honour payment of the 18 billion pounds which was set aside under the St. Andrews Agreement providing for urgent improvements to infrastructure in the Public and Private Sectors.

All in all, our members are faced with an incredibly bleak future. The fact that over 70% of jobs are provided through the Public Sector will invariably mean that the proposed cuts for Northern Ireland will have a greater impact in this part of the world to that of other parts of the U.K.

2. GENERAL ORGANISATION

| | |
|---------------------------------|-----|
| Regional Senior Organisers | 5 |
| Membership Development Officers | 1 |
| Regional Organisers | 24 |
| Organising Officers | 0 |
| No. of Branches | 221 |
| New Branches | 7 |
| Branch Equality Officers | 30 |
| Branch Youth Officers | 5 |

3. BENEFITS

| | |
|---------------------------------|-----------|
| Dispute | 665.00 |
| Total Disablement | Nil |
| Working Accident | 11,541.10 |
| Occupational Fatal Accident | 4,000.00 |
| Non-occupational Fatal Accident | Nil |
| Funeral | 42,760.00 |

4. JOURNALS AND PUBLICITY

The Region continues to make use of the usual forms of local and national media to highlight GMB campaigns and to keep existing and prospective members informed about GMB issues and benefits. National press releases have been adapted accordingly to fit regional activity and officers in the Region have been regularly called upon to comment on local radio and television and to provide additional quotes in the local press.

Highlighting GMB activity in this way has helped to maintain the GMB profile, assisting in recruitment activity and demonstrating to our members the efforts that their union has been making on their behalf.

The Region has, on occasion, taken out advertisements in various publications including NW Labour History Journal, Morning Star, Nerve Magazine and Big Issue. The Regional Magazine, Fusion, continues to be well received by members and has been a useful vehicle reinforcing and complementing regional and national messages and campaigns. Our Asda and schools campaigns have featured prominently in the magazine as well as numerous individual stories about issues affecting GMB members and their respective workplaces. We also continuously promote our Equalities agenda with regular coverage of Regional Equality Forum matters and our annual Women's Conference.

Our regional website continues to be developed with the aim of making it more accessible to all existing and prospective members regardless of computer skills and abilities. The website is intended to compliment the national site, with a regional slant. Online joiners account for a growing proportion of regional recruitment and efforts to optimise the site so that it can be found by people looking for help with problems at work or seeking the protection of union membership continue. A growing number of links to branch and other websites have been added.

We have also recently introduced 'GMBrief', an email bulletin for activists in the Region. This bulletin will be sent out at least once per week, informing and updating members on issues affecting and of interest to GMB members. Other forms of social media are being considered for the future.

5. LEGAL SERVICES

(a) Occupational Accidents and Diseases (including Criminal Injuries)

| | |
|-----------------------------------|--------------------------|
| Applications for Legal Assistance | Legal Assistance Granted |
| 1130 | 1130 |

Cases in which Outcome became known

| Total | Withdrawn | Lost in Court | Settled | Won in Court | Total Compensation |
|----------------------------------|-----------|---------------|----------------------|--------------|--------------------|
| 413 | 73 | Nil | 339 £1,193,495.23 | 1 £20,000 | £1,213,495.23 |
| Cases outstanding at 31.12. 2010 | | 2761 | | | |

(b) Employment Tribunals (notified to Legal Department)

| | |
|---------------------------|-----|
| Claims supported by Union | 522 |
|---------------------------|-----|

Cases in which Outcome became known

| Total | Withdrawn | Lost in Tribunal | Settled | Won in Court | Total Compensation |
|----------------------------------|-----------|------------------|----------------------|--------------|--------------------|
| 324 | 54 | 9 | 261 £1,199,887.30 | | £1,199,887.30 |
| Cases outstanding at 31.12. 2010 | | 206 | | | |

(c) Other Employment Law Cases

| Supported by Union | Unsuccessful | Damages / Compensation | Cases outstanding at 31.12.2010 |
|--------------------|--------------|------------------------|---------------------------------|
| 1970 | 10 | £250,070.00 | 1,921 |

(d) Social Security Cases

| Supported by Union | Successful | Cases outstanding at 31.12.2010 |
|--------------------|------------|---------------------------------|
| 28 | 3 | 19 |

6. EQUALITY & INCLUSION

The North West Region Regional Equality Forum is now firmly established and has met on four occasions throughout 2010.

There are currently four vacancies on the Regional Equality Forum this was due to a number of reasons, sadly one of them being the loss of one of our strongest activists Edna Fallows (nee Greenwood) who passed away on the 21st July 2010.

The Regional Equality Forum currently only represents four of the equality strands and the Region has made numerous attempts to try to address this by encouraging members to come forward from black and ethnic minority groups through Branch circulars and the Regional magazine. We have not yet received the response we wished for but will continue to publicise and press branches to encourage participation from these groups.

Despite the challenges the North West Regional Equality Forum faces, it has nevertheless achieved some fantastic results to the events and campaigns it has promoted and supported throughout 2010.

The following is a summary of those achievements.

Strawberry Tea (Breast Cancer Care)

The Regional Equality Forum gave a commitment to promote this worthy charity more widely and to encourage more Branch participation, in the hope that this would enable more funds to be raised. Numerous events were held throughout the Region which were enthusiastically supported by staff, officers and activists. In total we raised just over £1,000 which doubled last year's fundraising efforts.

Manchester Pride

As always this is a hugely popular event throughout the LGBT community and which the North West Regional Equality Forum has supported over many years. 2010 was no exception and thanks to the generosity of our branches the Regional Equality Forum was able to participate fully by organising a stall which not only promoted our Region but also had some modest success in line with the Organising and Recruitment Equality agenda. Last year for the first time saw the Pride Festival come to Liverpool and although we did not have the resources to participate it is hoped that we will attend in 2011.

Regional Equality Conference

The Region has held its second Equality Conference since the re-launch. All branches were invited to nominate a delegate and to submit a motion. The response was good with overall attendance increasing compared to the previous year.

Delegates were elected to attend the 2011 National Equalities Conference, and two regional motions were carried which will go forward to the National Equality Conference. Guest speakers this year included Simpsons Solicitors who gave a presentation on the Equality Act and Knowsley Ethnic Minority Support (KEMS) a local Charity Support Group which works with victims of Race Hate Crime within Knowsley Borough Council. A regional delegate was also elected for the NEF Regional Seat.

TUC Conference

With the exception of Young Members, the Region has been represented at all TUC Conferences in 2010.

Women's Conference

The Region organised its 10th Women's Conference which as in previous years is as hugely popular as ever. This Conference aim was above all to encourage women activists to come forward.

As a Region women make up 50% of all members so it is crucial that we aid women in becoming active. Over the years we have had many themes, this year's theme was to showcase the commitment and experience of our Workplace Organisers and Senior Officers.

International Women's Day

Our Education Department organised a one day event to celebrate International Women's Day. Regional activists were encouraged to take a more pro active part in this year's event with many holding various workshops and speaking about their own personal experiences as Workplace Organisers.

Ethnic breakdown of the Regional Equality Forum in the North West is as follows:

| | |
|-----------------------|---|
| White British Males | 6 |
| White British Females | 8 |
| Black British Males | 2 |

In 2010 in Northern Ireland we continued to highlight inequality wherever it exists in the workplace and we have been successful in forcing a number of employers to introduce necessary changes which has benefited many of our members.

Our Lay Representatives continue to be the first point of contact for members with equality issues; we have developed a good network of activists in some workplaces which has had a positive response from members. There is evidence to show that this portrays our union has been progressive and effective in bringing about these long overdue changes.

The local Equalities Forum has met throughout the year and has identified some local groups to work closely with to promote the GMB Organising Agenda within minority groups throughout Ireland.

This will help raise the profile of GMB with individuals who would not normally have access to unions until problems arise. This work will continue well into 2011 with invitations to these groups to share knowledge and experiences with the Forum.

Race Awareness Task Group

We have a limited number of representatives in Northern Ireland, in respect of our Race Awareness Task Group.

We do not have specifically GMB based conferences in this part of the Region. That said, representatives would attend conferences from time to time in other parts of the U.K and on occasion, conferences organised by the ICTU.

A large number of migrant workers are employed through various independent agencies in Northern Ireland. We are presently assisting our representatives in ensuring that they understand the present consultation and implementation arrangements of the Agency Workers Directive.

The Department of Employment and Learning has published a consultation paper and impact assessments on the implementation of the European Agency Workers Directive (European Directive 2008/104/EC) in Northern Ireland. The consultation paper provides for comprehensive coverage and improvements for both agency workers and or migrant workers right across the province. It is a long awaited breakthrough which will provide major benefits for migrant workers in future.

Ethnic Breakdown of the Equality Forum in Northern Ireland is as follows:

| | |
|-----------------------------|---|
| White British female | 5 |
| Black Afro-Caribbean female | 1 |
| White British Males | 5 |

7. TRAINING

| (a) GMB Courses Basic Training | | | | | |
|--------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| Introduction to GMB (10 days) | 13 | 135 | 33 | 168 | 1680 |
| GMB@WORK(2 days) | 13 | 135 | 33 | 168 | 336 |

| (b) On Site Courses (please specify subjects) | | | | | |
|-----------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| Organisation For Negotiation (3 days) | 1 | 5 | 3 | 8 | 24 |
| Branch Organisation (3 days) | 2 | 24 | 5 | 29 | 87 |
| Grievance and Disciplinary (3 days) | 3 | 26 | 8 | 34 | 102 |
| Bullying & Harassment (2 days) | 1 | 5 | 7 | 12 | 24 |
| Communication/ PubSpeaking (2 days) | 1 | 5 | 4 | 9 | 18 |
| Union Learner Reps (5 days) | 3 | 18 | 5 | 23 | 115 |

| (c) Health & Safety Courses (please specify subjects) | | | | | |
|-------------------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| H&S Risk Assessment (5) | 1 | 6 | 4 | 10 | 50 |

| (d) Other Courses (please specify subjects / weekdays/ weekends) | | | | | |
|------------------------------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| International Women's Day (1) | 1 | 3 | 15 | 18 | 18 |
| Women's Conference (2 days) | 1 | 3 | 40 | 40 | 80 |

| (e) TUC (STUC & ICTU) Courses | | | | | |
|------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| Shop Steward H&S Stages I & II (10 days) | 18 | 93 | 27 | 120 | 1200 |

8 HEALTH & SAFETY

The Region continues to provide support to Officers and Workplace Organisers in order to maintain and develop a strong visible organising structure within workplaces. A key part of this support includes site visits to GMB workplaces.

Site visits have included:

Terumo – The Regional Health & Safety Officer responded to Officer and Workplace Organisers' request to inspect workstations as well as other areas of concern. The visit resulted in recommendations being made to Terumo management on the need to structure and develop a robust Health & Safety culture which is underpinned by a joint union management approach to Health & Safety. Risk assessments are currently being carried out with Workplace Organisers now having an input, thus presenting GMB in a proactive way to employees at Terumo. This meets our regional organising strategy for organising within the workplace.

Rentokil - Support/advice given during site visit after Officer/Workplace Organisers' concerns regarding instances of ill health at the workplace and to discuss their concerns whether these are linked to COSHH. Advice given by Regional Health & Safety Officers as to ways in which workplace organisers can raise theirs and GMB's profile to management and members within Rentokil.

Crown Paints - Support/advice given as part of site visit regarding PPE issue. Visit included meeting both senior representative and management. The visit demonstrated GMB responding proactively to requests to deal with Health & Safety issues wherever we have members.

New initiatives - Working closely with our Workplace Organisers at Glendale Liverpool ground maintenance where we are in the process of structuring training modules for Glendale staff and management covering topics such as COSHH, incident reporting procedures and issues around plant usage and maintenance.

Consistent with the above in supporting Officers and Workplace Organisers in building the GMB Organising Agenda, the 10 day induction, apart from a challenging course programme with a strong health and safety focus, requires workplace organisers to undertake a workplace activity midway through their induction course. This activity requires them to map their workplace, specifically gender profile/diversity, but above all to recruit new members prior to them returning for second phase of induction.

Workers Memorial Day was remembered in Manchester with the Hazards Campaign with GMB playing a leading part by helping to organise the day. The Regional Health & Safety Officer addressed the event, stressing the importance of GMB safety rep's contribution in the workplace in reducing accidents and ill health. Regional Office in Liverpool held a service at which seventy plus attended. Speakers included the Regional President and the Regional Health & Safety Officer, as well as contributions from Regional Solicitors and Liverpool City Council Leader Joe Anderson.

GMB SCOTLAND

1. MEMBERSHIP AND RECRUITMENT

| FINANCIAL MEMBERSHIP | |
|-------------------------------------------------|--------|
| Section Financial Membership (by each Section): | |
| COMMERCIAL SERVICES SECTION | 10,097 |
| MANUFACTURING SECTION | 12,995 |
| PUBLIC SERVICES SECTION | 34,165 |
| Grade 1 members | 40,884 |
| Grade 2 members | 11,287 |
| Retired, Reduced Rate & Others | 5,086 |
| Male Membership | 31,082 |
| Female Membership | 26,175 |
| Total number recruited 1.1.2010 – 31.12.2010 | 5,768 |
| Increase/Decrease 1.1.2010 – 31.12.2010 | 103 |
| Membership on Check-off | 43,540 |
| Membership on Direct Debit | 8,955 |

Response to organising agenda

My report to Congress 2010 clearly indicated that we had not realised the growth hoped for during 2009 into 2010. Unfortunately the expected growth to date has not materialised and has led to an intense review of performance across all disciplines.

Delivery of GMB@Work training however has been successful in delivering training in the more geographical challenging areas where in the past we had poor uptake.

Continual measurement of feedback from all courses undertaken has proved very positive. Senior members of our Scottish Regional Organising Team participate in the delivery of training which adds significantly to our GMB@Work development programme.

Public Services membership within the Region has failed to grow at the rate expected notwithstanding the current Government cuts agenda across the UK; this clearly is of significant concern within the Region as during the uncertainty and insecurity of the cuts agenda we should be capitalising on recruiting and organising within Public Services.

The trend across Manufacturing has not been felt as greatly in Scotland as we have failed to grow significantly as a Nation in our manufacturing base; signs are of a slow improvement as is the case within Commercial Services.

Consolidation, combined with Regional Targets developed by officers and teams are at the heart of our message to all Officers across the Region.

Our Organising Team continues to focus on Southern Cross, Wilkinsons, schools and other areas.

Asda have two Regional Distribution Centres in Scotland situation within a mile of each other. One of these sites (Falkirk) has been targeted throughout the latter stages of 2010 with the support and assistance of the National Secretary, Gary Smith, and the continued presence of members from our Organising Team. We are now at the time of writing hoping to move to a recognition ballot at the Falkirk Distribution Centre which we hope to have concluded prior to the Distribution National Negotiations. We have the momentum, now we need to deliver the vote.

GMB Scotland Officers have clear targets over the course of 2011 in terms of growth and our Organising Agenda. The reality of 2010 has clearly indicated our underperformance in this regard and highlighted the need to renew and re-motivate everyone to improve our membership through a new intensity and energy focusing on Recruitment and Organisation.

Having agreed a restructuring within the Region (referred to in more detail in my report) this will provide the platform for growth.

A more detailed plan of action has been laid out by myself to the Senior Organisers and their newly formed teams which they believe will provide two levels of sustainable growth we need to see in order to achieve our target figures. More Performance Measures have been implemented providing a much more accurate and up to date reference to individual and collective performance.

The General Secretary visited the newly refurbished Fountain House early December 2010 and met with Staff, Officers and Regional Committee separately. A meeting with all the Officers was open and frank during which the General Secretary with myself set out in detail what was expected from Scotland in terms of Recruitment and that he would return to the Region during April for a further review of the expected progress against the targets set.

Eamon O'Hearn Large has also been assisting myself by providing statistical analysis of the Public Sector in particular but also reviewing each of the geographical areas by Local Authority employers. This has been invaluable. A new monitoring and measuring system has now been implemented in the Region to evaluate in detail progress.

Recruitment Targets and Campaigns

National Targets

GMB Scotland undertook Recruitment Campaigns in the Three National Targets:

- Schools
- ASDA Stores
- Wilkinson

Not only have new members been recruited in these targets but they also have approved Shop Stewards.

Regional Targets

ASDA Distribution Falkirk

Recruitment within the Distribution Centre has been very successful with 6 new Shop Stewards being elected.

Southern Cross

With the addition of many new Nursing/Care Homes this target is still proving to be very worthwhile.

Water, Waste and Glass

Successful campaigns have been started within the Water, Waste and Glass Industries in particular

- Veolia
- Viridor
- AC Yule

A Recruitment Strategy was put in place towards the end of last year which will take place within the following Local Authorities and Companies.

- Ayrshire & Arran Health Board
- Dumfries & Galloway
- Highland Council
- G4S Security
- NHS
- SGN

Overview of Region's Economic & Employment Situation

At the time of writing this report recent labour market statistics have shown a small rise in employment within the Scottish economy. However this could provide a false picture as there is nothing presently within the published figures to indicate that the Scottish Labour Market will see recovery and growth during 2011.

My view in stating the above is based on forecasts of low growth which would indicate higher levels of unemployment projecting into 2012 when balanced against the current cuts within Scotland and the reduction in employee's disposable income at a time of rising prices.

Councils across Scotland have been agreeing budgets heralding savage cuts sounding the death knell for thousands of Scotland's Public Service workers putting vital services at risk which will impact disproportionately on the most vulnerable.

The SNP Scottish Government Finance Secretary, John Swinney, in setting the budget had reached agreement in principle with the 32 local authorities across Scotland.

Local Authorities were told in November of 2010 that they would face deeper cuts unless they agreed to a package of measures to extend the Council Tax Freeze for another year. This they were told if agreed would mean an average of 2.6% cut but that failure to agree would result in a 6.4% reduction.

NHS spending cuts in Scotland of some £280m as Health Boards according to Audit Scotland plan to cut 4000 jobs including 1500 nurses and midwives during 2011. It is difficult to see how this will be the end of these cuts as deeper savings will be required as both hospitals and Health Centres cope with increasing demands against the backdrop of below inflation budgets.

Scotland's NHS needs a 4%-6% rise in funding each year just to stand still, with these decisions a 0.4% increase will mean severe cuts which can only impact on patients and families, as we are aware that Health Service costs in Scotland cost more per person than the rest of the UK.

GMB Scotland falls broadly in line with the Scottish TUC's overview and response to date in that this Government is wedded to the ideological basis of previously failed economic models of low business taxation and deregulation, their failure to address corporate taxation avoidance and evasion by their supporters in the city and their complete absence of any strategy based on future growth.

This Government's focus on growth is invisible, it is however intent on further undermining the employment rights of workers in Scotland and across the UK when these rights are already substantially weaker than the developed countries. Again clearly defining their ideological position to fair employment rights.

Against this backdrop it is clear that we could be forgiven in painting a despondent and gloomy picture, yet by the very nature of this overview it presents the GMB with significant opportunity to mobilise workers across all sectors of our economy to join the GMB and organise within the workplace ensuring their collective ability to stand against the worst excesses of many employers.

The Public Sector whilst being hit hard still offers a huge potential in terms of new membership potential. This means that our membership and recruitment efforts need to be doubled to improve our poor performance throughout 2010.

Regional Teams have now been tasked with delivering higher levels of recruitment through developing targets within their geographical area of responsibility. 2011 has to see a significant improvement in performance across the Region.

Bi Fab (Burntisland)

Arrangements are in place to meet with Employers at Bi Fab's Lewis Yard for recruitment and recognition. Meeting with Management to look at permanent numbers at the Yard as there are now 700 working there of which only 120 are permanent, another 300 are expected to arrive shortly.

Carron Phoenix

The Organiser attended several meetings regarding Pay for 2010. An Offer of a 3% pay rise was made by the Employer for this year and this Offer has been accepted by the members.

OCA – Aberdeen

The Organiser attended an Offshore Contractors Association meeting regarding Pay proposals from the TU Side for 2010. These discussions are ongoing.

Seganta - Grangemouth

A meeting was held in Renfrew concerning the problem of this contract (Babcock Doosan) not being covered either by the NAECI or Company recognition procedures. After some discussion Doosan Babcock agreed that SEGENTA and all Scottish plants would be covered under NAECI.

Callanders

The pay award for this year was a 1% pay increase.

Carron Bathrooms

Flat rate of £7.77 pay rise across all the grades agreed with members. Following a Failure to Agree regarding bereavement leave, new proposals were submitted to members who agreed them.

SGL

Redundancy exercise completed, but the pressure is now on to find further savings.

Balfours

A 3% pay offer was rejected by the members. Management are looking at ways to increase the Offer. A further meeting will take place with the members to put the latest Proposal to them. Members agreed, after several ballots to accept a 3% (basic) + 1% lump sum, plus increase in overtime rate on a Sunday to 1.6.

MWUK (Alexandra)

This Company went into Administration earlier this year and were bought by MWUK Acquisitions with Dimensions having a 20% shareholding. (Dimensions were a competitor of Alexandra and were also bought by MWUK). There has been a restructuring exercise which has resulted in 23 redundancies at Bothwell Park, some of whom are our members. A wage claim is being prepared on behalf of our remaining members although it is not confident that there will be any monies available as the restructuring was a direct result of severe financial difficulties.

OCA (Offshore)

Several meetings have taken place with OCA members and National & Local Officers regarding updating of the OCA Partnership Agreement. Several companies have breached the existing Agreement regarding Terms & Conditions for our Offshore members (RGB & PETROFAC).

Bi Fab - Burntisland

Failure to Agree on proposals by Management, Stage Three invoked, meeting with TU and Management resulted in a 3.4% offer along with £30K Death in Service Payment and Weekend Working Overtime rates to rise from 1.6 to 1.7 this year and 1.8 next year, this was accepted by the membership. A small number of members (who are Limited Company Status) have complained regarding a decision by Management to remove all these as from end of September 2010.

Wood Group Meeting

Bi Monthly meeting held in Aberdeen to discuss various issues, no major problems. Meetings held in Glasgow, Mossmorran & St Fergus with members to discuss moving to NAECI Terms & Conditions.

Terex

The Company has just won an order and as a result they intend to employ workers in the structural and assembly area. GMB expect to recruit 20/30 new members albeit on short-term contracts. Presently, the Company is completing 30 to 35 units per week and the new order will increase that number to 45 units per week. In the past the Plant produced 100 units per week.

RHI

This Company appears to have stabilised with no threat to jobs at present. Wage talks are currently ongoing however, are proving to be difficult. There are two reasons for this, the first being the economic situation and the second being that the Company took over another Plant in Bonnybridge. This Plant is GMB organised and the Company wish to harmonise Wages, Terms & Conditions. The situation is ongoing.

Gates Power

This Company is doing well currently and they are taking on staff. Our Shop Stewards and Convener are recruiting all new employees.

Defence Industry

This report while highlighting the Defence needs within Scotland also covers a wide geographical base in relation to the effect on Manufacturing and the Economy of Scotland.

Our membership would be adversely affected if the Coalition decided to fracture parts of the Defence Industry. This would have the downside effect of creating unemployment, reducing the investment by Companies in relation to Apprenticeships/Skills, and also deny Manufacturing in general to benefit from the positive aspects of work from MOD Contracts, which in itself digresses into small and medium sized Companies within Scotland, which stabilises job security and going forward to the future would give a relatively good comfort zone for these Companies to market for potential work outside the MOD and to within the Export Industry.

Strategic Defence and Security Review

The UK Government has agreed that the SDSR will be undertaken in line with three core principles of relevance, realism and responsibility to support Service personnel.

Although Defence is reserved under the terms of the Scotland Act, the Scottish Parliament has a clear locus in the economic impact of decisions made by the UK Government.

Scotland makes a considerable contribution to the UK's defence, based on unique and distinct capabilities. Each of the armed services has a strong presence in Scotland. Our defence industry builds world-leading ships and hi-tech equipment to support British forces across the World. Scotland's unique terrain offers unparalleled training opportunities that allow British troops to develop their skills and expertise. Decisions on defence policy taken in the SDSR should not lose sight of the unique aspects Scotland offers and the contribution defence operations and the defence industry make to the Scottish economy.

In the current financial climate, the UK Strategic Defence and Security Review takes on a new significance. Decisions taken in relation to defence will have far reaching consequences for economies and communities. Many areas of Scotland rely heavily on defence as a core part of their economy and will suffer significantly both economically and socially from any further significant reductions to the defence footprint or cancellations of defence contracts.

Scottish Ministers and the leaders of the main parties in the Scottish Parliament believe it is important to be involved in the Strategic Defence and Security Review. To facilitate more detailed analysis, Scottish Government will share any available socio economic data with the MoD to help ensure that decisions are informed by facts.

All parties commit to working with the MoD to use the devolved levers of science, education, training and enterprise services to add value to the Scottish defence locations. This will make Scotland good value for the UK taxpayer.

The need for a regular review of Security and Defence is understood and welcomed. It is our view however that such reviews cannot be undertaken in isolation from an assessment of their long term impact, either in terms of lost skills or capabilities, to serve future defence needs.

Scotland is strategically placed to provide considerable defence capabilities for the UK. Our deep water, easy access ports and clear skies, combined with a highly skilled and capable defence industry have the potential to be further maximised by the decisions stemming from the SDSR. Conversely, if that skills base and key defence facilities and capabilities are lost, the impact on the Scottish economy could be severe, a situation from which it would take many years to recover

Economic & Social Impact

Decisions taken as part of the SDSR should consider the economic and social impact as well as being in the interests of national security.

Any decision should be underpinned by a proper economic analysis of the impact on jobs and the economy. The Scottish Government can contribute to such an analysis and we ask the UK Government to co-operate in this approach before decisions are made.

Local Employment

In the current economic climate, the Scottish Government and the leaders of political parties in the Scottish Parliament

believe consideration should be given to supporting the UK defence industry and the implications of defence policy decisions on areas for which defence is a core source of local employment.

Information Sharing & Involvement:

It is right that Scottish Government Ministers and the leaders of the main parties in the Scottish Parliament are involved in making a factual case to inform the MoD in relation to the SDSR.

Setting a Precedent

The first SDSR since 1998 should set the precedent for future reviews, by taking an inclusive and comprehensive approach which incorporates economic and social analysis and which considers the regional implications of Policy decisions, working with the devolved administrations.

Carrier Decision gives UK Shipbuilding an Export Edge

The Aircraft Carrier decision is a win win situation for UK Shipbuilding and the Economy. Our image and reputation abroad will be enhanced now that the UK is once more a World Player.

The export market is extremely difficult to break though the Carriers will attract potential customers worldwide for all types of vessels. We must use this Project to our advantage.

10,000 shipbuilding jobs are now secured plus the Manufacturing Economy will benefit from the small and medium sized companies who have tendered for work protecting many thousands of jobs. The decision now firmly secures UK Shipbuilding, we must learn the lessons from the past when skills and knowledge was wasted and thrown onto the scrap heap due to a lack of vision by previous UK Governments.

Immense credit must be given to Partnership of companies within the UK and the workforce who through times of uncertainty continue to fight on.

Scottish & Southern Energy

Policy Statement - SSE is committed to providing sustainable long-term employment by achieving a highly skilled and flexible workforce, capable of meeting the demands of an ever-changing external environment. In order to respond to the continually changing business environment there may be occasions when it is necessary to alter the number of staff we employ or to restructure or change the balance of skills within departments. This may be met by retraining and transferring staff but it may also involve increases and decreases in the numbers employed with particular skills.

SSE aims to manage all reorganisations by applying principles which are consistent and legally compliant and which reflect a commitment to openness, fairness, equity and consistency of treatment for all staff.

SSE are committed to, in the first instance, offering a range of measures to avoid compulsory redundancy thereby assisting those affected by organisational change ie, retraining, redeployment, reducing working hours, etc.

Process - Should circumstances arise where redundancy may be a possibility, the Company will firstly:

- Investigate whether there are opportunities for redeployment to other departments within the Company.
- Investigate whether there are opportunities to retrain employees for other area.

Redeployment - The redeployment process is intended to cater for situations where staff are deemed to be "at risk" of redundancy when they have been selected as potentially redundant. The redeployment procedures may be operated simultaneously with the redundancy procedure.

The recruitment team within HR will ascertain what current and imminent vacancies are available. These will be discussed with the individual to determine whether or not a good fit is possible in terms of location; type of work and skills. Where this is possible, the employee will be invited to an interview for the post in question.

Providing the individual is flexible on location/relocation and there is a reasonable skills match then SSE will offer at least one alternative role.

Retraining - Where a vacancies exists, or is imminent and the employee is keen to retrain for this type of alternative work, individual training plans will be drawn up for them together with their Line Manager and HR Manager. In considering whether a post is suitable alternative employment, employees are expected to show some flexibility.

Alternatives To Redundancy - There may be occasions where other options are considered, ie, reduction in hours; alteration to shift patterns, transfer to another area etc. Any and all alternatives to redundancy will be discussed with the individual to avoid making a compulsory redundancy including but not restricted to Job Sharing, Extended Unpaid Leave and Sabbaticals.

Consultation - If the need for compulsory redundancies arises, there will be full consultation with employees throughout the redundancy selection process. Employees will be notified at the earliest possible opportunity of the reasons for the potential redundancy situation and of the Company's proposals. During the consultation exercise, full information will be provided to employees and/or their representatives about the Company's proposals and there will be adequate opportunity for employees or their representatives to respond. The Company will also enter into individual consultation with each employee provisionally selected for redundancy.

Review of the Company Agreement - Discussions have now begun in a small joint working group of the JNCC to review the Company Agreement. Two meetings of the joint working group have been held at which company representatives outlined the challenges they believe SSE will face over the next 10 years. These include the introduction of smart meters, the move to a low carbon economy and increased renewable generation, regulatory pressure on costs and the need to maintain competitive advantage in the energy supply and contracting markets.

These pressures lead the company to believe that aspects of the company agreement need to be revised. They have outlined some of their thinking and the business case for change.

The Trade Union reps of the joint working group held a side meeting to consider all the points that the company has put forward. We went carefully through all aspects of the business cases put forward and considered our response to the changes the company would like to see. We also discussed the changes we would like to see to the company agreement.

The joint working group will meet again and the Trade Unions will make a comprehensive response, although on many points our response will be to request more detailed information and evidence. It is emphasised in the strongest possible terms that nothing has been agreed at this stage nor will it until full consultation has taken place with members including individual secret ballots.

Before we make our response to the company side of the working group the trade union reps will be consulting more widely within their unions to ensure that the wider community of stewards and representatives understand the issues being debated and has the opportunity to give direction and guidance to the working group members.

Scottish Power

EnergyNetworks - 2011 Pay & Conditions Negotiations - The Trade Union Side Representatives of the four recognised Trade unions met with EnergyNetworks management representatives to discuss the elements of our recent pay claim. The management team gave a detailed presentation on the regulatory and commercial performance criteria that are currently informing both their business planning and their response to our pay claim.

Union colleagues welcomed the sharing of information and the time taken by the management team to explain the background to their presentation. However, it was felt that their emphasis on cost savings and the need for greater efficiency failed to acknowledge the significant change across the business over the last twelve months.

The Trade Union Side made it abundantly clear that our members have communicated their perfectly reasonable and proportionate expectation of receiving a substantial basic pay award to reflect the rising cost of living and also rewards improved business performance and increased earnings, (already acknowledged in management's own statistics), in the face of unprecedented business change and an equally unprecedented pay freeze and below cost-of-living basic pay award in 2009/10.

Despite having already formulated a response to our pay claim, (to which the Trade Union Side stated it would recommend rejection by members), management stopped short of making a formal pay offer and requested further meetings to progress pay discussions in late January 2011.

Generation Networks - 2010 Pay and Conditions Document. A twenty one month Pay and Conditions Settlement will operate from 1 April 2010 to 31 December 2011 and applies to all staff employed in Generation covered by the

Partnership Agreement. The collective terms and conditions of this settlement will only apply to individuals who are employed by Generation UK Ltd. The next review of pay and conditions for all staff employed in Generation covered by the Partnership Agreement is due to take place with effect from 1 January 2012.

Full Settlement =

Year 1 (1st April 2010 to 31st March 2011)

Pay - All schedule salaries and flow-throughs to appropriate payments and allowances will be increased by 2.5% with effect from 1 April 2010.

Bonus Scheme - The bonus scheme will continue to be based on location or functional Balanced Scorecards. The level of bonus paid will be a maximum lump sum payment of 5% of the Business partnership salary bill (basic salary) as at 31st March 2011 payable in May 2011 as an average of the total partnership salary bill.

Year 1 bonus will be based on the 12 month period from April 2010 to March 2011, payable May 2011 (the balanced scorecards for 2010 will be used as a basis for calculating year 1 bonus).

Year 2 (1st April 2011 to 31st December 2011)

Pay - All schedule salaries and flow-throughs to appropriate payments and allowances will be increased by RPI up to 3% with effect from 1st April 2011 and will be subject to the following:

RPI:- Average RPI from January, February and March 2011 (reported in February, March and April, respectively).

Performance element:- A further amount of up to a maximum of **0.3%** will be paid subject to Key Performance Indicators (KPI's) being met.

Should the average RPI from January, February, March 2011 exceed the pay award (RPI and performance element combined) by 1%, the GPC will agree to review the % change.

The Future of Cockenzie - CCGT - Public Inquiry

The Scottish Government have now announced that the application for a new gas fired power station at Cockenzie will be heard at a public inquiry. The Directorate for Planning and Environmental Appeals (DPEA) have now been asked by Ministers to hold a public inquiry. The Scottish Government will transfer to DPEA all representations made to Ministers so far, including 37 public representations. The inquiry will be limited to consider areas where East Lothian Council objected.

The inquiry will therefore consider:

- Cumulative impacts on the environment
- Transport
- Noise and air quality
- Combined heat and power

Following the public inquiry, a report and recommendation will be passed to Ministers for a final decision on the application. Though disappointed with this decision, ScottishPower will continue to pursue our application through the public inquiry process.

British Energy

Reps Meeting – Hunterston - A report was given on the background to the 2010/11 wage negotiations and the reasoning behind the two stage offer which was preferable to a lump sum payment. It was explained that in view of the company generation issues at a number of stations it was the best achievable in negotiation and that the membership had endorsed that view by a positive ballot. Positive comment was made by the reps on the wage offer and that all locations should push for replacement staff before our members retire to ensure full establishment strength without allowing the contractorisation of the workforce by default.

A discussion took place on the nuclear issue in Scotland with a view that the Scottish Government will have to recognise the contribution made by nuclear towards base load generation and to move towards a more balanced energy policy in the future.

Comment was made on the FUSION system replacement for PMIS in existing nuclear with the move to a 21st of the month pay date, electronic pay slip and a greater involvement by staff in managing their work and financial arrangements. More details and training will become available later this year with a view to implementation in early 2011.

NJIT - A report was given on the work of the NJIT in dealing with competency models and harmonisation in policy procedures such as disciplinary and sickness within the previous companies.

Membership Reports

Hunterston- An increasing membership with discussion on issues such as level 3 monitors, changes to the role of ATLS within the day maintenance dept and the absence of a technical leg within ESG.

Hartlepool- An increasing membership in which the good generating performance of the station was emphasised. Concerns raised regarding grievance and capability issues and reference was made to the successful re-employment of a dismissed member of staff.

Dungeness- An increasing membership in which union activities outside the workplace were also bringing in new members. Comments made regarding station and TSG performance with issues relating to disciplinary action on sickness and conduct.

Torness- Highlighted the issues surrounding station and TSG performance. Noted that the union branch had been restructured and were starting to recruit new members.

Sizewell- Noted that we had no membership left at this station which could be related to not having a shop steward/staff representative available on site.

East Kilbride- Noted that organisation changes within the company were causing concern to our staff and those on agency and personal contracts.

EDF Energy

Potential Sale Of Network Business - Joint Statement – TU Side.

Concern has been expressed on behalf of the members regarding the potential sale. We have worked constructively over many years with the management team led by the CEO Vincent de Rivaz, to support the creation of EDF Energy in the UK. It is extremely important to us and our members to know that we played our part in this achievement. EDF Energy is a diverse Energy Company capable of leading the UK's drive for sustainable and competitively priced energy. Our strongly held view is that the Network Business is an integral part of EDF Energy and if sold, could compromise this achievement.

It was made clear that we are not making this point to the company in any threatening way; if a decision is taken to sell the Network Business we will continue to work constructively with the EDF Energy's management team. However, we believe for sound commercial reasons that the Network Business should not be sold and the following represents some of these reasons:-

- The present economic recession is not the right time to sell this business.
- The Network Business projects the EDF brand on their transport to the general public and this gives invaluable support to the Retail Business particularly in the South East of England which is their customer base
- The Network Business delivers steady financial earnings to EDF Energy. Indeed, the Network Business is the current significant income stream for EDF Energy.
- The Network Business has a very highly skilled, professional engineering work force that can and will face up to the challenge of DPCR5.

For all of these reasons the Trade Unions would urge the company not to sell the Network Business and to take same off the market as soon as possible. This would allow the entire workforce and management to focus on getting the very best out of all the businesses that make up EDF Energy. The Trade Union Side understand that the financial debt of EDF has to be addressed and needs to be reduced, but would urge other actions are taken to achieve that outcome. In the view of the Trade Union Side it would be a mistake to risk compromising EDF Energy in the UK by selling the Network Business.

Gas

The energy regulator, OFGEM, has published its final position paper on the treatment of pension costs for the current price control period, DPCR5 which runs until March 2015. The work done by GMB in conjunction with the other unions, the Pension Regulator and some scheme Trustees has succeeded in heavily containing OFGEM's attempts to demand cuts to pension schemes in the gas and electricity sectors.

This final statement of OFGEM's approach to pension costs during this price review period reflects the conclusions they reached at the end of 2009. The main purpose of this document is to outline what OFGEM intends to do for the future.

What OFGEM intends to do for the future is impose a heavy burden of additional bureaucracy and regulation onto the sector's pension schemes which will involve greater administration costs at the very least. It is to be assumed that the employer will have to pay for the extra scheme valuations, reports and analyses that OFGEM will demand. GMB would certainly query any decision by the schemes themselves to fund these unnecessary investigations from the pension funds themselves.

It remains OFGEM's intention to benchmark pension and other employment costs and to monitor schemes' investment performance, deficit repayment plans and PPF levy bill among other areas. If the industry regulator decides that a scheme is not being run as efficiently as it believes it should be, they reserve the right to amend the amount of pension cost the sponsoring employer is allowed to pass on to the consumer. As GMB has said clearly on many occasions, we see no justification for the view that OFGEM are better qualified to judge the efficiency of a pension scheme than the Trustees whose responsibility it is to ensure proper management of pension schemes in line with pension legislation and the Pension Regulator's requirements.

Despite the increased administrative burden OFGEM intend to create there is no indication that they have identified one penny in potential savings for consumers through this approach. It is also questionable how the industry regulator's approach ties in with broader government policy. The coalition government has been forthright in its criticism of over-regulation and in GMB's view, OFGEM's approach is a classic example of unnecessary interference by a regulator in an area where there is no need for it to be involved and indeed its involvement is much more likely to cause harm than result in any benefit to anyone.

We remain vigilant to OFGEM's efforts to attack good quality pension schemes in the energy sector and GMB will continue to seek to focus OFGEM's activities on areas that will benefit the sector and the consumer, not interference for its own sake.

Public Services Section

2010 was another busy year for the Public Sector in Scotland and right at the outset GMB Scotland would wish to thank Branch Secretaries, Shop Stewards, and Organisers who have been involved in some really difficult discussions on behalf of members and at all times have endeavoured to maintain our members Terms and Conditions and where possible have used every opportunity to improve the living standards of GMB members.

Negotiations on Pay Nationally in Scotland have proved as difficult as other parts of the UK. Members working in the NHS received last April the same settlement as the rest of the UK with a freeze on Pay in 2010 for all those above £21,000 and a flat rate increase of £250 for those below that figure.

GMB members in Local Government had a three-year Pay Policy imposed on them by the Employers' Group, COSLA. This gave a 0.65% increase in 2010/11, and had a wage freeze in the next two years ending in March 2013 and no signs that matters would change even then. In response to this GMB Scotland carried out a survey of what were the important priorities over the next few years. That survey identified Job Security, safe and secure Pensions, maintaining existing Terms and Conditions, and Pay as the top four priorities. GMB Scotland has used this to share our Bargaining Agenda through the difficulties we are encountering due to the Budget reductions in Local Government.

The Scottish Government Budget Proposals saw a reduction in Local Authority Budgets of 2.6% this was less than expected with Councils expecting a larger reduction in their Budget allocation. This however has not changed the number of jobs at risk and with over 15,000 jobs at risk we will have a difficult task in avoiding Compulsory Redundancies.

At the time of writing this report we can say we have successfully removed the risk of Compulsory Redundancies in some of the high risk Councils and it is hoped this good work can be repeated throughout all of the Public Sector Organisations in Scotland.

While times have been difficult in terms of pay uplifts and budgets GMB Scotland has continued to eradicate Low Pay and while National negotiations we have now been successful in a number of Councils in introducing a living wage of £7.15p and our work will continue in this area until we have every Council, and every Health Board signed up to a living wage.

The work on Equal Pay continues within the Region. GMB Scotland has given evidence at the Finance Committee and the Local Government & Communities Committee of the Scottish Parliament where we were successful in getting the Government to make money available to Local Government to deal with the Equal Pay issue. Despite this, progress has been slow with discussions on Settlement Offers being restricted to 10 of Scotland's 32 Councils for the original Equal Pay claims that were lodged. As these discussions continue with these Councils and the others who have not yet made any Offer to settle GMB Scotland continues to lodge Second Claims in all Councils for the period of Protection under the Single Status Agreement where Bonus payments have been included in the Protection arrangements.

GMB Scotland has also been involved in discussions on the changes to Public Sector Pensions. GMB Scotland representatives have given evidence on two occasions to Lord Hutton's Enquiry into Public Sector Provisions. Discussions are also taking place with the Scottish Government on the Pension Scheme that come under the auspices of the Scottish Parliament, which for the majority of our members is the Local Government Pension Scheme. These discussions are at an early stage with the Scottish Government asking the Unions if they would look at a difference contribution arrangement. Further clarification will be sought on this matter to see if it would be advantageous to our members.

GMB Scotland's Public Sector will continue to rise to the challenges that face our members throughout this year and through these endeavours seize on all opportunities to improve our Organisation and see membership growth.

2. GENERAL ORGANISATION

| | |
|---------------------------------|-----|
| Regional Senior Organisers | 3 |
| Membership Development Officers | - |
| Regional Organisers | 13 |
| Organising Officers | 6 |
| No. of Branches | 163 |
| New Branches | 4 |
| Branch Equality Officers | 35 |
| Branch Youth Officers | 0 |

Recent discussions within the Region and a review of current practices have resulted in a number of organisational changes in terms of structure.

We have not restructured on a geographical basis across Scotland and in doing so created three teams as follows:

- Northern Team
- Eastern Team
- Western Team

Each of the above headed by a Senior Organiser.

This has been driven by a strong belief by the Seniors that this approach would enhance our approach to the Organising Agenda, GMB@Work and provide more resource intense opportunities for a significantly improved level of performance focused on recruitment and growth strategies.

This is linked in with our Educational delivery programme which ensures a clear linkage between growth , education training and development of workplace organisers ensuring a sustainable workplace organisation with well trained and skilled groups.

Our Northern Team is operated from our Dundee Office while both our West and East Teams are managed from Glasgow.

Again, organisationally they are all linked to the Scottish Regional Organisation Team who are dedicated to membership growth.

The SCOT (Scottish Regional Organising Team) work closely with the three teams on Regional Targets in addition to their focus on National ones.

2011 will be a critical year going forward where these changes will need to deliver strategic growth within the Region so that we make our contribution to the excellent results being achieved Nationally.

We have recently reorganized our Sports Section which is now focusing on Managers and Coaches as a means to leverage access to the football grounds where many people are employed.

Recent successes by the Sports Officer, in winning dismissal appeals for Scottish Football Association employees has provided growth at the heart of the Football Association in Scotland which will support our development.

3. BENEFITS

| | |
|---------------------------------|-------|
| Dispute | 12640 |
| Total Disablement | 4000 |
| Working Accident | 3792 |
| Occupational Fatal Accident | ----- |
| Non-occupational Fatal Accident | 850 |
| Funeral | 38150 |

4. JOURNALS & PUBLICITY

The Region continues to produce and respond to publicity on an ongoing basis through a range of communications and publicity.

Working with the STUC on a number of issues across all of the affiliates continues to produce a profile however this is by no means our key means of publicity but adds value to our overall image and profile as one of Scotland's main Trade Unions.

GMB Scotland receives significant media attention through the involvement across 32 local authorities in Scotland responding to the current Cuts Agenda across the Public Sector and robustly in terms of Equal Pay.

GMB Scotland are involvement with Women's Aid in partnering with them on the "Just Say No" Campaign which was launched in the Scottish Parliament.

Our campaign in the Scottish Parliament on keeping Scottish Water from privatisation and our successes in campaigning against the Forestry Commission gained significant coverage.

Publicity materials continue to be successfully used by our Regional Organising Team in promoting GMB@Work in their Organising and Recruitment.

Insight, GMB Scotland's magazine continues to be well received and well read by our membership across all sectors providing an overview of National and Regional news.

GMB Scotland played a major role in the Rally held in Edinburgh prior to the end of 2010 where Scottish Civic Society led by the Scottish Trade Union Congress with GMB Scotland's Pipe Band took to the streets to demonstrate against the Con-Dem Government's savage cuts to the UK Economy.

The Region ensures a continuous flow of Branch circulars during the course of a year bringing Scottish and National campaigns to the attention of our membership.

We continue to have major coverage by the media in Scotland which was seen during the fiasco over the Aircraft Carrier procurement.

We continue to play a lead role on any issues regarding the Scottish Whisky Industry and in other areas such as Asbestos matters.

We continue to ingather email addresses for all postholders for direct contact providing speedier mailings and reducing costs.

The release of National research information to the media covering a whole range of issues continues to have a significant impact in terms of media contact.

5. Legal Services

(a) Occupational Accidents and Diseases (including Criminal Injuries)

| | |
|-----------------------------------|--------------------------|
| Applications for Legal Assistance | Legal Assistance Granted |
| 451 | 451 |

Cases in which Outcome became known

| Total | Withdrawn | Lost in Court | Settled | Won in Court | Total Compensation |
|----------------------------------|-----------|---------------|--------------------|--------------|--------------------|
| 431 | 120 | 0 | 311* £4,503,738 | 2 £7,339 | £4,538,577 |
| Cases outstanding at 31.12. 2010 | | 746 | | | |

* 236 of which were settled after court proceedings were raised

(b) Employment Tribunals (notified to Legal Department)

| | |
|---------------------------|--------|
| Claims supported by Union | 2,903* |
|---------------------------|--------|

*of which 2,775 are new equal pay cases and the rest are fixed fee or multiple claims.

Cases in which Outcome became known

| Total | Withdrawn | Lost in Tribunal | Settled | Won in Court | Total Compensation |
|----------------------------------|-----------|------------------|---------|--------------|--------------------|
| 551 | 10 | 0 | 538 | 3 | £637,392 |
| Cases outstanding at 31.12. 2010 | | *8,823 | | | |

*149 fixed fee and 8,674 equal pay (this includes some multiple job claims for single members).

(c) Other Employment Law Cases

| | | | |
|--------------------|--------------|------------------------|---------------------------------|
| Supported by Union | Unsuccessful | Damages / Compensation | Cases outstanding at 31.12.2010 |
| | | | |

(d) Social Security Cases

| Supported by Union | Successful | Cases outstanding at 31.12.2010 |
|--------------------|------------|---------------------------------|
| 8 | *2 | 4 |

* out of 4 appeals held. Total "benefit gain" is £10,769

Occupational Accident & Disease

Although damages recovered in 2009 was the highest total for several years, this year's total of £4,538,577 represents a significant improvement, bolstered, in no small part by a successful litigation resulting in recovery of £1.5M for a Glasgow City Council worker who suffered spinal injuries in an accident at work in 2005.

76% of all successful cases were brought to conclusion after raising Court proceedings.

This year also saw a rise in the total number of applications for legal assistance to 451. This reverses the trend of recent years, and suggests that last year's low figure of 324 was perhaps a "blip" rather than the beginning of a significant acceleration of a downward trend.

Equal Pay

2010 saw more Councils entering into negotiations with the GMB to resolve what are termed "First Wave" Equal Pay claims. Some settlement has been achieved in Fife, North Ayrshire, South Ayrshire, North Lanarkshire and Moray Councils. The negotiations with Glasgow City Council are moving very slowly. Other Councils such as Falkirk are at very early stages of negotiation. Generally 2010 could be classed as a step in the correct direction. There remains, however a willingness on the part of Respondent Councils to take all possible preliminary points to delay payment of First Wave claims where at all possible.

Claims for post single status bonus protection periods

There have been a large number of Second Wave claims lodged throughout 2010, of the order of 2,775 individual cases. Learning from the experience in First Wave claims there have been far fewer challenges to these claims on a preliminary basis. However, due to the burden of First Wave claims on the Employment Tribunal system, the progress of these newer claims is very slow. It is highly unlikely that any of these cases will be proceeding to a full hearing's until 2012. Some Councils are seeking to include Second Wave claims in their settlement proposals but many are not.

Settlement of Equal Pay Claims in 2010

Our employment Solicitors continued to settle Equal Pay Act claims on a weekly basis and in 2010 recovered a total of £319,302 in equal pay compensation for GMB members in Scotland. This included the resolution of the majority of cases in the First Wave in Fife and in Moray Councils.

Other Employment Cases (Non Equal Pay)

GMB Scotland referred a total of 111 new Employment Tribunal cases to our Employment Solicitors in 2010. In the same year, 106 GMB supported Tribunal cases concluded. 79% of the concluded cases were settled or succeeded following a Tribunal Hearing with a total sum of £ 318,090 recovered in compensation for GMB members.

Total Compensation Recovered for GMB Members in Employment Tribunal Claims

Total compensation recovered for all GMB supported Tribunal claims in 2010 was **£ 637,392**

Setting Up of Employment Advice Surgeries for Organisers

In 2009 GMB (Scotland) created a scheme to provide legal, industrial and practical support to Organisers dealing with matters which may result in Tribunal proceedings being lodged. Organisers are attended upon at Advice Surgeries by an experienced Employment Solicitor and telephone appointments are arranged for those Organisers located out with the central belt. **This year has seen the scheme go from strength to strength.** The take up by Organisers has been an average of 14 Organisers attending each session with a further two to three Organisers obtaining assistance by telephone. The scheme has resulted in a closer working relationship between the individual Organisers and Digby Brown. It has seen no cases supported by GMB in 2010 resulting in a costs order and fewer cases (ten) being advised to members as being unsuitable for legal representation after the initial Protocol meeting. Overall the understanding of what is and what is not a suitable case for GMB legal assistance has significantly increased.

Welfare Rights Cases

There were two successful benefits appeals in 2010 out of a total of eight cases supported by the Union, with four of those cases currently outstanding. Many of these appeals have limited prospects of success as they are for Industrial Injuries Disablement Benefit which is very prescriptive and often a claimant may not fulfil the strict eligibility criteria. The overall benefit gain for GMB members we have represented at Benefits Appeal Hearings in 2010 is £10,769. This figure represents the amount of arrears awarded to each member as a result of a successful appeal, for a 12 month period. This is a standard measurement. The actual amount of total benefits awarded as a result of a successful appeal may greatly exceed this sum as the benefit awarded usually persists for significantly longer than one year only.

Extended Legal Services

The GMB Law scheme continues to provide members and their families in Scotland with 24 hour access to the whole range of extended legal services, for advice or representation, either free of charge (such as free wills for GMB members) or at reduced legal rates. In 2010, over 400 members or family members have taken advantage of the scheme.

The Outlook for 2011

The significant adverse weather conditions at the beginning and end of 2010 have prompted us to analyse the quality of generic and job specific risk assessment by employers for workers, such as home visitors, carers or refuse collectors, exposed to risk of injury in the performance of their duties, and many employers have been found wanting. Litigation of such cases is likely to significantly increase in the coming year, and this will hopefully lead to an improvement in reasonable health and safety standards for workers in the public sector carrying out essential services in dangerous conditions.

The ongoing Equal Pay claims fight will continue. 2011 is likely to see a further large number of cases resolved, at least for the period up to pay protection post single status implementation.

In the current fashionably austere political climate, there are likely to be more cases involving redundancy, protective awards and insolvency issues, until the economy begins to pick up again, or until there is a change of government.

6. EQUALITY & INCLUSION

GMB Scotland held its first Regional Equality Conference on 14 May 2010. The Conference was chaired by Emma Ritch, GMB Scotland's Representative on the National Equality Forum.

Kamaljeet Jandu, National Equality & Inclusion Officer, was one of our key speakers as were speakers from mainstreaming for LGBT Youth Scotland, Show Racism the Red Card and the Conference was opened by the Regional Secretary.

The Conference was well attended and proved very successful with four workshops being held in the afternoon which were:

- Show Racism the Red Card
- Scottish Women's Aid
- LGBT
- Scottish Pensioners Forum

Conference elected 14 members to the new Regional Equalities Forum.

The Regional Equality Forum are very active in many areas of our Equality Strands with members attending Young Member Schools and nominating delegates to STUC Black Workers Conference, STUC Disabled Workers Conference.

Reg Regional Equality Forum agreed that Emma Ritch would continue as our National Equality Forum Representative this was endorsed by Regional Committee in October 2010.

Training courses are currently being developed for Branch Equality Officers on a number of equality and diversity issues during 2011.

The ethnic break down of the Regional Equality Forum is:

| | |
|----------------|---|
| White British | 3 |
| White Scottish | 2 |
| Black African | 1 |
| Other | 1 |
| Unspecified | 7 |

The ethnic breakdown of the Equality Conference was:

| | | |
|------------------------|----|--------|
| White British | 1 | 5.25% |
| White British /English | 1 | 5.25% |
| White British/Scottish | 1 | 5.25% |
| White Scottish | 13 | 68.50% |
| White Other | 1 | 5.25% |
| Black African | 2 | 10.50% |

7. TRAINING

| (a) GMB Courses Basic Training | | | | | |
|----------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| 5 Day Induction incorporating 2 Day GMB@WORK | 11 | 88 | 24 | 112 | 560 |

| (b) On Site Courses (please specify subjects) | | | | | |
|------------------------------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| 5 Day Induction incorporating 2 Day GMB@WORK (Security Industry) | 1 | 11 | 1 | 12 | 60 |

| (c) Health & Safety Courses (please specify subjects) | | | | | |
|-------------------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| GMB 3-Day Risk Assessment | 4 | 37 | 12 | 49 | 147 |

| (d) Other Courses (please specify subjects / weekdays/ weekends) | | | | | |
|------------------------------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| | | | | | |

| (e) TUC (STUC & ICTU) Courses | | | | | |
|---------------------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| All TUC Courses | | | | | |
| Health & Safety Stage 1 (10 Days) | | 13 | 9 | 22 | 220 |
| Health & Safety Stage 1 (online) (26 Days) | | | 1 | 1 | 26 |
| Next Steps for Safety Reps (10 Days) | | 6 | 2 | 8 | 80 |
| Union Reps Stage 1 (10 Days) | | 4 | 2 | 6 | 60 |
| Union Reps Stage 1 Online (26 Days) | | 1 | | 1 | 26 |
| Stepping Up – Advanced Course for Union Reps (10 Days) | | | 1 | 1 | 10 |

| | | | | | |
|---------------------------------------------------|--|---|---|---|-----|
| Diploma in Occupational Health & Safety (36 Days) | | 2 | 1 | 3 | 108 |
| Union Learning Rep Stage 1 (6 Days) | | | 1 | 1 | 6 |
| Risk Assessment (3 Days) | | | 3 | 3 | 9 |
| Computing Stage1 (10 Days) | | 1 | | 1 | 10 |
| Getting ready for E-Learning (4 Days) | | 1 | | 1 | 4 |
| Working with Providers (5 Days) | | | 1 | 1 | 5 |
| Disability Champions (5 Days) | | 1 | | 1 | 5 |
| Accident, Investigating & Reporting (5 Days) | | 1 | | 1 | 5 |

8. HEALTH & SAFETY

The Regions work on Health and Safety has been very much based on a strategy of integration of Health and Safety being key to our Organising Agenda as we go forward.

This has meant that rather than one person leading on Health and Safety all Organisers now from Recruitment through to Workplace Organisers initial support training and specific Health and Safety courses there is no divisions between the roles as they are all inclusive and takes into account the holistic overview.

Dedicated courses have also been run within both employers company premises and at local colleges. Feedback from these have been excellent, again part of the delivery of Health and Safety Training has been to ensure that our representatives clearly get Health and Safety being part of GMB@Work and not at odds with it as has been seen previously across the Region.

Asbestos has and will continue to be a key area in which we have worked with local action groups in promoting awareness and the fight for justice in mesothelioma cases through the Scottish Parliament.

Health and Safety remains a vital component in our Organising Agenda within the Region and will continue to do so.

More of our Health and Safety Reps have taken on higher levels of training to increase their qualifications which have been good for the individual and the Region in creating a wider network of highly trained and skilled reps.

SOUTHERN REGION

1. MEMBERSHIP AND RECRUITMENT

| | |
|-------------------------------------------------|--------|
| FINANCIAL MEMBERSHIP | 84,219 |
| Section Financial Membership (by each Section): | |
| COMMERCIAL SERVICES SECTION | 24,858 |
| MANUFACTURING SECTION | 8,423 |
| PUBLIC SERVICES SECTION | 5,0938 |
| Grade 1 members | 4,9942 |
| Grade 2 members | 27,242 |
| Retired, Reduced Rate & Others | 7,035 |
| Male Membership | 39,021 |
| Female Membership | 45,198 |
| Total number recruited 1.1.2010 – 31.12.2010 | 11,750 |
| Increase/Decrease 1.1.2010 – 31.12.2010 | 1,989 |
| Membership on Check-off | 50,261 |
| Membership on Direct Debit | 27,157 |

2010 was a year of extreme mixed fortunes for the Region. On the positive side, despite the economic challenges, the Region once again had a good year in terms of enrolment and growth. Over the course of the year the Region grew by

just under 2000 members and enrolled over the year 11,750 members. Although this was down on the previous two years, in light of the Government cut-backs, particularly in Public Services, this was still a very creditable result. The Region's contribution income was above budget and its expenditure was below budget.

On the negative side, the Region was rocked by a crisis involving some full time officers who were branch secretaries. The ensuing Inquiry resulted in five officers leaving the Union. A further two officers also left during the course of the year for reasons not connected with the financial investigation.

Despite the difficulties that the above created and with the reduced officer force, the Region did bounce back; to illustrate this, the January's enrolment figures this year are the third best in the Region in the last ten years. This is testimony to the hard work by the majority of officers and staff.

Recruitment Targets and Campaigns

The Region continued to focus on a number of national and regional targets. Once again there were very successful campaigns in schools. The Organising Team focussing on different counties in conjunction with area teams. In previous years, the national target of Southern Cross had produced somewhat disappointing results, but following a re-focussing of the campaign with advice from other Regions who had carried out successful campaigns in Southern Cross, fruits of this exercise were beginning to bear fruit.

The Region uses consultations on pay, TUPE transfer, etc., to focus on organising, with the officer responsible working in conjunction with the Organising Team and the Branch. Particularly successful recruitment took place in Veolia and SECAMB as a result of these exercises. As a result of the integration of ASU members into the Region, there was considerable growth across the Ambulance Service.

South West Area

2010 has been a difficult time for the South West as for the rest of the UK and is still emerging from the deep recession stretching back over two and a half years. However, this also presented many opportunities for the area team to exploit as vulnerability of the labour market and the fall in confidence of workers and consequently our members, has led to a greater desire for people to join and get organised within the GMB.

Membership growth has been maintained across the Area using the continued strategy of focusing officers and lay activists on dedicated campaigns where workplaces have been mapped and assessed in accordance with GMB@work. These campaigns have been often executed in conjunction with the Regional Organising Team such as school based recruitment campaigns in Cornwall, Devon, Somerset and Wiltshire, using the issue of the creation of a National Body for school support staff.

Nicholas and Harris in Salisbury has seen a rapid growth in membership largely due to the efforts of our Project Workers who have been successful in combining ESOL and other Union Learning funded projects to attract a large number of migrant Polish members into membership of the GMB, recruiting new layers of activists who in turn become active within their branches. Equal Pay in Swindon BC has also been a very lucrative issue to recruit mainly school based support staff, which is ongoing.

Other notable organising successes have been achieved in Devon County Council in relation to the proposed failed transfer of the workforce to a private social care provider for elderly residential care, as well as pursuing campaigns for our members employed by Mimonsa Healthcare and Care First around forced changes in terms and conditions of employment.

The Area team continue to pursue recruitment opportunities within a number of contractors aligned to local government across the area such as Interoute, Enterprise and Balfour Beatty.

South Coast and Thames Valley

During 2010 new GMB branches were set up, allowing a sharper focus within particular areas/authorities. A Slough Borough Council branch with a determined local leadership was established in order to cement and grow GMB organisation in the town. Additional facilities and a new GMB office were established and good links developed with the town's GMB sponsored MP and local labour councillors.

A single branch was established for Bracknell Forest and Wokingham Borough Council and a Regional Organising Team led recruitment exercise took place, which improved membership.

GMB also established a branch to solely represent members employed at the Heatherwood and Wexham Park NHS Foundation Trust. A new shop stewards committee was established which had to deal with an NHS Trust which was effectively bankrupt. GMB also resisted attempted poaching by the IDU (a non-TUC union), who has been seeking to establish a toe hold in the Trust.

Other local authorities such as Hampshire County Council also saw organising activities which led to modest membership growth. Elsewhere the Dorset County Council branch was at the forefront of efforts to combat public expenditure cuts. In October the branch hosted the biggest political event in Dorchester for many years at the Corn Exchange. This event was part of an ongoing campaign across the county to protect public services.

Local Government contractors, such as Biffa, Verdant and Veolia have been targeted in collaboration with National Office and the Organising Team.

Officers in the Thames Valley and Fareham areas are also responsible for activity in the commercial services, such as ASDA, DHL and the security industry. Recruitment and organising exercises in these employers continue throughout the year. Companies such as DHL and many in the security industry have changed during the course of the recession with job losses, buy-out and de-mergers. Wherever possible, GMB has sought to capitalise on this uncertainty to improve organisation

GMB has also been active on Gatwick Airport. A change of ownership of the airport itself, continued changes in areas such as baggage handling, aircraft and airport servicing, waste and security have also led to increased membership.

London and South East Area

This area was the one worst affected by the departure of officers but three new officers and an overall reorganisation of the area is beginning to show that the area has recovered from these difficulties.

The Team has made successes in Veolia in London Borough of Richmond, Surrey County Council, Royal Borough of Kingston and Elmbridge Council. Overall there has been continued growth in public services across the London Boroughs in the South East counties.

The Schools Campaign is continuing to grow in membership terms and also with Contractors in public services. The area has been engaged in all Academy consultation processes with a view to organising every school as individual workplaces.

The GMB Regional profile in the NHS and Ambulance Service has shown good recruitment and organisation. As indicated above, this was particularly as a result of the integration of the ASU membership into the Region but has also centred around significant campaigns, such as the one which involved a transfer to Savoy and proposed changes to terms and conditions in SECAMB

Overview of Region's Economic and Employment Situation

As mentioned in the opening paragraphs of this section, the Region continues to buck the serious economic situation in both terms of enrolment and growth. Although of course there have been some job losses, these have been more than matched by significant enrolment. The Region's manufacturing base was decimated in previous recessions in the 80s and 90s. There would have been a major impact on our shipbuilding and repair membership if the aircraft carrier contract had been cancelled but fortunately, this has not happened.

It is too early yet to say what effect the NHS 'reforms' will have on the Region's membership. The Region has already prepared to send in organising teams as a result of TUPE transfers within PCT's.

2. GENERAL ORGANISATION

| | |
|---------------------------------|-----|
| Regional Senior Organisers | 3 |
| Membership Development Officers | 2 |
| Regional Organisers | 22 |
| Organising Officers | 3 |
| No. of Branches | 100 |

| | |
|--------------------------|----|
| New Branches | 9 |
| Branch Equality Officers | 21 |
| Branch Youth Officers | 10 |

3. BENEFITS

| | |
|---------------------------------|---------|
| Dispute | £6,130 |
| Total Disablement | NIL |
| Working Accident | £1,708 |
| Occupational Fatal Accident | NIL |
| Non-occupational Fatal Accident | £1,100 |
| Funeral | £25,675 |

4. JOURNALS AND PUBLICITY

There were two issues of the Region/National magazine Vision in 2010.

The Region has continued to be involved in a number of high profile campaigns.

5. LEGAL SERVICES

Thompsons solicitors have continued to be the principal provider of employment and personal injury services. In addition though, the Region use for some branches Simpson Millar, and also continue with medical negligence claims with Bolt Burdon & Kemp. Criminal cases are dealt with by Andrews Angel and a limited number of libel/slander claims through Russell Jones & Walker.

(a) Occupational Accidents and Diseases (including Criminal Injuries)

| | |
|-----------------------------------|--------------------------|
| Applications for Legal Assistance | Legal Assistance Granted |
| 572 | 536 |

Cases in which Outcome became known

| Total | Withdrawn | Lost in Court | Settled | Won in Court | Total Compensation |
|----------------------------------|-----------|---------------|------------|--------------|--------------------|
| 244 | 200 | 1 | £2,108,422 | £2000 | £2,110,422 |
| Cases outstanding at 31.12. 2010 | | 997 | | | |

(b) Employment Tribunals (notified to Legal Department)

| | |
|---------------------------|-----|
| Claims supported by Union | 126 |
|---------------------------|-----|

Cases in which Outcome became known

| Total | Withdrawn | Lost in Tribunal | Settled | Won in Court | Total Compensation |
|----------------------------------|-----------|------------------|----------|----------------|--------------------|
| 84 | 30 | 1 | £372,993 | 12 £207,080 | £580,073 |
| Cases outstanding at 31.12. 2010 | | 109 | | | |

(c) Other Employment Law Cases

| | | | |
|--------------------|--------------|------------------------|---------------------------------|
| Supported by Union | Unsuccessful | Damages / Compensation | Cases outstanding at 31.12.2010 |
| 91 | 5 | £845,441 | 47 |

(d) Social Security Cases

| | | |
|--------------------|------------|---------------------------------|
| Supported by Union | Successful | Cases outstanding at 31.12.2010 |
| 14 | 7 | 7 |

6. EQUALITY & INCLUSION

The Southern Region's Equality Forum is now well established with Bi-Monthly meetings. The Forum is very active right throughout the Region and there are now several initiatives and events that the Forum either organise or are involved in.

For example, we now have an Equalities facebook website and this has been extremely beneficial for helping activists to network and keep in contact with each other and share experiences and information.

We have now run several successful Mandatory Equalities courses, Part 1 and Part 2 in which all GMB activists have to attend as part of their training. This has resulted in Branches and Workplaces now being more active and up to date with the Equalities agenda and this has certainly benefited our members.

In conjunction with the National Organising UMF project we have also organised a Community Leaders course for Vulnerable Workers based on encouraging young Polish men to become community sports leaders and have connected this to the Polish Club in Southampton. We are hoping that this will lead to more Community Leaders courses to help us develop our organising and equalities agenda within the GMB and the wider community.

We have now organised our third Regional Equalities Conference with the theme of Fighting the Cuts, this has been a huge success as lots of new young activists have come forward as a result of the Forum's activities in helping to develop Young Members. Our Young Members Officer, Rachel Verdin, has successfully developed a whole series of networking meetings and we plan to organise a whole series of training days for Young Members on how to get involved in the GMB.

The Conference had lots of pro-active discussion about how to build campaigns against the cuts, with the emphasis on how to build relations with community groups and build the GMB's organising agenda

We have been involved in several Pride events in the Region including, Brighton Pride, Thanet, Plymouth and Exeter to name but a few. These events enable us to raise the GMB agenda and the profile of equality within the union and wider community. We have also produced an equality leaflet for the Region to enable us to get the message out to our activists and members.

We continue to carry out excellent work with our Migrant Workers strategy, and have now trained several migrant worker activists on our [GMB@WORK](#) programme. Our training programme in terms of ESOL has gone from strength to strength as we continue to help our migrant workers members with their language skills.

We are pleased with the development and progress of our Regional Equality Forum and the good work that is being carried out. We are not complacent and are aware that much more can be done, but we are confident that we will continue to make progress in terms of the equalities agenda.

7. TRAINING

| (a) GMB Activists Basic Courses | | | | | |
|-------------------------------------|----------------|------------|------------|------------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| 2-Day GMB@Work | 19 | 149 | 65 | 214 | 428 |
| 5-Day Induction for New Reps Part 1 | 11 | 95 | 36 | 131 | 655 |
| 5-Day Induction for New Reps Part 2 | 9 | 68 | 33 | 101 | 505 |
| TOTAL | 39 | 312 | 134 | 446 | 1588 |

| (b) GMB Activists Courses | | | | | |
|--------------------------------------|----------------|-----------|-----------|------------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| 5-Day Union Learning Reps | 3 | 21 | 9 | 30 | 150 |
| 5-Day Union Learning Reps F/On | 1 | - | 10 | 10 | 50 |
| 5-Day Accompanying Reps | 3 | 19 | 4 | 23 | 115 |
| 5-Day Introduction to Employment Law | 1 | 7 | 3 | 10 | 50 |
| 5-Day Advanced Employment Law | 1 | 5 | 3 | 8 | 40 |
| 3-Day Stress at Work | 1 | 9 | 2 | 11 | 33 |
| 5-Day Grievances & Disciplinarys | 1 | 14 | 3 | 17 | 85 |
| 5-Day Equalities Part 1 | 2 | 14 | 10 | 24 | 120 |
| TOTAL | 13 | 89 | 44 | 133 | 643 |

| (c) Health & Safety Courses | | | | | |
|------------------------------|----------------|------------|-----------|------------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| 5-Day Health & Safety Part 1 | 8 | 73 | 22 | 95 | 475 |
| 5-Day Health & Safety Part 2 | 2 | 28 | 3 | 31 | 155 |
| 5-Day Advanced H&S Part 3 | 2 | 26 | 4 | 30 | 150 |
| TOTAL | 12 | 127 | 29 | 156 | 780 |

| (d) TUC Courses | | | | | |
|----------------------------------------|----------------|-----------|----------|-----------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| 3-Day Employment Law for Officers | 1 | 2 | - | 2 | 6 |
| 1-Day/Week/10wks Union Reps Stage 1 | 1 | 2 | 1 | 3 | 30 |
| 1-Day/Week/10wks Health & Safety Stg 1 | 1 | 1 | - | 1 | 10 |
| 1-Day/Week/10wks Health & Safety Stg 2 | 1 | 6 | 1 | 7 | 70 |
| 1-Day Green Workplace Reps | 1 | 1 | - | 1 | 1 |
| 3-Day Discussion Leaders | 1 | 1 | - | 1 | 3 |
| TOTAL | 6 | 13 | 2 | 15 | 120 |

| | | | | | |
|--------------------|-----------|------------|------------|------------|-------------|
| GRAND TOTAL | 70 | 541 | 209 | 750 | 3131 |
|--------------------|-----------|------------|------------|------------|-------------|

8. HEALTH & SAFETY

The Region continues to have a very pro-active agenda in terms of our support for Health and Safety. We have two mandatory Health and Safety courses which all activists have to attend. We have also been able to run in-house Health and Safety courses in major workplaces, in particular in Portsmouth Dockyard and Falmouth. These have been hugely successful and we are now looking to build on more training with other employers in terms of in-house courses.

We have also done some good work with a Health and Safety Inspector who was responsible for working with migrant workers and again this has helped us to promote health and safety to migrant workers, but also encouraged them to become active in the GMB. We are also running a Stress at Work course for our activists, who as a result of the cuts, are experiencing more and more issues of stress in the workplace.

There are a number of issues that we continue to be very active in supporting our members:

- 1) The Working Time Directive
- 2) Personal Protective Equipment
- 3) Stress
- 4) Accidents at Work.

Overall, our officers and activists have certainly indicated a big increase in health and safety problems at work and this has had a big impact on our members well being. We have approached this by encouraging and developing a pro-active approach as opposed to waiting for things to happen. We will continue to push health and safety as an organising tool for our members as well as ensuring that they are safe at work.

9. POLITICAL

As a result of the general election, the GMB lost supported MPs in Hove, Hastings & Rye, Dover and Thanet South. With strong support from the Region, we hung on in Sadiq Khan's constituency of Tooting, which was a main target of the Tories. We also put in significant support in Plymouth Moor View where we retained the seat.

In the local authorities the Region will be principally targeting Brighton and Plymouth in 2011.

Conclusion

Despite a number of difficulties, some of these self made by the financial problems referred to at the beginning, but some due to the economic and political situation, the Region has maintained its strong position and all the indications are that it has started 2011 strongly and ready to face the difficulties ahead.

SOUTH WESTERN REGION

1. MEMBERSHIP AND RECRUITMENT

| | |
|-------------------------------------------------|--------|
| FINANCIAL MEMBERSHIP | 49,736 |
| Section Financial Membership (by each Section): | |
| COMMERCIAL SERVICES SECTION | 12,680 |
| MANUFACTURING SECTION | 8,965 |
| PUBLIC SERVICES SECTION | 28,091 |
| Grade 1 members | 32,062 |
| Grade 2 members | 12,553 |
| Retired, Reduced Rate & Others | 5,121 |
| Male Membership | 25,500 |
| Female Membership | 24,236 |
| Total number recruited 1.1.2010 – 31.12.2010 | 4,852 |
| Increase/Decrease 1.1.2010 – 31.12.2010 | 568 |
| Membership on Check-off | 31,720 |
| Membership on Direct Debit | 11,923 |

The South Western Region continues to fully appreciate the hard work and endeavours of Branch Officials, Shop Stewards, Staff Representatives, Activists, Full Time Officials and Staff.

The GMB continues to be a campaigning union, working in all parts of the economy and defending both Public and Private Sectors against the Coalition Governments cuts. There is an alternative to the cuts and that is to pursue policies to get Britain growing again; boosting tax receipts, helping to close the deficit, the Banks and the very rich should be paying their fair share. Cuts will not support the recovery, they will hinder it.

Employment plays a key role in our communities and if the Government continues on the road to fragmenting work, destabilising employment and reducing people's confidence in the future, surely more and more people will question the values of the system and who it is meant to serve!

It is a sad reflection of our times that the present Government seem hell bent on replacing the caring society with a society based on "self first self last, and if there is anything left over let it be for self".

The challenges ahead, wherever they come from will be met head on by the Union and Region, and to those who continually strive to protect the interests of the GMB members, your endeavours are highly valued and the Region says to you all, well done, keep the GMB flag flying.

The Annual General Meeting of the South West TUC took place on the 23rd and 24th April 2010 in Croyde Bay, North Devon, attended by Rowena Hayward, Bristol based Organiser and GMB Representatives, Adrian Baker, Sarah Cook and Chris Price. Wendy Weston and Shamin Baloo, GMB Representatives from Bristol City Council were elected on to the South West TUC Women's committee and Race Committee respectively. The GMB's motion to the conference called for free school meals for primary aged, children, which was unanimously carried.

The South Western Region is proud to acknowledge the continued efforts of Brian Legg, relentless campaigner on justice for pleural plaques sufferers, on winning the Congress Regional Outstanding Achievement Award 2010 and Helen Davies and the South Wales Police Branch, who was presented with the Award for the Most Inspirational Equality Project for Organising at Congress 2010.

New Labour Leader, Ed Miliband made a good impression on GMB representatives from the Region when he met them in Bristol the run up to the Leadership Election. GMB Organiser, Ken Baker led a group of Gas Industry representatives when they met with Mr Miliband. They were seeking assurance with regard to the Ofgem Price Control Review, and the effect it might have on their pension schemes. Tony Williams and Ian Highton from Wales and West Utilities were impressed with the former Energy Minister's knowledge of the industry and his ability to answer questions.

New figures show that a pioneering Welsh Assembly Government Scheme to support companies through the economic downturn has so far helped keep 9,000 people in work. The data shows that ProAct, which helps business fund training to boost workforce skills, has so far supported more than 200 companies to the tune of over £20 million. In all, 9,023 people at 203 companies are being supported through ProAct and to date it has committed £23.3 million to companies across Wales, while 208 apprentices working at 34 companies have also been supported.

The initiative, which is an all Wales European funding project, was the first of its kind in the UK. The Labour led Welsh Assembly Government has listened to the social partners by extending the programme, which was initially available until March 2010, and is intended to be an investment in the development of the skills for our future economy. An initiative proposed to the Welsh Assembly Government by the Wales TUC with the GMB South Western Region as a prominent player in the discussions.

Pembroke CCGT Power Station in South Wales has become a brilliant success story for the NAECI and has proved that contractors can work in harmony with GMB to build an £800 million project on time and within budget. At Pembrokeshire, GMB members and major construction contractors have worked together through the NAECI to ensure that conditions for all workers are consistently fair. This modern approach shows that co-operation and negotiation are much better than the old fashioned control and command style of management.

Brendan Stack is a full time GMB and National Engineering Craft Committee (NECC) accredited workplace organiser at the site. He has regular meetings with management to make sure that issues are resolved quickly, to keep workers safe across all areas of the project. GMB's workplace organisers have done a brilliant job and the relationship between workers and management has led to high levels of productivity and low absenteeism. This example is proof of how valuable GMB workplace organisers and the NAECI are and shows why GMB urges all major contractors to use the NAECI as a matter of course on every major project in the UK.

Recruitment Targets and Campaigns

Recruitment initiatives and campaigns in all geographical areas of the Region and in all three Sections have been on going throughout the year and the South Western Region is pleased to report that the Region has continued to consolidate and increase its membership. The GMB@Work organisational strategy remains central to the union's membership growth. The thanks of the Region are extended to all Activists and for the efforts and endeavours of everyone involved in recruitment initiatives, undertaken during 2010. The regional in house education training programme has surpassed all expectations and is held in exceedingly high regard by Shop Stewards and Activists within the Region. Well done to everyone involved. Keep up the good work.

The issue of Equal Pay Claims has continued to generate interest and a steady flow of members continue to be recruited into membership. The Region and its Solicitors are looking at how the Employment Tribunal could speed up the process of hearing the thousands of claims that are still awaiting consideration. The huge number of claims submitted, under resourcing of the judicial system and the delay tactics used by the legal representatives of Welsh Local Authorities have all delayed progress being made.

GMB still believe that many Local Authorities will find it hard to defend their male only bonus schemes. Local Authorities will use the genuine material factor defence to argue that they do not discriminate on grounds of sex. If the Employment Tribunal decides that this defence has failed, it is expected that Local Authorities would reconsider offering settlements to those GMB members who have registered claims.

The Region believes GMB members should feel optimistic as a similar tribunal in Birmingham recently found in favour of several thousand female equal pay claimants. Although each claim was fact specific, it is believed that the circumstances of the employer in question were broadly similar to those of Welsh Local Authorities. GMB assures that it will continue to seek a resolution for all outstanding historic equal pay claims and also ensure that every Local Authority introduces equality proofed pay and grading structures in compliance with their legal obligations and the 2004 National Implementation Agreement.

Overview of Region's economic and employment situation

Following the election of the Coalition Government in May 2010 no one could have foreseen the effects of the new Government's policy to reduce the deficit by targeting public services. Among the devolved countries, Wales especially will be worst hit. The principality's budget is being slashed by 3.1% a year for each of the next four years. In simple terms, Wales will receive £1.8 billion less by 2014-2015. This bad news follows the finding of the independent Holtham Commission, which reported that the Welsh economy is already suffering from a lack of funding.

The South Western Region is engaged with the Welsh Assembly Government at various levels and will be fully consulted as the Assembly strives to protect essential Public Services and jobs while formulating its next budget.

Additionally the Region will be at the forefront in discussions with local councils throughout the Region in Wales and the South West in an attempt to challenge and address the impact of the cuts in funding.

It should be noted, the Coalition Government has conveniently used the deficit in finances to distort and exaggerate the problems in public finances for their own ideological objectives and now Public Services employees, who have made a vital contribution in helping people and businesses through the recession are being rewarded with a cocktail of job losses and increases in the amount they must contribute to their pension schemes. GMB is facing up to the harsh realities of the review but will not give up the fight for Public Sector improvement, based upon the key themes of democratic accountability, effective service delivery, and fairness and equality at work.

More than 9,000 people in the South West have been out of work for more than a year, an increase of 127% since the start of the last recession and many more jobs are set to disappear in 2011. The TUC analysis of official employment statistics reveals the number of people in the Region claiming Jobseeker's Allowance (JSA) for more than 12 months was 9,375 in November 2010, up from 4,130 in December 2007, the start of the last recession. Official Jobcentre Plus redundancy figures released in November 2010 show 7,561 jobs went in the South West between September to November 2010, an increase of six per cent on the previous three month period.

On the 26th November 2010 the Wales TUC held a Special One Day Conference in Cardiff. GMB Officers and Delegates from the South Western Region were in attendance when the main subject matter for discussion was the proposed cuts to Public Services by the Coalition Government. The Conference discussed motions put forward by all unions and agreed a campaign strategy of events for 2011, to be organised in conjunction with other affiliated unions.

One of the first casualties of the cuts is the cancellation of a development of a training college at RAF St Athan, South Wales. The cancellation of this defence project has dealt a savage blow to the Vale of Glamorgan jobs market which would have given a major boost to employment in the Vale of Glamorgan and the surrounding area. The development would have provided:

- Up to 2,500 training and support jobs
- Up to 1,500 construction
- A construction contract worth £700-800 million
- £60 million annual expenditure by the defence training college
- Approximately £500 million annual boost to the Welsh economy from operation activities
- Between £27,000 and £540,000 to local tourism

The Labour led Welsh Assembly Government had spent £5 million in support of the redevelopment plans for St Athan, which includes an Aerospace Business Park. The Coalition Government's decision to cancel development of the Defence Technical College (DTC) means that the Vale of Glamorgan will not see the promised benefits to local businesses and the jobs market. Welsh Assembly First Minister for Wales, Carwyn Jones said, "This decision is a huge disappointment and will be an immense blow to South Wales. The project would have led to the creation of thousands of training, support and construction jobs and would have seen significant opportunities for local suppliers." The Government's decision goes directly against repeated assurances that were made in the run-up to the General Election, when Tory politicians claimed they were committed to the project. The DTC would have provided significant help to the local economy of the Vale of Glamorgan and South Wales. Instead, the Coalition Government has betrayed the small businesses and local suppliers that had hoped to benefit from this investment for years to come.

Sweeping cuts to public spending and the GMB fighting to protect workers' rights might bring a strong sense of déjà vu to those members who are familiar with the history of the trade unionism in Britain. A century ago, when the Welsh trade union movement was still in its infancy, the people of the Rhondda fought for a pay rise of a halfpenny extra a week. They were supported by unions, but their claims were met with violence from their employers, the police and the state. Riots followed in the streets of Tonypany and troops were sent in to break the strike and evict people from their homes. As the strikers resisted, one man was shot and killed.

While remembering the sacrifice of our forefathers and mothers, who enduring so much to provide us with the type of country and work places that we now have, we as GMB members must also remember that the fight still goes on today. The Coalition Government may not be planning to send in the troops any time soon, but we cannot forget that this is exactly what Margaret Thatcher did only 25 years ago.

From the Tonypany strike to the fight against Thatcher's pit closures in the 1990's we know only too well the brutal realities of fighting for the rights of ordinary people. Faced with savage cuts inflicted on people who were not responsible for the greed and incompetence that caused the financial meltdown, we must remember the past, consider the present, and work with GMB to build our membership and branch organisation so that we can support each other through the tough times ahead.

To end this section of the regional report, below is poem by a "would be poet" from the Region.

The Last Shift

*Once again I glance at the clock
Willing it to stop its relentless tick, tock
I then cast my mind back over the years
Of a lifetime's work with my friends and peers*

*How different it was as a fresh faced youth I entered the gates
To begin my employment along with my mates
Knowing that we would be paid a wage at the end of the week
To help the family income to eke*

*How proud I was handing over my wages to my mother
Just keeping a little back in my pocket for luxuries to cover
Life seemed so simple back then
Through the eyes of us young men*

*Many years have passed in what seems a blink of an eye
 Cannot believe how time can fly
 I remember friendships made and lost
 Before an unseen hand changed lives with such devastating cost*

*What will the future now behold
 Now that the factory will fold
 Will there be other work to be found
 Or does the death knell of employment finally sound*

*As I shake myself back to reality
 I must get back in the world of normality
 I have no control over the situation I find myself in
 But must look towards a different life to begin*

*How quickly these last few minutes of the shift draws near
 I make a vow that life in the future should hold no fear
 Dawn will break and the sun still rise tomorrow
 And I am determined not to face the prospect with sorrow*

*The final bell rings and we all file through the gates at last
 And I take one last glance back at my past
 As one chapter closes on my life
 With luck and faith I will face the morrow without strife*

2. GENERAL ORGANISATION

| | |
|---------------------------------|-----|
| Regional Senior Organisers | 2 |
| Membership Development Officers | 3 |
| Regional Organisers | 10 |
| Organising Officers | 4 |
| No. of Branches | 153 |
| New Branches | 1 |
| Branch Equality Officers | |
| Branch Youth Officers | |

3. BENEFITS

| | |
|---------------------------------|----------|
| Dispute | Nil |
| Total Disablement | 4,000 |
| Working Accident | 1,423.60 |
| Occupational Fatal Accident | Nil |
| Non-occupational Fatal Accident | Nil |
| Funeral | 16,075 |

4. JOURNALS AND PUBLICITY

The Region has continued to play a considerable role in many issues affecting our members in the South Western Region and has played a significant role in the Welsh Assembly Government's Economic Summit meetings which encompasses all in Wales in the Private and Public Sectors. Rowena Hayward, GMB Officer attended a meeting of the South West TUC Executive/Public Services Summit meeting which took place in March 2010. The Region's involvement in these areas has proved to be extremely advantageous through the publicity and campaigning the Region has participated in and has continued to be reflected in recruitment successes, despite the downturn in the economy and contraction of the manufacturing base. The Region will continue to maintain its involvement in this area in what is envisaged to be a difficult period in terms of encouraging and sustaining economic growth for the future in the Region.

The Region continued in its endeavours to be a lead union in all campaigns in relation to the decline of manufacturing in Wales and support of the Public Services in Wales and the South West. The Region has continued with its involvement with the National Assembly for Wales, the Wales TUC, South West TUC, the Welsh Labour Party and South West Labour Party.

The Region continues to maintain its established contacts with all areas of the media and utilising the press releases generated from National Office and responding to regional issues that affect GMB members to maintain full exposure via the media wherever and whenever possible.

The Region has been actively involved in the Wales TUC and Welsh Labour Party and equally in the South West TUC and South West Labour Party.

The combined National and Regional magazine Nexus, which is distributed to all members in the Region, has continued to be successful and well received by our members. The production of this magazine is an important tool to maintain contact with our members and provides them with information that is of importance to them in their workplace, their lives in general and is also a useful recruitment tool.

The Region continues with its policy of using determining factors with regard to sponsorship being granted, with the main factor in granting requests for sponsorship are publicity for the Union and the promotion of Union membership. The Region continues to maintain a strategy of a reduced and careful budget for sponsorship and advertising.

5. LEGAL SERVICES

(a) Occupational Accidents and Diseases (including Criminal Injuries)

| | |
|-----------------------------------|--------------------------|
| Applications for Legal Assistance | Legal Assistance Granted |
| 352 | 352 |

Cases in which Outcome became known

| Total | Withdrawn | Lost in Court | Settled | Won in Court | Total Compensation |
|----------------------------------|-----------|---------------|---------------|--------------|--------------------|
| 268 | 84 | | £3,848,507.44 | | £3,848,507.44 |
| Cases outstanding at 31.12. 2010 | | 353 | | | |

(b) Employment Tribunals (notified to Legal Department)

| | |
|---------------------------|-----|
| Claims supported by Union | 264 |
|---------------------------|-----|

Cases in which Outcome became known

| Total | Withdrawn | Lost in Tribunal | Settled | Won in Court | Total Compensation |
|----------------------------------|-----------|------------------|------------------|--------------|--------------------|
| 110 | 40 | | 30 £57,636.36 | | £57,636.36 |
| Cases outstanding at 31.12. 2010 | | 154 | | | |

(c) Other Employment Law Cases

| Supported by Union | Unsuccessful | Damages / Compensation | Cases outstanding at 31.12.2010 |
|--------------------|--------------|------------------------|---------------------------------|
| | | | |

(d) Social Security Cases

| Supported by Union | Successful | Cases outstanding at 31.12.2010 |
|--------------------|------------|---------------------------------|
| | | |

6. EQUALITY AND INCLUSION

During 2010 all areas of equality continued to be perused and progressed using the structure at our disposal in getting equality issues over to our members, via Branch Officials, the Equality Forum and through our regional magazine Nexus and the Region is pleased to report that even more of our Branches are now producing their own newsletters where equality issues are highlighted and several branches have set up their own websites to progress all strands of union activities.

The Region continues to be involved actively on all the Equality, Race, LGBT and Pan Equality Committees in the Wales TUC structure and South West TUC, along with having a good representation in the Welsh Labour Party and the South West Labour Party.

The Region continues to hold the Black and Ethnic Minorities seat on the Wales TUC General Council and on the Wales TUC Executive Committee.

In line with the GMB@Work initiative, new Shop Stewards are encouraged to attend and take active roles in regional conferences, speaking and supporting motions on all aspects of race and equality in the workplace. The GMB continues to have good representation, attendance and participation at all events encompassing equality such as Wales TUC Challenging Racism Conference, Wales TUC Women's Conference and the LGBT Conference.

The Region's Equality Forum has nine members, four female and five males, with one of the male committee members of ethnic minority. From this Regional Forum, one of its number now represents the Region on the National Equality Forum.

7. TRAINING

| (a) GMB Courses Basic Training | | | | | |
|--------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| Introduction to GMB (9 days) | 6 | 34 | 16 | 50 | 450 |
| GMB/TUC Induction (5 days) | | | | | |
| GMB@WORK (2 days) | 12 | 74 | 46 | 120 | 240 |

| (b) On Site Courses (please specify subjects) | | | | | |
|-----------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| | | | | | |

| (c) Health & Safety Courses (please specify subjects) | | | | | |
|-------------------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| | | | | | |

| (d) Other Courses (please specify subjects / weekdays/ weekends) | | | | | |
|------------------------------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| Risk Assessment (3 days) | 1 | 5 | 3 | 8 | 24 |
| Trade Union and the Environment (3 days) | 1 | 7 | 1 | 8 | 24 |
| Accident Investigation (3 days) | 1 | 4 | 2 | 6 | 18 |

| (e) TUC (STUC & ICTU) Courses | | | | | |
|-------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| | 9 | | | 27 | 243 |

8. HEALTH AND SAFETY

The South Western Region has maintained its policy to provide a valued Education and Health and Safety Service, to our Representatives and Members in the Region in line with the organising agenda.

Regular distribution of up to date health and safety information and literature is distributed to all Branches and Health and Safety Representatives and topical information is included in the Region's regional magazine Nexus. The Region has actively continued its policy of promoting the importance of the issue of health and safety in the workplace in recruitment initiatives and campaigns.

YORKSHIRE AND NORTH DERBYSHIRE REGION

1. MEMBERSHIP AND RECRUITMENT

| FINANCIAL MEMBERSHIP | |
|-------------------------------------------------|--------|
| Section Financial Membership (by each Section): | |
| COMMERCIAL SERVICES SECTION | 13,991 |
| MANUFACTURING SECTION | 13,322 |
| PUBLIC SERVICES SECTION | 32,481 |
| Grade 1 members | 33,557 |
| Grade 2 members | 17,169 |
| Retired, Reduced Rate & Others | 9,068 |
| Male Membership | 29,317 |
| Female Membership | 30,477 |
| Total number recruited 1.1.2010 – 31.12.2010 | 7,437 |
| Increase 1.1.2010 – 31.12.2010 | 1,554 |
| Membership on Check-off | 36,531 |
| Membership on Direct Debit | 15,493 |

THE REGION

This section of our regional report is going to be remarkably similar to last years and I make no excuse or apology for that.

I reported to Congress last year that, with its policy of GMB@Work as the central theme of our agenda, we will manage through clarity, consistency and compassion to grow our region. So I set out below our proud progress throughout 2010, but have gone further and set out our business plan for this year so that delegates can see not only what we have done, but what we have planned around GMB@Work to ensure our continued success.

Despite foreseeing 2010 being a difficult year economically, and in order to build on the region's fantastic success in 2009, we once again set ourselves very ambitious targets for 2010 including growing our membership, growing our activist base and the functioning of our branches to play their full part in the democratic process of the region.

On membership we **GREW** by a very pleasing 1554 (2%) and finished the year just short of 60,000 members, the highest membership in the region for very many years. For the third year running we not only appointed, but actually trained more reps than the previous year and this tells us that, as our army of activists grows so will the strength and stability of the region as they deliver the GMB@Work agenda.

And despite all of our efforts to recruit new membership, we never take our eye off the ball of retaining and looking after our existing membership base and our performance of one of the regions with the lowest drop out rate is very satisfying.

I report monthly on progress on all of these GMB@Work key areas to the Regional Committee and 6 monthly to Regional Council and the accountability is welcomed all round.

Our website remains our key communication tool with our membership and remains up to date, relevant, attractive and user friendly. But this is no substitute for face to face contact and we held a series of branch roadshows across the

region and our November branch activist weekend was once again a resounding success with over 100 activists, many of them brand new, giving up their weekend to share their views, on how, together we can grow the union further.

Our learning and organising project continues to bring major benefit to our members and is a key tool to our recruitment strategy, not least in respect of our migrant working and those who earn their living through sport.

So I hope that this gives delegates a snapshot of our activity throughout 2010 and I set out below the region's **AGREED** Business Plan for 2011:

1. Through GMB@Work and using both regionally and nationally agreed targets, we will grow the region in 2011
2. 2011 will be a difficult year, so we will support our activists better than ever before to deliver on behalf of our members
3. We will focus almost exclusively on 3 areas:
 - a) Recruitment maximising the value of recruitment weeks
 - b) Consolidation
 - c) Retention
4. Continue to direct resources to frontline organising
5. Explore developing technology to speed up communications and at the same time reduce costs
6. Develop further the region's fledgling work in communities and with like-minded groups
7. Cement the link between the region, branch, workplace and our members through vehicles such as branch roadshows, branch awards and the annual weekend branch event.
8. Through membership and activity we will forge closer links (and therefore be more influential) with the Labour Party at constituency and district level.

ECONOMIC & EMPLOYMENT SITUATION

COMMERCIAL SERVICES SECTION

Sectional membership in the region as at end December 2010 was 13,994.

Consumers became increasingly pessimistic about the state of the economy and their own finances up to December 2010 according to local newspaper reports with six out of ten people worried they won't have enough money to live comfortably during 2011. According to the Samaritans, 37% are worried about losing their job. About 56% are worried they will suffer directly as a result of austerity measures with a quarter worried about losing their homes.

Figures from research firm Equifax in December showed there was a 3.2% increase in business failures in Yorkshire and the Humber against the same period in 2009 when 517 businesses fell by the wayside, Yorkshire being only one of two areas to see an increase in insolvencies. For those that did survive the trading year it may be this was achieved at the cost of growth given the unemployment figures rising much to the chagrin of the ConDems who insist their way is the only way. There has yet to be any evidence of an increase in the private sector job market taking over from the public sector.

Pay freezes are predicted for one out of ten pay groups with a median of a 2% increase forecast in the private sector despite doggedly high inflation rates, irrespective of which is used, i.e. CPI or RPI. Increases to VAT in January 2011 and the general cost of living as measured by the various indices means that most employees' pay will continue to chase inflation. XpertHR say that any tentative signs of a pick up are set against and hinges largely on whether the fragile economic recovery gains pace. Interestingly, figures from IDS showed that the total earnings of FTSE 100 directors increased by 55% in 2010 – 'we're all in it together', yeah right, that obviously only applies further up the ladder.

In retail, the first quarter of 2011 will be make or break. The sector is set to suffer a wave of administrations, closures and job losses. Many retailers introduced pre Christmas promotions and discounts earlier than normal to drive sales. At the time of writing, sales figures were hit and miss partly due to the bad weather which some may have hidden behind. The figures are also obscured by a number of issues such as what happens when interest rates start to rise, when HMRC tighten up on 'time to pay' agreements and where insolvencies traditionally rise as an economy comes out of recession.

Against that backdrop, whilst the regional economic and employment situation remained grim throughout 2010, membership grew both in the section and the region, i.e. by 2.7% over the period, positive news indeed.

Energy & Utilities

| Organisation - employee group (nos. covered) | Effective date | Period (months) | Terms of latest award |
|-----------------------------------------------------------------------------------------|----------------|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Biwater - all (950) | 1.4.10 | 12 | Initial three-month pay pause followed by average salary increase of 2% from 1 July, worth 1.5% on an annualised basis. |
| CE Electric - DJC administrative staff (191) | 1.4.10 | 12 | 12-month pay freeze. |
| CE Electric - industrial staff (1,100) | 1.4.10 | 36 | Third year of three-year deal: 0.33% pay increase. |
| EDF Energy, Existing Nuclear (formerly British Energy) - all (5,000) | 1.7.10 | 12 | 2% increase on base pay and allowances from 1 July 2010, with an additional 1% increase from 1 January 2011, worth a total of 2.5% on an annualised basis. |
| National Grid - industrial grades (3,000) | 1.7.10 | 36 | Second year of three-year deal: base rates and allowances rise by 1.25%. |
| National Grid - junior and middle management (800) | 1.7.10 | 12 | All-merit rises distributed from a 2.3% pay pot. |
| National Grid - junior and middle managers (800) | 1.7.09 | 12 | All-merit rises distributed from a 1.5% pay pot. |
| National Grid - senior managers (100) | 1.7.10 | 12 | All-merit rises distributed from a 2.3% pay pot. |
| National Grid - senior managers (100) | 1.6.09 | 12 | All-merit rises distributed from a 1.5% pay pot. |
| Scottish Power Energy Wholesale - engineering, administrative and clerical grades (460) | 1.4.10 | 24 | First year of two-year deal: 2.5% basic pay rise. |
| Severn Trent Water - production grades (200); staff (4,600) | 1.7.10 | 12 | 2% basic pay rise. |
| Yorkshire Water - employees covered by collective bargaining (2,000) | 1.4.10 | 60 | First year of five-year deal: November 2009 headline RPI (0.3%) plus 1%. Additional 1% paid as a non-consolidated lump sum. |

Northern Gas Network (formerly United Utilities) As well as a transfer of employment at the end of the year, 2010 has seen protracted negotiations around shifts and working hours. Agreement was reached following consultation with union members on a new shift pattern that enhanced basic pay, only for the employer to revert to the previous way of working without any consultation within a month of its implementation. Legal advice is currently being sought over what is believed to be a breach of contract and senior workplace organisers have sought an emergency meeting with the employer to resolve the matter. A longstanding issue over pensionable pay has recently been resolved in members favour and the employer has agreed to pay compensation, the finer detail is still being discussed. Workplace organisers will meet in early 2011 to discuss the next pay claim.

Yorkshire Water Pay talks concluded in early January 2010, with the offer of an increase linked to inflation with an element of non consolidated performance related pay over 5 years being accepted by union members. 2010 saw significant change in the mid level management ranks following on from the companies five year operations review, many left the business whilst others were redeployed.

Severn Trent Water After lengthy pay negotiations a 2% pay increase was eventually imposed on our members, despite this offer being rejected by 80% of members who voted in the ballot. The result of the ballot was not surprising as inflation stood at 5% and the company had just announced an 18% increase in company profits for 2009/2010.

UK Coal This energy resource still plays a vital role in the South Yorkshire economy and beyond with about 28% of Britain's electricity generated from coal with three of the remaining five UK Coal mines located in Yorkshire. During the cold spell at the end of 2010, electricity supply to the national grid peaked at 47% demonstrating that large parts of the country would be without heat and light if the nation's sixteen coal fired stations were switched off. (Over the same period wind farms and other renewables supplied only 0.4%!) (Source: Yorkshire Post)

Total UK Coal production for 2010 increased to 7.2m tonnes successfully negotiating its way through low coal prices and a collapsing property market. They are "cautiously optimistic" that deep and surface mines are back on track to make a small operating profit.

Production at Kellingley was halted for a number of weeks towards the end of 2010 due to an underground fire. The fire is now out and the mine is now back in production but nitrogen is still being pumped into the area to reduce the risk of reigniting. Members continued to receive normal pay whilst the mine was closed. This may have a knock on effect for the new financial year.

Monckton Coke & Chemicals Royston Barnsley 1st June 2010, 2% pay award plus 25p per hour increase on night shift allowance, improvements in attendance bonus and sick pay scheme.

Connaught Compliance Gas Services Ltd Have TUPE transferred to British Gas Services Commercial Ltd in October 2010. GMB has a recognition agreement and has also managed to negotiate a 2.2% pay increase for staff which is the first rise for these staff for many years.

C.E. Electric The company is now in the 3rd year of its pay deal which means that new negotiations will commence in 2011. The major industrial relations issue is and remains the consolidation of Northern Electric and Yorkshire Electricity on to one set of terms and conditions. This issue has progressed over the duration of the current deal and we hope to conclude the matter in the next deal.

Food, Drink & Leisure

Asda Stores continued as a national target. The organising team had planned activity on a number of occasions through the year with support from officers responsible for Asda stores. Although some reps have stood down due to retirement etc during 2010, we have gained new reps who are keen to organise and grow the union within their workplaces. Specific health and safety training was done especially for the workplace organisers in Asda Stores to encourage them to communicate with the wider workplace through this process, and had a good attendance with almost all reps taking part, with great feedback for the content.

We intend to carry out more specific training in relation to Asda's grievance and disciplinary procedures, to support the GMB training already received by reps. A different tact was taken by officers in relation to leafleting, with a more softly, softly approach, resulting in a steady growth in membership, although it is believed with more communication on a regular basis with the workforce by workplace organisers, that the increase month on month could be far greater. We have created a monthly Asda Stores newsletter for all staff which also has a membership form on the back and intend to continue producing this throughout 2011. November and December's newsletter also had a prize draw entry included on it with prizes being funded between the two Asda Stores branches, and final figures for recruitment from this look promising. Some stores have given us direct access to see staff in rest areas which is outside the usual Asda agreement and we hope to continue this along with looking forward to being able to recruit directly with the agreement of Asda in target stores within our region.

In March 2010 a HR 1 form from ASDA in relation to them redeploying staff from their site to the Home Shopping warehouse in Morley. No compulsory redundancies were sought as redeployment applied. There has been less recruitment going on in Asda stores as reps have reported much less activity around possible inductions.

Asda Stores are constantly being targeted for recruitment and organising activity by Reps, the ROT team and Officers. New reps are coming on board but low membership levels in some stores is creating a difficulty for reps being recognised, in particular at the Doncaster store where we have a new very keen Rep who is not being recognised by the store. A grievance regarding the treatment he is receiving is to be heard shortly by another store manager. Hopefully this will resolve the local issue. The interest the situation is causing is generating new members at this store. Reps have all received two day H&S training.

Wilkinsons Membership in the region has remained static at around 1700 for the last 12 months. After many months of national negotiations a pay increase of 2% was accepted by our members. Regular quarterly reps meetings are taking place at DC1 and reps training is being organised for store reps.

Barnsley Premier Leisure Outsourced provider of leisure facilities, no pay increase agreed for 2010, Organisational re-structure through this year involving some voluntary redundancies. Expect to see cuts next year due to local authority budget cuts passed on to the Organisation via funding.

Tradeteam Ltd Sheffield 2 year pay deal from 1st March 2010, first year increase of 2% and again in 2011.

Arla Foods, Settle They have announced that they will be ceasing butter production at their Settle site by the end of 2011. Production will be moved to Westbury Dairies, which may result in 18 jobs being lost at Settle. Consultations with the company are looking to reduce the number of potential job losses. Also the Learning & Organising Together team will be providing support to any staff affected.

Arla Foods, Leeds Membership continues to grow with approx 85% density in the dairy section and 95% in the transport section. Transport section received 4% pay rise for 2010/11 having taken a pay freeze the year before. The company are currently reviewing rotas after the loss of a major contract with Tesco which should not result in any job losses. However the rota changes could be detrimental to some of our members. The intention is to build stronger links regionally and as the GMB only has membership within the Yorkshire & North Derbyshire region, and Arla have announced they are building a super-dairy in the south, I intend to seek joint recognition along with the other unions.

Club Stewards Membership remains constant with branch secretary Lesley Day doing excellent work in providing members in this section with top class representation which has increased somewhat due to the fact that the CORCA agreement has now been scrapped by the employer nationally.

| Organisation - employee group (nos. covered) | Effective date | Period (months) | Terms of latest award |
|----------------------------------------------------|----------------|-----------------|-----------------------------------------------------------------------------------------------|
| Arla Foods - negotiated distribution staff (1,000) | 1.4.10 | 12 | 3% basic increase, plus an additional 1% in compensation for changes to terms and conditions. |
| Arla Foods - negotiated production staff (1,000) | 1.1.10 | 15 | 3% increase to hourly rates, plus a one-off non-consolidated payment of 7pound;100. |
| Arla Foods - non-negotiated employees (1,000) | 1.1.10 | 12 | 12-month pay freeze. |
| Asda Stores – Hourly paid retail (142,420) | 1.10.10 | 12 | 2% basic increase for sales assistants |

Security

Membership in the region currently stands at around 1000.

The majority of the membership work for G4S, Securitas, Loomis and Security Plus Ltd and are covered by GMB national agreements. The industry has seen a number of changes in 2010, significantly Securitas losing the Telereel / Trillium contract to G4S resulting in the transfer of approximately 100 staff in our Region. G4S on the other hand lost the Morrisons retail contract in our region resulting in around 60 staff transferring to Cardinal Security. G4S Care & Justice are currently in the latter stages of a competitive bidding process for the contract and should be informed whether or not they have been successful in January 2011.

G4S Membership growth within G4S continues slowly this is a result of cut backs within G4S and contract losses however there are plenty of opportunities to recruit on the back of TUPE. The announcement of Court closures in our region may result in Job losses in the future.

Securitas Inductions sessions in Wakefield continue to be covered by the region, although new starters attending sessions has reduced however there are plenty of opportunities to recruit on the back of TUPE.

Security Industry Authority An announcement was made during the year, following the ConDem government's drive to reduce quangoes as they see it, that "there should be a phased transition to a new regulatory regime" for the security industry which is awaited with interest.

Airports

Robin Hood Airport, Doncaster/Sheffield (RHADS) - (Peel Airports, Penauille Servisair, Securicor) Peel Airports sold a majority share to Vancouver Airports, a Canadian company with a global portfolio in the aviation industry. Membership has increased slightly and reps have completed their basic training. There has been a consolidation of membership at Servisair and negotiations on pay and terms & conditions are now conducted under a new national agreement.

In October, Securicor won the contract from G4S for providing security at RHADS. Membership is on the increase and there is a new rep in place. RHADS will lose all Easyjet flights from January 2011 which resulted in proposals to reduce contracted hours. Consultations are currently ongoing.

Action Housing and Support - Membership levels continue to steadily grow and GMB density is now at 63%. Monthly reps' meetings have continued and have been extremely helpful for reps when representing our members, particularly at joint quarterly meetings with the company (JNCG). As Action Housing contracts are tendered from local authorities there has been a reduction to some contracts and others lost to predominantly non unionised companies. This led to a pay freeze for 2010 and in line with local authority cuts there are expected difficulties for our members in 2011.

Road Transport Distribution

PPL YODEL (formerly DHL) 2010 proved to be a challenging year for employees in the YODEL business. At the beginning of the year DHL announced that it was selling loss making parts of the business to Parcelpoint, a company owned by venture capitalist brothers the Barclays. Following consultation the transfer went ahead in February. Parcelpoint's management team said that there would not be any major changes throughout the course of 2010 and that they would spend the year assessing the business with a view to making necessary change the following year. In September the company announced the centralisation of their mail sort operation to Wednesbury in the West Midlands meaning closures of depots around the country, Yorkshire stands to lose Morley Hub and Keighley depot. Consultation talks continue with the company with a view to minimising the impact on employees at these sites. It is expected that any redundancies will not take effect until summer 2011.

In partnership with our regional Learning and Organising Together team we have agreed with the employer to open a learning centre at the Morley depot, with the provision of several PC's a printer and internet access making learning at work directly accessible to members on site.

3663 Swithenbank Membership continues to grow steadily due to a number of issues facing drivers throughout the year, and as a direct result of the great work carried out by our workplace organiser at the Bradford site in dealing directly with management. We intend to draw up a recruitment plan in 2011, which will include carrying out regular meetings at the workplace and holding recruitment sessions on site, with more emphasis on the warehouse and office areas. We are looking to having a newsletter and other materials translated into Polish as there has been an increase in this particular group into the workforce.

| | | | |
|-----------------------------------------------------------------------------|--------|----|---------------------------------------------------------|
| TK Maxx Shared Services - distribution: hourly paid employees (1,961) | 1.4.09 | 12 | 2% pay rise. |
| TK Maxx, Shared Services - distribution management (260); head office (291) | 1.6.09 | 12 | 2.5% basic increase. |
| TK Maxx - UK employees (1,752) | 1.6.10 | 12 | 3% merit pot for individual performance-related awards. |

Safestyle/Windowstyle Barnsley From 1st January 2011 1.85% increase on basic rates, 1 days extra bereavement leave, ½ days additional leave entitlement and increase in employers pension contributions.

Chemicals

Pay settlements showed a mix of outcomes during 2010 with the median award being 2%. A marked reduction in pay freezes coupled with more overtime being worked shows the sector is beginning to emerge from the recession.

| | | | |
|--------------------------------|--------|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| BASF - head office staff (220) | 1.4.10 | 12 | 2% increase on salary bands plus an additional 1% of paybill allocated to fund individual merit and associated awards. Employees also received non-consolidated bonuses based on individual and company performance, ranging from nil to 30% of salary, and averaging 12%. |
|--------------------------------|--------|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| | | | |
|---------------------------------------------------------------------------------|--------|----|----------------------|
| Robert McBride, Bradford - operatives, semi-skilled and junior management (400) | 1.7.09 | 12 | 1.5% basic pay rise. |
|---------------------------------------------------------------------------------|--------|----|----------------------|

MANUFACTURING SECTION

Manufacturing in the region appears to be in a state of uncertainty as the figures give a mixed view. The EEF (Engineering Employers Federation) is predicting growth of 3.5% in manufacturing in comparison with 2.1% across all sectors. However, the EEF conducted a poll of more than 500 firms which concluded 20% were still worried about the future.

Manufacturing output increased by 5.8% from the year start to October 2010 but the latest figures for the economy showed a reduction of 0.5% growth overall.

The Government cuts and tax increases have not been factored in and no current figures are available at present but the forecasts for the next 12 months are mixed.

The truth is no-one can actually predict the growth of manufacturing or the economy in general, but the shock figures of a 0.5% reduction is worrying.

Rhodia Leeds & Halifax

Rhodia Leeds a recognised workplace is due to merge with Rhodia Halifax around June 2011. I have been visiting staff at the Halifax site along with the Leeds shop steward, Andy Johnson to distribute recruitment material and engage directly with staff. This has seen an increase in membership at the Halifax site and we are looking to gain recognition for this site in the not too distant future. We have been involved in advising members about new contracts as a result of the merger and have an assurance from the company that harmonisation of pay and conditions will be completed by 2012. Those being made redundant from the Leeds site are being spoken to about continuing their membership and retention packs have been prepared. A pay offer has been rejected by the members at the Leeds site and talks are ongoing. When a settlement is made it is likely that Halifax site operatives will be given a higher increase to work towards harmonisation to work colleague's wages in Leeds.

Rocol

Any issues are usually very competently dealt with by the shop stewards on site. However, this year's pay offer seems to be a sticking point in that there is a 50/50 split on acceptance/rejection. Rocol have continued to have reasonable pay rises over a number of years except when they accepted a pay freeze around 2008. This year's pay offer is 3% and some members feel that as they supported the company when they were having difficulties, that this should be returned in a higher pay offer this year as the company continues to thrive, even in the present economic gloom.

IMI Yorkshire Fittings (Leeds)

The company has had a number of redundancies although these were on a whole voluntary, but there are likely to be more in the future. Pay talks were a struggle last year with the company wanting a pay freeze. Members voted to take action which resulted in the company offering a pay rise which was accepted. The long standing shop steward, Ray Brown who has done excellent work on behalf of the GMB over the years retired recently, but continues to work as branch secretary, and has handed the reins as senior shop steward to Martin Moorhouse. It is thought that the Leeds site may eventually close with all operations being transferred to the Doncaster manufacturing site.

Burberry's

Following the closure of the Rotherham factory, the Castleford site is now working at full capacity and they have introduced a night shift.

We have now a new shop steward and we hope that this will lead to an increase in membership.

Spectrum for Arcadia

We have had a very acrimonious dispute with the company over Christmas and New Year working arrangements. This was finally resolved in the 11th hour following the intervention of ACAS. The company's stance on this matter has resulted in an increase in membership.

Remploy

The difficulties continue with this company at a national level.

BCIA

An increase of 2% on all rates of pay backdated to 1st October 2010 was agreed on the 15th October 2010.

Ellis Furniture

Whilst 2010 has not seen any further redundancies, workers reverted back to a four day week from October through to the end of the year, having spent most of 2010 working five days a week. Management are hopeful that the order book for 2011 allows for an increase back to five day working.

In partnership with our regional Learning and Organising Team we have agreed with the employer to open a learning centre at Ellis Furniture, with the provision of several PC's a printer and internet access making learning at work directly accessible to members on site.

Carillion

Employees transferred back into Yorkshire Water on 1 April 2010, after being outsourced over 10 years ago and having gone through several transfers. Despite the company wide Carillion pay freeze members did not lose out as through negotiations with Yorkshire Water following the transfer, members agreed to accept the 5 year pay deal backdated.

Hanson Brick

Hanson's Howley Park site has managed to continue production throughout 2010 without further job losses, following the closure of many of its other brickworks plants towards the end of 2008.

Whitby & Chandler Ltd, Penistone (near Sheffield)

Anniversary 1st June, award 2% across the board from 1st June 2010.

Premdor Barnsley

Anniversary 1st January, 2011 pay freeze.

Safestyle Wombwell Barnsley (previously Windowstyle)

Anniversary 1st January, award 1.85% on basic rate, 1 extra days bereavement leave, ½ days extra holiday and an increase in the pension cap for shop floor employees, implemented from 1st January 2011.

Sanofi Aventis Thorncliffe Sheffield

Anniversary date 1st January. Following negotiations, anniversary date moved to 1st April, award from 1st April 2011 3.25% across the board.

Chapmans Agricultural Sheffield

Anniversary 1st February, award 2.5% from 1st February.

Corus Engineering steels (now TATA)

Anniversary 1st April, award 3.25% from 1st April.

Firth Rixson Metals Group, Sheffield Rotherham & Glossop

Anniversary 1st October, award all hourly paid employees received an increase of £9.30 from 1st October.

Multiserv, South Yorkshire Agreement

Anniversary 1st January, award 3.25% paid from 1st December 2010 plus £250 one off payment.

PUBLIC SERVICES SECTION

Membership of the public services section within the region stands at 32,481. This is an increase of 1,724 on last year.

The last 12 months have continued to be some of the toughest yet for our membership who have faced pay cuts and pay freezes, job losses, threats of redundancy and the unpicking of national and local terms and conditions, all against a backdrop of economic recession, rising prices and government sponsored hostility towards any public service and those providing it.

We have worked hard in the region to support and co-ordinate our response to these challenges by ensuring we support and co-ordinate our public service activists, branches and officers in the field.

Local Government

We have continued to convene the local government 'core' group which brings together all senior local government representatives within the region and their officers. This forum has allowed us to share problems and solutions, develop strategy and co-ordinate recruitment and organisation in our councils.

The core group has been particularly active in determining and co-ordinating GMB response to the government cuts programme which began to manifest itself in the later summer of 2010 with HR1 notices and notices of intent to dismiss and re-engage.

We have worked closely with our Labour Party comrades within local councils to both mitigate the impact of local council cuts and ensure that 'blame' is firmly laid at the government's door.

GMB local councillors and local authority representatives and officers have continued to meet regularly to review and agree strategy. Councils have responded in a variety of ways to the government cuts programme. Our negotiations have put protecting jobs and terms and conditions at the top of our agenda. Members are being kept well informed on developments, consulted on any proposed agreements and where appropriate, given leadership to fight back where councils have sought to go too far in either sacking staff or slashing terms.

It is not a coincidence that the first industrial dispute in the region over a council's over zealous response to the cuts looks set to be in Sheffield City Council which is Liberal/Tory led.

During 2010 we carried out an audit of GMB organisation within local councils to establish:

- Our real level of organisation and preparedness for the battle ahead
- Our membership density
- Target areas for consolidation.

Having identified active reps as opposed to those 'on the system' we set about building on what we had with reps to grow GMB in local government. The resulting increase in recruitment and organisation is a testimony to the effort and commitment of our reps and officers and helped to sustain the whole region's overall growth during 2010. For the record local government recruitment in 2010 was:

| | |
|----------------|-----|
| Leeds MDC | 785 |
| Bradford MDC | 420 |
| Sheffield CC | 372 |
| Rotherham MBC | 247 |
| Barnsley MBC | 216 |
| Kirklees MDC | 189 |
| Calderdale MDC | 101 |
| Doncaster MBC | 96 |
| Derbyshire CC | 67 |
| Wakefield DC | 41 |
| City of York | 22 |
| Craven DC | 15 |

Overall local authority recruitment was significantly up on 2009.

Equal Pay Campaign

We continue to campaign for pay equality and to organise and recruit on this key issue. We have taken a robust approach on equal pay claims with councils in the region reaching satisfactory negotiated settlements for mainly women members in York, Barnsley, Wakefield, Bradford, Kirklees and Calderdale on the back of a vigorous litigation/organising strategy.

In Leeds City Council the newly elected Labour council, replacing a discredited Liberal/Tory coalition took immediate steps to reverse the coalition's no negotiation stance in the face of and on the eve of a six week employment tribunal involving 4,500 GMB claimants. A satisfactory negotiated settlement is being finalised.

Further equality based litigation and organising campaigns are being put in place within the region in response to some council's misguided reaction to the government cuts programme. Councils are implementing measures such as incremental progression freezes which even their own equality impact assessments show to be discriminatory in that they adversely and disproportionately impact on women and ethnic minorities.

Local Government Contractors

We have continued to map and better organise contractors within the region. We have created a contractors branch, grown our reps in contractor companies, identified lead officers and reps who report to the core group and campaigned on issues across Chartwells, Kier, Mitie, Sodhexo, ISS and others.

Schools Support Staff

Over the last academic year we recruited 1402 school based members. Our schools membership density has reach 35%. We have just short of 9,000 school based members.

Our school support staff forum has gone from strength to strength meeting bi-monthly and regularly attracting 30 plus school based reps. Minutes and campaign documents are produced as a result and this has led to high profile regional campaigns on assaults on staff, administering medicines in schools and anti-academies. Although the number of schools opting to become academies in the region is relatively low we have engaged with all schools in the region with the 'health warning' and with all staff in each of these schools which have opted to go down the academy route.

Southern Cross

We have recruited 331 members during 2010. Our Southern Cross membership density is currently 47%. This compares to a density of 8% in May 2006. We have mapped every home in the region, grown our reps within the company, established a regional Southern Cross reps committee which meets regularly and drives our campaigning strategy in the region. We have an active Southern Cross branch with a membership of 956.

During the recent pay campaign we conducted, met and balloted every home in the region. We secured a 50% turnout and a massive mandate for strike action.

We continue to campaign for decent terms and conditions for this beleaguered group of members.

NHS

We have 2,221 members in the NHS within the region. During 2010 we recruited 420 new members. Since our last congress there have been many changes to the NHS as the intentions of the Conservative government begin to emerge. It is clear that they are in the process of asset stripping the best and most profitable sections of the NHS in preparation for privatisation.

Kirklees District Community Health which covers Kirklees, Calderdale, Huddersfield and Dewsbury, has recently submitted a bid to the Strategic Health Authority to become a Social Enterprise. The bid will be formally accepted early in February. This will mean that community nursing and care services will by the end of March begin the transfer of services to the private sector. This will be done via two G.P. consortiums. The first of which will be the North Kirklees Health Alliance which will include 31 G.P. practices. The second will include 42 G.P. practices with 1005 sign up by G.P.'s across the area with one commissioning board in place to oversee the enterprise. All 'provider services' will go and staff will transfer under TUPE arrangements. There is no guarantee that following the transfer staff will retain their current terms and conditions of employment.

We are advised that in the future, the G.P. consortium will probably look for the cheapest way to provide services and there is no guarantee that nursing care will not be transferred again to a private health care provider. Contracts to care going to the lowest bidder without consideration to patients or the staff who will provide that care. It is also apparent that hospitals are reviewing the length of time patients stay in hospital and how quickly they can be discharged with care provided in the community. They will give no guarantees for job security. We are clearly on our way back to the Thatcher method of 'don't care in the community.' On a brighter note, we have gained recognition and a written agreement will be signed soon.

North Yorkshire, Lincolnshire and York PCT are in the process of dispersal. They currently provide community nursing and mental health services from South Tees to North Yorkshire, York and Airedale. The nursing services will be divided amongst South Tees hospital, Harrogate hospital, Airedale hospital, York Hospital and Bradford Care Trust. The mental health service currently provided by York and Selby Mental Health Trust are to be merged with Leeds Partnership (mental health) Trust. There will be many redundancies as a result of the merger of community health services and it is not yet clear how many people will lose their jobs. Voluntary redundancies have been accepted and the first group of staff will go at the end of March.

We have gained recognition which will transfer to all hospitals from the 1 April 2011.

Wakefield and Dewsbury Community Health Services are considering Social Enterprise and are in discussion with commissioners. We await further news. Castleford hospital has merged services with Mid Yorkshire hospitals and recognition under TUPE has been requested.

Throughout the NHS and despite the lie from David Cameron to 'protect the NHS', each hospital across the region has been forced to make 'efficiency savings' of between £11 million to £15 million this year with more to be saved next year. Job losses, down banding, ward closures, reducing or cancelling cataract, hip and knee operations and none emergency operations are the first to go. We are already seeing people laying on trolleys waiting for beds. In Barnsley hospital a patient waited 19 hours on a trolley for a bed over a weekend.

At Leeds the staff are exhausted and distressed. They are at the point where they cannot physically do any more. They are in the disgraceful position, due to staff shortages, of having to provide only the very basics to patients. They have a deficit of £59 million which will get worse in the coming year.

Rotherham hospital asked full-time officers to attend an emergency meeting where we were asked to accept reductions in pay and terms and conditions of employment in an effort to make further savings. GMB and other trade unions refused to accept their offer and we await the next offer.

Sheffield remains problematic as staff have been told that they have been paid too much for working nights and weekends. It would appear that Unison have agreed to this on behalf of all staff. We have asked to be recognised and need branches to attend Sheffield Trades Council to gather support. We have submitted a TUPE request for recognition to Sheffield Teaching hospitals and await a response.

At Barnsley hospital they have closed wards, reduced beds and down banded highly skilled theatre staff in their efforts to make efficiency savings. GMB are in the process of considering legal challenges and will consult with members on what further action can be taken in the very near future.

Recruitment continues to increase and I place on record my thanks to all NHS reps for their hard work and support.

West Yorkshire Police

West Yorkshire Police as with many public services have already been faced with redundancies and a number of our members are also under further threat of both redundancy and re-structuring of their workplaces. However, in spite of this the convenor, Sandra Berwick and shop stewards continue to work hard to support and retain members and recruit new members and shop stewards.

The branch holds monthly meetings and has a regular attendance of shop stewards. However, we are looking at ways of attracting the wider membership to be involved in these. We are working together to plan visits wherever there are police support staff stationed and will continue this plan throughout 2011.

2. GENERAL ORGANISATION

| | |
|---------------------------------|-----|
| Regional Senior Organisers | 3 |
| Membership Development Officers | 1 |
| Regional Organisers | 16 |
| Organising Officers | 4 |
| No. of Branches | 102 |
| New Branches | 4 |
| Branch Equality Officers | 41 |
| Branch Youth Officers | 21 |

3. BENEFITS

| | |
|---------------------------------|------------|
| Dispute | |
| Total Disablement | |
| Working Accident | £2,012.80 |
| Occupational Fatal Accident | |
| Non-occupational Fatal Accident | |
| Funeral | £33,712.50 |

4. JOURNALS & PUBLICITY

The magazine, as always, proves to be invaluable in terms of highlighting GMB campaigns and success stories to our members. The additional copies supplied are used extensively across the region as a recruitment and organising tool. Each issue sees an influx of new applications to join as a result of the form on the inside back cover.

The 'Getting Organised At Work' members' handbook, which is supplied to all new members and provides information such as building GMB in the workplace, facing workplace issues and GMB's benefits and services, has been re-designed and now looks fresh and vibrant.

The regional website is continually being improved and updated. Press releases, both regionally and nationally, are uploaded on a daily basis as are any other useful literature and materials. Branches are now populating their own page on the site which is used to publicise branch meeting dates and any other events or campaigns which they are holding.

Eye-catching campaign materials and flyers continue to be produced in-house and can be tailor-made to any given campaign with a quick turnaround to ensure momentum, for e.g. the professional drivers' campaign.

Press and media coverage has been extensive over the last 12 months, most notably because of the government cuts – officers and reps have been at the fore when dealing with requests for press interviews and statements.

The region has sponsored several charities and organisations during 2010, which include:

- Hope Not Hate
- St Gemma's Hospice
- Houghton Main Cricket Club
- COLSAC
- SADACCA
- Circus Starr
- Heart Research UK
- York Disabled Workers' Co-operative
- The Dr Jackson Cancer Fund
- Castleford Tigers
- Featherstone Rovers
- Wrenthorpe Rangers Junior Football Club
- Wisewood Juniors
- Comrades of Children Overseas

5. LEGAL SERVICES

(a) Occupational Accidents and Diseases (including criminal injuries)

| | |
|-----------------------------------|--------------------------|
| Applications for Legal Assistance | Legal Assistance Granted |
| 785 | 785 |

Cases in which Outcome became known

| Total | Withdrawn | Lost in Court | Settled | Won in Court | Total Compensation |
|---------------------------------|-----------|---------------|----------------------|-----------------|--------------------|
| 811 | 331 | 2 | 476 £2,773,358.60 | 2 £45,194.92 | £2,818,553.53 |
| Cases outstanding at 31.12.2010 | | 1250 | | | |

(b) Employment Tribunals (notified to Legal Department)

| | |
|---------------------------|-----|
| Claims supported by Union | 165 |
|---------------------------|-----|

Cases in which outcome became known

| Total | Rejected | Withdrawn | Lost in Tribunal | Settled | Won in Court | Total Compensation |
|----------------------------------|----------|-----------|------------------|-------------------|-------------------|--------------------|
| 191 | 32 | 33 | 3 | 90 £187,559.71 | 33 £178,630.00 | £697,819.18 |
| Cases outstanding at 31.12..2010 | | | 110 | | | |

(c) Other Employment Law Cases

| Supported by Union | Unsuccessful | Damages / Compensation | Cases outstanding at 31.12.2010 |
|--------------------|--------------|------------------------|---------------------------------|
| - | - | - | - |

(d) Social Security Cases

| Supported by Union | Successful | Cases outstanding at 31.12.2010 |
|--------------------|------------|---------------------------------|
| 26 | 10 | 44 |

The legal department is responsible for overseeing the region's comprehensive legal services. Much of the region's legal services are provided by Thompsons Solicitors. The biggest requirement for legal assistance continues to be in the area of personal injury and disease. The Legal Assistance Scheme also includes free legal assistance on work related criminal matters; a road traffic accident scheme; a free will preparation service; discounted rates for family law, probate and conveyancing. Members can access a free 30 minute legal advice session on any other legal question.

Most of the region's employment law work is conducted by the regional GMB legal department, with 'overspill' and, for example, public sector equal pay cases, referred to Thompsons as required. The regional legal department operates a professional and efficient Employment Tribunal casework management system and provides a first class successful service to members. Unfair dismissal claims made up the largest proportion of cases taken in 2009 with other cases taken under a variety of causes including equal pay, race discrimination and age discrimination. Over £200,000 was recovered in compensation for GMB members from Employment Tribunal claims during the course of 2009.

'In house' knowledge and practical experience of handling Employment Tribunal cases is utilised to provide regular employment law training courses as an integral part of the region's training agenda for lay representatives and activists. Empowering workplace representatives is aided by the department providing or arranging a wide range of employment law training. There is a monthly introduction to GMB legal services and a basic employment rights course as part of the induction of new representatives. Training is also provided in a range of employment law topics such as discrimination law, redundancy; and dispute resolution procedures (including the affect of the Employment Act 2009 on handling grievance and disciplinary issues). The region's full-time officers are also kept abreast of new developments in employment law through the use of bulletins and briefings.

6. EQUALITY & INCLUSION

Regional Equality & Inclusion Forum continues to meet regularly and membership is gradually growing. Unfortunately, the meeting planned to take place in December had to be cancelled due to the bad weather. This has been rescheduled to take place on Friday 4th February at the Thompsons offices in Sheffield.

Branch Equality Officers

I am pleased to note that also have a gradual increase in branch equality officers. Steve Wellings has been instrumental in ensuring that the majority of branch reps have attended equality & inclusion training. Steve's branch is in the process of arranging equality reps stage 3 training which will be facilitated by GFTU, and I place on record my thanks to Steve and all branch members for their continued dedication and hard work in ensuring that the Yorkshire & North Derbyshire regional plan and policy to have an equality & inclusion ambassador in every workplace is beginning to evolve.

Training

We continue to provide training. However, attendance at both stage 1 and stage 2 is sporadic. It is disappointing to report that we have had to cancel training due to lack of candidates. It is important to note that we have over 100 Branches in the region, all of whom are required under rule to ensure that they have branch equality, branch race and women's officers. If branches complied with rule book requirements, then the courses would be over subscribed. The first course this year has been cancelled for the reasons referred to above and it is hoped that this report will remind branches of the necessity for branch equality officers, training and rule book requirements.

Community Participation Project

Work continues to reach under represented areas of our community. We have been instrumental in the work done in Sheffield. GMB is the only trade union that is actively speaking to and organising meetings within communities. We have attended events in Sheffield which have been extremely well received and also raise the profile of GMB and the work we are undertaking.

In Huddersfield, we were invited to attend a Refugees United event which was a great success. A member of the Kurdish community spoke passionately of the lives they had left and the need of help for those who remain. I have worked in Huddersfield with Pedro Fuentes, and Emma Bew. We have put in place a learning centre where all members of the community come to use the laptops, learn and meet. They are all becoming aware of the GMB and how can help at work. I offer thanks to Emma and the LOT team for their hard work in getting the GMB learning centre in place

Union Modernisation Fund

Working with Ann Lafferty, we have managed to secure Union Modernisation Funding for Community Leadership training. The pilot scheme commenced in Leeds on Saturday 29th January and will meet for a further two Saturdays. As this is a very new project, it is not without its hick ups, but judging from the comments already received, I am confident that with some minor adjustments, this will be a great success. The majority of participants were of Asian origin and we identified a number of issues that were the cause of concern for their community in Leeds. We hope to equip them with the skills and knowledge to campaign and resolve the matters of concern.

I intend to ensure that this training is also carried out in the Polish community, the Sheffield community where we have been working for some time, the Chilean community and also to identify Women leaders within communities.

I thank Ann Lafferty for her hard work and guidance and also to Colin Kirkham.

LGBT

Delegates have been nominated to attend the TCU LGBT Conference. We have also participated in the Pride events across the region, which were held in July and August. More recently, I have been asked if GMB would become involved with a campaign to stop homophobia in rugby. This initiative came following a local rugby match where homophobic abuse was rained upon players and members of the public by supporters. GMB will happily support this initiative.

TUC

I have led the Women's Committee for the year and my term of office will end in March. We have worked hard to re-establish the Women's Committee and have recently put in place an action plan for 2011/2012.

TUC Women's conference I am delighted to advise that Diane Wragg will attend as a delegate and Sheila Carter will attend as a visitor. The conference will take place on 8th & 9th March in Eastbourne.

GMB National Equality & Inclusion Forum I am delighted to inform you that Nikki Sharpe and James Stribley were nominated and duly elected onto the National Forum.

I believe that my hard work and commitment are beginning to show good results, but this is just the beginning of a long process. In the words of Nelson Mandela, "the journey of a thousand miles begins with the first step". I hope this report demonstrates that we, in the Yorkshire & North Derbyshire region have begun our journey.

Young Members

During the first half of 2010 our anti fascist and anti racist activity continued to be consistent – we got involved in extensive leafleting exercises in the run up to the election and participated in and sponsored Love Music Hate Racism events as well as raising further campaign funds by sending a team of volunteers to the Glastonbury Festival in June – our eighth year running. All other activity however, dwindled dramatically.

A number of attempts were made to convene organising meetings but apologies from across the region led to cancellations and subsequently the committee did not meet at all in 2010 – a special shout out to John Hawksby of York Rowntrees branch for his continued support in trying to get meetings off the ground.

Having had considerable success and having made tremendous progress over the previous three years, we seemed to have ground to halt – essentially this was because key activists moved on to pastures new, left the region, secured new jobs or passed the young members' age limit and we had not developed a new layer of young members' to step into their shoes.

The second half of 2010 began very much in the same vein as the first six months of the year with very little to report outside of anti fascist activity. The most notable event during this period was a GMB young member presence at the Leeds Festival, where, in addition to elevating the profile of our organisation, we managed to raise just short of £1500 for future young member supported campaigns.

Our difficulties in motivating young people to get involved and to take a lead in union life continued to frustrate until November when the wave of student demos began. We sent messages of support to a Leeds school students' collective, visited the Leeds University occupation and demonstrated against Cameron on his visit to Leeds in December – the latter two initiatives orchestrated by young people - and consequently we have forged important new contacts among leading student activists, a number of which have joined GMB.

It is crucial that we link the student campaigns to the rest of this government's austerity agenda and in doing so create a strong foundation of GMB young activists across colleges, universities and workplaces throughout the region. Showing solidarity with young people and uniting our respective campaigns is the key to growing our organisation and taking on this government. This will be our focus in 2011. The first young members' organising meeting in a long time is scheduled for 3rd February. Our young members are ready for action.

7. EDUCATION TRAINING

| (a) GMB Courses - Basic Training | | | | | |
|----------------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| GMB@Work | 9 | 92 | 44 | 136 | 272 |
| Introduction to GMB (2 days) inc. on-site 2 day | 9 | 81 | 50 | 131 | 262 |
| GMB/TUC Induction (5 days) | 7 | 73 | 30 | 103 | 515 |
| Branch Officers | n/a | n/a | n/a | n/a | n/a |

| (b) On Site Courses | | | | | |
|----------------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| Advanced Health & Safety | 1 | 5 | | 5 | 5 |
| Consolidation Training | 1 | 7 | | 7 | 7 |
| Constructive Dismissal Law | 1 | 7 | 1 | 8 | 8 |
| DDA - Disability | 1 | 7 | 2 | 9 | 9 |
| Disciplinary Procedures Best Practise | 5 | 47 | 16 | 63 | 63 |
| Disciplinary & Grievance ACAS ET | 3 | 17 | 11 | 28 | 28 |
| Discrimination Law | 1 | 6 | | 6 | 6 |
| Environment in the Workplace | 1 | 6 | 1 | 7 | 21 |
| Equality Reps Stge 1 | 1 | 6 | 1 | 7 | 21 |
| Equality Reps Stge 2 | 2 | 11 | | 11 | 22 |
| Grievance Procedures Best Practise | 5 | 37 | 19 | 56 | 56 |
| Health & Safety for Officers | 2 | 12 | 11 | 33 | 33 |
| Job Evaluation | 1 | 7 | 2 | 9 | 9 |
| Management Regs & Risk Assessment | 4 | 12 | 17 | 29 | 29 |
| Redundancy | 2 | 11 | 8 | 19 | 19 |
| Safety Reps Regs & Right to Inspect | 5 | 22 | 22 | 44 | 44 |
| Steps to a Greener Workplace | 1 | 5 | 2 | 7 | 7 |
| TUPE | 16 | 11 | 5 | 16 | 16 |
| ULR | 3 | 20 | 9 | 29 | 87 |
| Unfair Dismissal Remedies & Law | 1 | 5 | 2 | 7 | 7 |
| Variation of Contract & Compromise Agreement | 1 | 5 | 3 | 8 | 8 |
| Welfare Benefits | 1 | 16 | 3 | 19 | 19 |

| (c) Health & Safety Courses | | | | | |
|-----------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| H&S 3 day | 7 | 76 | 26 | 102 | 306 |

| (d) Other Courses | | | | | |
|----------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| GFTU | | | | | |
| Total Courses | 45 | 60 | 27 | 87 | n/a |
| Northern College (5 days) | | | | | |
| Practical Employment Law | 1 | 1 | 1 | 2 | 10 |
| Employment Law Update | 1 | 2 | | 2 | 10 |
| Understanding Pensions | 1 | 1 | | 1 | 3 |
| Stewards Refresher | 1 | 8 | 1 | 9 | 45 |
| Understanding the DDA | 1 | 5 | 1 | 6 | 18 |
| Branch Secretaries | 1 | 1 | | 1 | 5 |
| Day to Day Negotiations | 1 | 5 | | 5 | 25 |
| Greening the Workplace | 1 | 1 | | 1 | 5 |

| (e) TUC Courses | | | | | |
|-------------------------------------|----------------|------|--------|-------|--------------------|
| | No. of Courses | Male | Female | Total | Total Student Days |
| Diploma in Employment Law | 3 | 3 | | 3 | 108 |
| Union Reps Stage 1 | 2 | 2 | | 2 | 24 |
| Health & Safety Stage 1 | 4 | 12 | 3 | 15 | 180 |
| Next Steps for Safety Reps | 2 | 2 | 1 | 3 | 36 |
| Stepping Up Advanced Course | 3 | 4 | 3 | 7 | 84 |
| Pensions Champions at work | 1 | 1 | | 1 | 3 |
| Diploma in Occupational H & S | 1 | 1 | | 1 | 36 |
| Handling Disciplinarys & Grievances | 1 | 4 | | 2 | 12 |
| Equality Reps Training | 1 | 1 | | 1 | 3 |
| COSHH | 1 | 1 | | 1 | |

The following report covers the period between congress 2010 to Congress 2011 it covers both education and health & safety. Educationally the commencement of the newly elected activists training pathway is to have delivered to them via their organiser initial support training. The region currently has a 99 percent hit rate of delivery of IST. This is a massive achievement and is part of the GMB@Work ethos as outlined at a previous Congress some years ago. The IST platform sets the tone for the follow on education programme that is available to all workplace organisers. The 2 Day GMB@Work course was delivered 9 times in 2010 as it was in 2009, 2008 etc. Attendance levels have remained consistently high, not only at IST, GMB@Work but also the regional follow on modules and advanced courses.

It is felt that this has assisted with the regions organising agenda and its continuous growth throughout 2010. To enable the workplace to become more organised then it is reliant upon well trained and educated postholders to deliver on behalf of members back in the workplace so both initiatives are embedded as one.

8. HEALTH & SAFETY

The Region's Health & Safety Forums continue to be popular with H & S reps attending. Evidence suggests from contact with safety reps that accidents in the workplace continue to be decreasing in numbers due to the hard work and dedication of the trained and educated safety reps. The region re-introduced the regional asbestos register in the month of October and this initiative will be replicated on an annual basis via the regional magazine at a similar period in 2011.

9. POLITICAL

The Con-Dem Government has been in power for almost a year and the worst fears we all had are now being realised. The economy is looking in a bad way and the majority of the public spending cuts are still to be implemented.

The economy contracted by 0.50% for the fourth financial quarter of 2010. The Government have blamed the slump on the bad weather in December but this is not the whole picture. If the weather had not been taken in to consideration the economy would have still ground to a halt.

The regional position is very difficult with the prospect of many Public Service workers losing their jobs.

The GMB are fighting the cuts locally and nationally with many marches and demonstrations. The union is working hard with partners in the TUC and wider Labour movement to convince the public that the cuts are wrong. Many Labour MP's and Councillors are behind the GMB in opposing this economic madness.

The appointment of Ed Balls, the MP for Morley and Rothwell as Shadow Councillor is a move in the right direction. Ed believes that if the deficit is resolved too quickly then there is a serious risk of a double dip recession.

Regionally we are working with the Regional Labour Party and TULO (Trade Union Labour Liaison Organisation) to formulate a regional strategy. The result of this strategy is to target 3 key areas in the forth coming local elections:

Sheffield

Sheffield is at present a Lib-Dem held Council and the seat of one Mr Nick Clegg, leader of the Liberal Democrats and also the Deputy Prime Minister.

The aim is to damage the Lib Dems in Sheffield and send the strongest possible message to the Lib Dems that their position of collaboration with the Tories is wrong and disastrous for the region and country.

Leeds

Leeds is a key area for the GMB, we have over 7000 members working in Public Service related jobs in Leeds. We and our colleagues from Unison fought a hard dispute with the former regime of Lib Dems and Tories through the refuse dispute - we must fight hard to give Labour an overall majority in Leeds as the Council is hung with Labour needing the support of two Green Councillors to keep the Tories and Lib Dems out.

York

York is in all out election this time and Labour has only a small majority. York is a small dot of red in a sea of Tory blue in North Yorkshire. It is essential that in a city where the GMB has a large membership that we hold the line.

We now have a strong political team in the region with Pete Davies overseeing the political issues in Sheffield.

Bill Chard is looking after our interests in Leeds and I will continue to co-ordinate the GMB's political interests along with the senior organisers and regional secretary.

If you are not a member of the Labour Party and wish to join at the trade union rate please contact me on 01484 720 088.