



# **ANNUAL CONGRESS 2007**

## **THE BRIGHTON CENTRE**

**SUNDAY 3 JUNE 2007**

**10.00 am - 12.30 pm, 2.00 pm - 4.00 pm**

**MONDAY 4 JUNE 2007 to THURSDAY 7 JUNE 2007**

**9.30 am - 12.30 pm, 2.00 pm - 5.00 pm**

# **GENERAL SECRETARY'S REPORT**

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Dear Colleagues

Welcome to Brighton for the Congress of our campaigning, caring, organising Union.

A year ago, we gathered in Blackpool. We were faced with making difficult and far reaching decisions about the Union's future direction.

An independent, campaigning, united Union, re-establishing its core values of campaigning for Members and against injustice in society was the clear direction mapped out for us all.

We left Blackpool determined to win recognition rights at ASDA and bring back bargaining rights for our existing Members. Within a month we had ASDA Wal-Mart signing an agreement which gave the framework for recognition and collective bargaining across all ASDA distribution depots, the first time anywhere that ASDA Wal-Mart accepted and signed up to the right of their employees to have a trade union bargaining for them!!

This was a fundamental change in the company's attitude to unionisation and it took some 14 months to achieve.

From a cold winter's night in Harrogate when Harry Donaldson and I met Andy Bond and his HR team and explained the way the GMB now worked, to a warm middle of the night at the TUC building in London which produced the first Collective, Bargaining and Recognition document with ASDA Wal-Mart anywhere in the world.

Since then, two depots, Erith and Chepstow have won landslide ballots of their workforces to establish Collective Bargaining Rights. I hope we will be able to announce more at Congress.

The Members, Shop Stewards and Officials who have kept the Union alive in ASDA deserve our thanks and praise. It has not been easy operating inside an Agreement whether in distribution or stores where everything you do is undermined and undervalued.

The task is not over however, in fact, you could say it has only really just begun.

The changes at ASDA bring new opportunities for recruitment, organisation and improving our support for Members and Shop Stewards. I don't try and kid myself or others, ASDA Wal-Mart is still a very hard, difficult employer to negotiate with but the reality is that we are at long last a serious player at the ASDA table, not a puppet organisation bereft of teeth or a determination to back the long term interests of our Members.

So, a lot has happened in a year but, much more is to come and some if it will be tough bargaining about the future of ASDA and how it is treating its employees.

On another front, our Members and Shop Stewards at Remploy have carried through the stern defence of factory based employment in the face of what looked at times, like a predetermined management plan to shove four thousand people onto the streets.

The campaign to save the factories led by the GMB has changed Government thinking and ensured, yet again, that it is very dangerous to underestimate working people and our Remploy Membership in particular.

The last year saw us do many things to progress our priorities and policies but not everything got done, either in whole or in part as I know our new Union would like it done.

The Justice for Cammell Laird Campaign has hit brick wall after brick wall in attempts to uncover Government documentation which might throw light on what really happened behind the scenes in 1984.

The Downing Street staff have given us advice in order to help with disclosure of information but, the files have not produced the smoking gun evidence we are looking for. Perhaps we were naive to think it would but every possible avenue is being considered to move this matter on.

On the training front, although we have invested heavily in Diversity Training for Officers and Staff, the National Training Co-ordination is still patchy and unacceptable. On one hand, we have organised national courses on pensions, organisation and various industry/employer issues.

The National Framework of key training is still to do. Regions have adapted to needs and joint regional training together with enhanced programmes have been available but standard uniformed training in workplace organisation and bargaining within specific industries and employers is still on the coming along list.

Full time officers Employment Law back up and support mechanisms are being piloted, the aim to give Officers and Members a better service.

The re-organisation of regional boundaries and the creation of the North West and Irish Region is already showing increased activity and full credit to the Branches, Activists, Officers and Staff of the new Region who have bonded so well and have pushed the new Region into growth.

The Public Services Section continues to grow and leads the fight on the equal pay front and on pensions.

So, as a Union we have kept to our financial targets, improved our recruitment and started the GMB@Work Policy delivery which is a cornerstone of our strategy for growth.

The GMB has been at the forefront in fighting against asset strippers and for jobs and better conditions for our Members - that's what we do!!

Enjoy your Conference and be proud of your Union because your Union is proud of you.

Yours fraternally



PAUL KENNY  
General Secretary

# GMB COMMUNICATIONS DEPARTMENT REPORT

## SUMMARY

All areas of responsibility within GMB Communications have been working towards promoting GMB as 'Expert in the World of Work'. Using the media, campaigns, publications and member magazines, newsletters and direct mailing the department aims to assisting GMB Officials with recruitment and retention of members by reporting the work of the Union.

The GMB Communications Department only gets involved when a GMB official thinks that media coverage, as a tool to progress a workplace or company dispute or industrial issue would be useful. Campaigns can be born overnight like the AA de-recognition dispute or can be the result of years of spadework at a workplace like the Bakkavor Katsouris campaign. Employers face a simple choice. They can do their business with GMB members in private when they recognise and work with the Union. Or if they don't GMB will do the business in public.

Tasked by GMB Congress 2005 & 6 to implement Recommendation 1 of the Congress 2005 GMB Special Report - A Framework for the Future we have also provided regions with emailing and texting messaging systems. We have also endeavoured to communicate weekly with everyone who has sign up to receive GMB newsletter by emailing the GMB Bulletin.

Round up of work in each communications area.

## PRESS

635 GMB national and regional press releases were issued between May 2006 and the end of February 2007. They covered many issues and disputes including the following:-

## GENERAL

GMB's response to migrant workers joining the British workforce  
Specific Northern Ireland issues to assist with the launch of the new North West and Irish Region  
Who earns what – rates of pay  
Part time women workers  
Retirement and age discrimination  
Billy Bragg GMB sponsorship of Hope Not Hate tour

## MANUFACTURING SECTION

Nuclear Industry sell off and renewal, water shortages and pricing, gas prices and supply, Co-operative Funeral Care, Terminal 5 construction, Nestles, and the new Wembley stadium construction and completion.

## PUBLIC SERVICES SECTION

Excel Care Homes dispute, Hammersmith & Fulham Care Home Service privatisation  
Home Helps Service, recycling, housing provision and rents, parking, schools, council tax, local authority spending on temporary and agency workers, dirty streets and education funding, local authority 2007 pay claim, NHS pay award.

## COMMERCIAL SERVICES SECTION

Casino Industry, security Industry attacks.

## **CAMPAIGNS**

The Department sometimes plans and executes full campaigns and other times assist GMB Regions and or Organisers with campaigns. Below is a list of some of the campaigns that have been worked on over the past year.

### **Public Services Section**

Local Government Pensions

Pay

Assisting CDNA to build their profile

Pensions

28 days holiday as per Warwick Agreement

### **Commercial Services Section**

AA, Bird's Eye and NCP – Private Equity

Various airport disputes

American Dry Cleaning Company

ASDA

BA pensions and pay

Bakkavor Katsouris

JJB

### **Manufacturing Section**

Burberry

Corus

Remploy

Nestle

Via System tie up to new Liverpool Football Club owner.

## **PUBLISHING**

Publications are produced for circulation to members and the public, recruitment and organstional and campaign material. Here is a full list of all publications produced since May 2006 including campaign material, magazines, newsletters, mailings and the web.

### **General Publications**

GMB Christmas card

Regional Recruitment Forms

National Recruitment form – Polish translation

Free Legal Helpline & Legal Defence Scheme Leaflet

GMB Expert

### **Health and Safety Publications**

Health & Safety for Cleaners, School Support Staff, Kitchen Staff, Care Home Staff and Warehouses

Organising Health & Safety

Health & Safety Multi Cultural Leaflet

Safety Reps Kits containing Report Form, Inspection Check List and Handbook

## Publications for the National Organising Team

GMB@WORK Notice board Packs containing 6 A4 Posters, A3-A4 Blanks, A4 Briefing Note and Header & Footer.

School Resource Packs

Getting Organised – Union Stewards Handbook

Southern Electrical Membership forms

Security Workers Packs – A4 Folder, H&S for Security Workers, A4 Recruitment Leaflet

3x G4S Newsletters

3x Southern Cross Newsletters

## Campaign Publications

AA Christmas card

AA Campaign Materials – Flyers & Leaflets

ASDA Campaign Materials – Flyers & Leaflets

7x Asda Newsletters

Burberry - Campaign Materials – Flyers & Leaflets

Bakkavour - Campaign Materials – Flyers & Leaflets

Bakkavour Newsletter – English, Tamil and Gujarati

DHL – National Newsletters

2x Southern Region DHL Newsletter

Hammersmith & Fulham Home Care Service post card

Hammersmith & Fulham Care Homes Newsletter

## Magazines

Public Eye – Public Services Section magazine has been produced twice as a full issues and a Local Government Pension Special four page edition with ballot form. An affinity partnership deal with Liverpool & Victoria has provided funds to cover a lot of the cost that would otherwise have borne directly by the General Fund.

Two editions of GMB Official were directly mailed to all GMB Post Holders during the course of the year to keep them up to date on the work and progress of the Union. We have also delivered this to a growing number of GMB post holder via their email address as regions build up the number of email entries on the central GMB membership database to enable us to move over to electronic publishing and reduce postage costs.

## Website

Following the success of the online joining facility, where more than 4,600 new members joined in the first nine months of operation, as part of Recommendation 1, the GMB Communications Sub Committee of the CEC asked the department to review and update the GMB National website to make best use of the latest available web based technology. The new website will be connected directly to the GMB central website and members will be able to amend their personal details via the internet. Enhanced use of the latest web technology will move the Union towards electronic print and reporting so saving expenditure on print and postage, time and the environmental impact by reducing the amount of paper used, delivery mileages. We propose to put in a bid to the Union Modernisation Fund (UMF) to assist with the const of the updating project.

# EUROPEAN OFFICE

## 1. INTRODUCTION

Having relocated to new premises in the area of the EU Institutions at the end of June 2006, the GMB European Office continues to develop the GMB's campaigning activities at European and International level to protect and promote the rights and interests of GMB members and their families, and work in solidarity with our trade union colleagues across Europe and the world to promote better labour rights, conditions and pay.

## 2. PERSONNEL

The European Office was pleased to welcome Sarah King as the new European Research and Policy Officer in September 2006. Sarah has settled in well, and is making a major contribution to the work of the European Office.

## 3. SUPPORT FOR RECRUITMENT AND ORGANISATION

With an increasing number of EU migrant workers moving to the UK, predominantly from Poland, Latvia and Lithuania, the European Office is supporting GMB Regions in their initiatives to recruit and organise migrant workers. The European Office has developed contacts with officers of the Polish trade union Solidarność Śląsko-Dąbrowski Region established through an EU funded project involving GMB South Western Region. Through these contacts, joint initiatives are being developed, including use of the Solidarność regional logo for identification and solidarity support, and joint posting on each others websites with a letter from Solidarność, in Polish, encouraging Polish workers to join the GMB. The initiatives aim to raise awareness of GMB and encourage migrant workers to join the Union before they leave their home country. GMB MEP's are keen to support our work in this area. The European Office has continued its active involvement in regional training initiatives in the area of EU workplace rights and protections, and in providing support and advice to European Works' Councils. The office continues to receive regular requests to compare rights and conditions across multinational companies operating in other EU Member States, to support our bargaining agenda. The European Office also provides regular briefings and bulletins, updating officers and organisers on developments in EU legislation and rights such as Working Time and Health and Safety to assist them in their roles.

## 4. RECOGNITION

The GMB European Office continues to provide support in comparing recognition across key target multinational companies, which has proved valuable in supporting GMB bids for recognition. It is hard for employers to justify recognising a trade union in their company in some countries where they operate and not others.

## 5. EU POLICY DEVELOPMENT AND CAMPAIGNS

As EU Institutions and Member States continue to focus on improving EU competitiveness and economic growth, European trade unions remain concerned about the lack of balance between the economic and the social dimensions of policy and legislative developments. This has been clear in a number of major EU policy areas mentioned below, where GMB has worked actively in co-operation with our European trade union colleagues to promote and defend our members' rights and protections:

**Services in the Internal Market Directive** – GMB played an active role in the sustained European trade union campaign, which succeeded in removing the major threats posed by the original proposal, most particularly the country of origin principle. The Directive was adopted in November 2006 by the European Parliament, and GMB will now continue to campaign at UK level to address outstanding concerns, and ensure that the national implementation does not undermine our position.

**Working Time Directive Revision** – the current threat to the EU Social Model is clearly exposed in developments on the Revision of the Working Time Directive. GMB and other European Unions have been fighting to protect rights for on-call workers against a majority of EU Governments (including our own) who wish to undermine key European Court Judgments, which clearly confirm on-call time at the workplace as working



time. The weakening of on-call rights would have been adopted in November 2006, but for lack of agreement on the other thorny issue of the opt-out preventing overall agreement on the Revision by Member State Governments in the Council. The UK Government persists in pushing to keep the opt-out, with France, Spain, Italy and one or two other countries resisting this. It is clear that Governments across Europe are intent on watering down our working time protections in the name of flexibility, and European trade unions have little prospect of the political climate changing on this issue, which presents us with a major challenge in protecting our working time rights. GMB continues to work with the ETUC and European trade unions. The European Office provides regular updates on the position, and, supported by our GMB MEP's, we continue to urge our Government to change its position on this issue.

**EU Labour Law** – The EU Commission finally produced its Green Paper consultation on Labour Law in November 2006. GMB is concerned about the focus on the need for flexibility over security in employment, as well as concerns relating to the outcome of the Laval and Viking cases in terms of protection of collective agreements and the right to strike respectively. It is important that the increase of precarious work in Europe is addressed, that the role and position of trade unions in collective bargaining and developing and improving Labour Law is fully respected, and that, though work patterns become more diverse, we do not lose sight of the importance of quality of jobs and secure employment. In co-operation with our EU trade union colleagues, GMB will be actively involved in the debate on these issues and will submit a response to the EU Commission.

**Public Procurement** – GMB has continued its campaign to ensure that the rights we secured to reserve contracts for supported employment workplaces for disabled people are implemented and used at all levels of public contracting. The new public procurement rights were a key element of the trade union consortium alternative plan for Remploy. The European Officer has raised the matter with Ministers and Members of the Welsh and Scottish Assemblies, who have been very supportive. The European Officer was invited to make a presentation on the GMB's campaign in this area to a seminar organised by the French Government Ministry for Labour.

GMB continues to campaign to ensure that wider social, employment, ethical and environmental considerations are included in public contracting, and the European Officer was appointed expert to the workers' group of the EU Economic and Social Committee, to cover a report on Public Procurement. Together with the worker group representative for the report, they succeeded in heavily amending a very negative and pro-liberalisation report by the employers' group. Ultimately, the author disowned his own report, and it was withdrawn.

**Temporary Agency Workers Directive** – this issue remains unfinished business at European level, and completely blocked. Despite assurances we were given by the Government at Warwick, it remains one of the key blocking Governments in the EU Council on this issue, insisting that Temporary Agency Workers should be subject to long qualifying periods before they are entitled to equal treatment rights. GMB continues to campaign at European and National level to seek progress on this issue. Meanwhile, the vulnerability of such workers increases, with Temporary Agency Workers who are migrant workers being particularly badly exploited.

**Decent Work for All** – in May 2006 the EU Commission published a Communication on Decent Work for All. GMB has been active in urging the Commission to support the positive statements about the rights of all workers to decent work with practical action. Following his passionate address to GMB Congress 2006, the European Officer organised a series of meetings in Brussels involving SITRAP Costa Rican trade union General Secretary Gilbert Bermúdez Umaña, Ed Blissett, Banana Link's Alistair Smith and Sue Longley of IUF. Meetings were held with EU Commissioner for Employment, Vladimir Spidla, EU Officials dealing with EU Trade Policy, and several MEP's from the Central American Delegation of the European Parliament, including GMB MEP's Stephen Hughes, Robert Evans, and David Martin. The trade union delegation urged the EU officials to ensure trade unions are involved in the development of trade agreements with the EU, and that complaints relating to breaches in Labour Standards and rights of trade unions to organise in countries receiving preferential trade terms under the EU's General System of Preferences plus (GSP+) are seriously investigated. Delegates also delivered a formal complaint under this system to the Trade Directorate of the EU Commission in relation to

victimisation of trade unionists and breaches of labour standards and trade union rights in Costa Rica, which currently benefits under this system. MEP's have supported the trade union position in amendments to European Parliament reports on Trade/GSP agreements and Decent Work. At a Conference on the issue in December 2006, Trade Commissioner Peter Mandelson stated his support for ensuring International Labour Standards were respected in EU trade agreements and other trade policy.

## 6. SUPPORT FOR TRAINING AND EU FUNDED PROJECTS

GMB continues to be successful in receiving EU funding to support projects. The European Office assisted with a bid by GMB South Western Region for EU funding for a project focusing on improving information and consultation in the workplace. The project involves trade union partners from Sweden (SIF) and Poland (Solidarność Śląsko-Dąbrowski Region). Links developed with Solidarność through this project have proved valuable in assisting GMB with organisation and recruitment initiatives aimed at Polish migrant workers.

The European Officer was delighted to support colleagues from Liverpool, North West and Irish Region in the launch of the European awareness raising seminar programme developed by lay activist, Steve Boden. Events were held in Liverpool and Belfast, and the course will be integrated into the Regional training programme. The European Officer was pleased to be involved again in the now well established and successful Liverpool, North West and Irish Regional Womens' Conference, providing a presentation on EU Equality Rights and Policies.

Cardiff University Business School extends a standing invitation to the European Officer to give an annual lecture on GMB/Trade Unions in Europe, as part of its graduate programme, which provides a valuable opportunity for GMB to raise its profile and an understanding of our campaigning work at EU level as Britain's most pro-active union in this area.

## 7. CEC EUROPEAN & INTERNATIONAL COMMITTEE

The European Officer provides the secretariat and reports four times a year to the CEC European & International Committee (twice per year) and CEC European Sub-Committee (twice per year) on progress relating to the European and International campaigns, policy- and legislative developments that the CEC Committee have identified as priority issues. The lively and detailed debate and experiences from our CEC members shared in the Committee is an invaluable source of information in developing our policies and campaigns.

## 8. REPORTS ON MOTIONS TO CONGRESS 2006

**Composite 30 – EU Services Directive.** GMB European Office played an active role with ETUC and European trade union colleagues in the lobbying campaign to remove the country of origin principle, private security sector and temporary agencies from the proposals, and to ensure the proposals did not affect labour law. These aims were reflected in the text finally adopted at the end of 2006.

**Motion 212 – European Commission.** Lobbying efforts by GMB and European trade union colleagues reversed the EU Commission's negative proposals for a Services Directive. GMB's long established call for the EU Commission to ensure all EU proposals undergo a social and employment impact assessment has received support from many MEP's, and the German Presidency indicated it wished to make progress with this in 2007. GMB has also made progress on issues related to trade policy (mentioned above under decent work), and will continue to campaign to democratise the EU Commission.

# INTERNATIONAL SOLIDARITY REPORT

## INTRODUCTION

For 2006 we elected to prioritise two campaigns - working on Colombia with Justice for Colombia and on the banana producing countries of Latin America with Banana Link. We concentrated our energies and activities in order to achieve tangible results. The aim was to increase our international solidarity work by increasing

awareness of human rights violations, concentrated campaigning and providing material aid and political support.

## COLOMBIA

Over 500 trade unionists have been killed since President Uribe came to power in 2002, with 80 trade unionists assassinated during 2006. To put this into perspective, the total number of trade unionists murdered worldwide in 2006 was around 95. It remains the most dangerous place in the world to be a trade unionist. The Colombian Army continues to work with paramilitary death squads with total impunity and the British Government continues to provide military aid.

- Our Computers for Colombia appeal was launched in December 2005 with the aim to equip as many trade union regions in Colombia with a computer to aid organisation and to also act as part of an early warning system in order to alert trade unionists when they were targeted and under threat. In total we raised £9,000 and the success of the campaign wasn't just that we raised this amount of money, but that we were able to demonstrate our solidarity in such a tangible fashion. The money was used to aid 6 different projects and was presented by June Minnery, CEC member on the European and International Committee, when she visited Colombia as part of a trade union delegation in August. A full report of the recipients and June's visit are available on our website or you can also obtain a hard copy directly from the International Solidarity Officer.
- In March 2006 we organised a tour of GMB's regions and structures. We were delighted to host Hernando Hernandez Tapasco, an indigenous leader and the Human Rights Officer for FENSUAGRO, the Colombian Agricultural Workers' Union. Hernando himself has been targeted by the Colombian death squads, and he has been imprisoned, falsely accused of 'rebellion'. He was therefore in a unique position to provide a first hand testimony of the persecution facing our Colombian brothers and sisters. We were able to attend a variety of meetings in five regions; public meetings, workplace meetings and meetings with local MPs. In addition, Hernando was also received warmly at our Section conferences and had meetings at the House of Commons, TUC and Amnesty International. This undoubtedly highlighted the cause of Colombian trade unionists to the GMB and the larger political arena.
- We have also been involved in campaigning to stop the British Government providing military aid to Colombia, aid that has no strings attached, much of which goes directly to Colombian military units notorious for violating human rights. We have met with Colombian delegations and made deputations to the Colombian embassy to protest against human rights abuses.

A combination of campaigns saw Regional affiliations to JFC rise from three to a complete complement of all ten.

## BANANA LINK

Furthering Congress (2005) motion 331 'Labour Standards in the American Banana Industry', we have continued to work with Banana Link on a variety of campaigns.

- **Dole International Campaign** was designed to get the world's biggest fruit company to respect trade union freedom, especially for banana, pineapple and flower plantations in Latin America. We distributed the publication "Behind the Smokescreen" which was launched in May 2006. In September, we participated in an email campaign in collaboration with LabourStart which received nearly 4000 responses.
- **SITRAP at Congress** – We were delighted to have as our guest Gilberth Bermudez Umana, General Secretary of SITRAP and Deputy Coordinator of COLSIBA address Congress. Gilberth made a passionate speech, outlining the working conditions faced by plantation workers and the importance of the relationship between GMB and SITRAP. He saluted the long and productive relationship with the London Region, which provided financial assistance for the Brian Weller training centre and have most recently provided funding to employ organisers who have strengthened education and legal defence work.
- **Delegation October 2006** - CEC member Cathy Murphy and London Region organiser Bert Schouwenbug took an active part in the Union to Union strategy meeting and helped define where the programme will go over the next few years. They also visited plantations in Nicaragua and Costa Rica. These visits are vital to members who are involved in repression and conflicts on a daily basis, giving them hope as well as, in some cases, practical support through extra SITRAP organising capacity.
- **Solidarity Actions** – These include actions against ACON which were in part responsible in prohibiting the mass sackings of plantation workers. Our interventions in the Noboa campaign in Ecuador resulted in the victory of Rafael Correa, who stated that his election triumph was in part due to “the millions of anonymous people that contributed towards this”.

GMB played a role in the organisation of the Latin America Conference in December 2005. As the event was so popular, we decided to run a similar event in 2006 where over 300 delegates attended in order to hear contributions from trade unionists, academics and leading Latin American specialists. This provided a valuable opportunity to learn about and analyse developments in the region. The ambassadors of Cuba, Venezuela and Bolivia were also present.

## CUBA

We have continued to actively support Cuba and the work of the Cuba Solidarity Campaign (CSC), working to raise awareness of the belligerent measures taken by the US to undermine the self-determination and economic position of Cuba, including the illegal and inhumane 45 year old US blockade. We have also contributed to other campaigns and initiatives:

- The International Solidarity Officer (ISO) is an elected member of the management committee
- We contributed to the planning of the successful CSC's European Trade union Solidarity Conference with Cuba in February 2006 attended by 250 delegates representing more than 70 trade unions from 20 countries.
- Campaigning and lobbying to maintain the EU common position on Cuba which favours constructive engagement and dialogue where the US lobbies aggressively for isolation.
- Miami Five Campaign – including the involvement of a deputation to the US embassy.

## VENEZUELA

Congress Motion 262 on Venezuela provided us with a clear policy for our solidarity work with Venezuela. The highlight of the year was a visit by President Hugo Chavez to London at the invitation of Mayor Ken Livingstone. Chavez addressed a packed public rally at the Camden Centre and was met with a rapturous response. Chavez also attended packed meetings at City Hall, the House of Commons and the TUC, where he took the opportunity to thank those in Britain who were in solidarity with the Bolivarian revolution. At the TUC meeting Brendan Barber presented Chavez with a gift of a glass vase which was organised by Richard Ascough, Regional Secretary of the Southern Region and made by our members in Dartington Glass. The ISO is the Vice Chair of the Venezuela Information Centre (VIC).

- The ISO was involved in events at the House of Commons to develop parliamentary work, leading to the formation of Labour Friends of Venezuela and other initiatives including EDM 1644 on Venezuela which was signed by 113 MPs.
- The ISO spoke and chaired various meetings on Venezuela and Latin America throughout the year and worked with various delegations, including trade unionists, parliamentarians, the Mayor of Caracas and the LGBT community in Venezuela. GMB were also represented at the Caracas concert in Trafalgar Square, the anti-racist RISE festival and the Carnival del Pueblo. A key event of the year was the landmark conference held at the City Hall in October which was attended by six Venezuelan speakers; H.E. Toro Hardy, Ambassador of the Bolivarian Republic of Venezuela and other leading experts on Venezuela and Latin America.
- GMB were invited by the CNE (National Electoral Council) in Venezuela to be an observer in the Presidential elections. These Elections saw Chavez re-elected as president of Venezuela, receiving 63% of the vote (his opponent received 37%) - Chavez has a clear mandate to continue the social reforms for the benefit of the poor of Venezuela.
- VIC has now won the support of twelve trade unions, set up local groups and specialist sections for students and teachers. They work with women's, lesbian and gay and black organisations, plus MPs and academics to promote the progressive social gains taking place in Venezuela. VIC's success as a broad based organisation is due, in part, to the involvement of the trade union movement of which GMB has played a vital part.

## MIDDLE EAST

- Motion 261 raised concerns over British involvement in armed conflicts, citing the atrocities committed in the illegal war in Iraq. The motion anticipated ongoing hostilities perpetrated by the US especially veiled threats towards the "rogue states". To this end, GMB has been involved with Crisis Action and was a signatory to the joint agency report 'Time to Talk', which urges the UK to do more in order to sustain efforts to find a diplomatic solution in Iran. On Iran, we have played an important role in mobilising support for 'The Vahed Bus Drivers' Union of Tehran, who have staged a year long strike and suffered the most horrific treatment. They have endured bomb attacks, arrests, detentions, beatings and continual harassment.
- On Iraq, we continue to work with the TUC Iraq Solidarity Committee which works in solidarity with the General Federation of Iraqi Workers (GFIW), the trade union movement in Iraqi Kurdistan and other trade union organisations in Iraq. The committee raises money for Iraqi trade unions and has been used to bring trade unionists to Britain and to the ICFTU World Congress. The money raised also supports training programmes and provides material aid. The Committee also provides political support.
- In March, the conference "Palestine Workers Challenging the Occupation" organised by PSC and sponsored by most of the affiliated unions welcomed a delegation of six trade unionists, including Shaher Sae'd, General Secretary of the Palestinian Federation of Trade Unions (PGFTU), who outlined the

problems facing Palestinian workers as a result of the policies of the Government of Israel. The two main calls were to put a stop to the illegal wall and for a restoration of funding.

- Israel's invasion of southern Lebanon resulted in the death of 1,110 people in Lebanon, most of who were civilians, 156 Israelis died, including 116 soldiers. Due to the gravity of the situation, we called upon our GMB MPs to attend a Meeting at Portcullis House in July. This was organised jointly with the Political Committee. Husam Zomlot (Palestinian General Delegation) was in attendance along with Michael Laws from our Executive Committee. There followed a summer of actions, demos, vigils and protests against the continuing aggressions. GMB sent a donation to medical aid for Palestine.
- From August 2006, a group of charities, trade unions, faith and other campaign groups came together to form the 'Enough!' Coalition, which supports putting an end to Israeli occupation. This came out of a longing to see peace for both Israelis and Palestinians. This is the first broad-based alliance working towards a just peace in the Middle East and has come together now to mark 2007 as the 40<sup>th</sup> anniversary of the Israeli military occupation of the Gaza strip and the West Bank.

## ZIMBABWE

Motion 273 called on the GMB to show solidarity with the people of Zimbabwe and campaign on their behalf. In September 2006, following peaceful protests over the economic and social crisis in their country, members of the Zimbabwe Congress of Trade Unions (ZCTU) were arrested and GMB were immediately involved in actions to fight for their release. Trade unions are one of the only democratic institutions left in the country; this has made them the target for brutal repression. We have therefore been involved in the campaign to see an end to this repression and the campaign to maintain sanctions against the Mugabe government. Many of our branches have also raised funds for the purchase of sanitary products for women in Zimbabwe.

## WESTERN SAHARA

In line with Motion 275, we worked to promote the case of the Saharawi, most particularly on the Fisheries Partnership Agreement. Unfortunately due to financial resources, we were unable to make it a priority area, however, we did all that we could by lobbying the government and the European Commission.

We continue to work with our comrades at the TUC and affiliated unions on a variety of platforms, including; working with the Department for International Development (DFID), where we have aired members concerns relating to poverty reduction and the achievement of the Millennium Development Goals as outlined in Motions, 266, 267, 271 and Composite 35. We are also in the process of making a submission to DFID for Civil Society Challenge Funding to secure resources for a major project on Shipbreaking in India with the International Metal Workers Federation (IMF) and Amicus.

Throughout the year, we also engaged in a variety of emergency actions which involved writing letters of support to the unions, letters of protest to governments concerned and trying to enlist the support and action of the UK government. Campaigns can also involve participating in deputations to embassies (sometimes they allow us in to raise our concerns, other times we protest outside), these have included; the embassies of Zimbabwe, Colombia, Israel, Philippines, Iran, and the US (Cuba related). We have really good relations with the embassies of Venezuela, Cuba and South Africa.

We are currently affiliated to:

- Anti Slavery International
- ACTSA
- Banana Link
- Burma Campaign
- Cuba Solidarity Campaign
- Justice for Colombia
- No Sweat
- Palestine Solidarity Campaign
- Venezuela Information Centre
- War on Want

Please do not hesitate to get in touch with [Joni.mcdougall@gmb.org](mailto:Joni.mcdougall@gmb.org) (0208 971 4272) or visit our website for a more in depth coverage of each of the items covered here.

## HEALTH & ENVIRONMENT DEPARTMENT

### INTRODUCTION

The department has had a busy year in attempting to prioritise the health and safety needs of the members, across all sectors, in conjunction with external demands from government, HSE and other external bodies. In an ideal world GMB would be able to set its' own health and safety agenda, and deal with issues accordingly, but with topics ranging from the introduction of a workplace ban on smoking, through Corporate Manslaughter and many different aspects of asbestos exposure and its' related problems this is obviously not possible. A strategic balancing act has to take place ensuring that nothing important gets omitted while the priorities of GMB members can be met. Reference to motions carried at last years Congress appear where relevant within the text.

### WORKPLACE SMOKING BAN

2006 was the year in which the government finally decided that workers should not be subject to exposure to second hand smoke. The final vote in the House of Commons was decisive but this result was in doubt right up to the eve of the vote as it was not clear if there would be exemptions for certain premises. GMB using its' political contacts lobbied intensively up to this point.

There will be many in history who will claim merit for the change in legislation and while there were a number of worthy organisations campaigning on this it should be recognised that it was not until the trade unions, and in particular GMB turned this into a workplace issue that the "tipping point" occurred and the momentum for the legislation took place.

Following this decision and the subsequent introduction of legislation in Scotland the Department of Health issued a Consultation Document on the practical implications of such a ban in workplaces. Given the speed at which the concept was introduced in Scotland and its' almost universal acceptance, with only one individual prosecuted so far, questions were raised on the necessity of this. However there are a number of issues which needed clarification including residential homes, prisons, vehicles and the definition of an enclosed space. The department responded consistently on this by ensuring that this remained a workplace issue.

Late in year the National Institute for Clinical Excellence (NICE) issued a document on the introduction of cessation programmes within workplaces. The most glaring omission in this document was the complete lack of union or workforce consultation. This was emphatically pointed out to them. The introduction of this legislation will be difficult for those who are addicted to nicotine and GMB reps should continue to support those members who need help in coping with the changing circumstances (Motion 76).

## CONSULTATION DOCUMENTS

Perhaps the most important document with regard to the future role of safety reps took place during the year. Titled "Improving Worker Involvement – Improving Health & Safety" it reiterated the message that involving the workforce and their representatives was beneficial to overall workplace safety and welfare but it also looked to see if this could be improved. The document could have been stronger and omitted important issues such as roving safety reps and the ability to stop work through issuing Provisional Improvement Notices (PINs) but at least gave an opportunity for reps to respond. This also gave the department the chance to do some "outreach" work and a roadshow visiting four of the regions to debate the proposals took place. These were very useful with the reps taking part in a thoughtful and passionate discussion. Plans are in hand to possibly follow this upon a regular basis, perhaps at the introduction of new legislation in the future. At the time of writing the results of the consultation are not yet known though previous consultations along similar lines have resulted in no real change taking place.

Consultation also took place at the beginning of the year on proposals to assimilate the Control of Asbestos at Work Regulations. While there was much to be welcomed within these proposals there was a major sticking point which concerned GMB and the other trade unions. This was the proposal to de-licence the removal of textured coatings (sometimes called Artex) and thus potentially increasing the exposure to asbestos. In the face of such opposition the legislation was delayed, twice, and the chair of the Health and Safety Commission effectively forced this through against the wishes of the trade union commissioners, apparently the first time this has happened (Motion 72).

However the strength of the opposition was so obvious that the HSE have been diligent in ensuring that the guidance contains references to the role of safety reps and the right of workers to remove themselves from any potential exposure to asbestos. In addition they are stepping up the programme for informing licensed contractors of their responsibilities and increasing the threat of not renewing licences for breaches in the regulations. While there does appear to be a real commitment from the Asbestos Licensing Group within HSE on this there is a real worry over resources and funding in this as in many other areas stretching into the medium, and longer term (Motion 70).

## ASBESTOS

As previously mentioned the new Control of Asbestos regulations came into law. There was also much activity on the legal and compensation front. As premiered at last years Congress by the Prime Minister, the notorious Baker case consequences were overturned by the government in relation to claiming compensation from more than one employer. However the negative decision on the issue of Pleural Plaques has gone to appeal and is due to be heard later in this coming year. In addition the only palliative drug available to Mesothelioma sufferers, pemetrexed disodium commonly known as Alimta, had been available on a postcode lottery basis. Its' future provision was to be decided by the National Institute for Clinical Excellence (NICE). When it became apparent that the recommendation would be to withdraw it from NHS use completely there was a coordinated outcry which the department contributed towards, including writing to the Secretary of State in protest. Following this in December NICE was asked to look again at the provision of the drug and currently it is again available in selected areas. While it is true that the drug is not suitable for everyone GMB believes that it should be readily available to all those who request it provided the consequences have been explained to them.

It was in this light that the department took advice and responded to the Department of Health Consultation document on the delivery of clinical excellence in the treatment of Mesothelioma patients, which might normally be considered outside our remit.

The department also continued to attend the House of Commons Occupational Health sub-committee on Asbestos during the year and as part of the Workers Memorial Day celebration took part in a protest outside the Canadian embassy over their continued export of asbestos to the developing world , in conjunction with activists from London and Southern regions.



## CORPORATE MANSLAUGHTER

As the last manifesto commitment from the first Labour term to be acted on the issue of corporate manslaughter has taken both a long and painful road through the legislative process. It should be remembered that the initial consultation took place in the summer of 2005 and at the time of writing this report it has still not cleared both houses and is still not on the statute books! Some of this is due to the complexity of the legal situation, some to the difficulty of achieving consensus from all parties concerned and some down to the opportunistic way some politicians insist in inserting their own individual issues into the proposed legislation.

There would appear that there will still be no provision under this act to bring individual prosecutions for directors though it should be easier to prosecute organisations, including within the public sector. There should be some form of public reparation through publicity and apology and a clearer definition on senior managers. These are all worthwhile gains but many members will still be puzzled that it remains easier to prosecute someone for stealing a wheelbarrow from a building site than someone whose negligent actions resulted in serious injury or death (Motion 74).

Even though it looks as though the final proposals will not meet all the demands from GMB and other trade unions it is clear that our influence, as shown by meetings with Home Office ministers and staff during this process, is still relevant under a Labour government.

## PUBLICATIONS AND INFORMATION

As part of the organising and recruitment agenda the department has continued to produce materials which can be used in both specific and general campaigns. During the year new health and safety guidance for Warehouse Staff and also one on using health and safety as an organising tool within the workplace were published. In addition there was an overhaul and reprint for Cleaners, Kitchen Staff, School Support Staff and Security Workers. At the time of writing the report a Guide to Health and Safety within Multi Cultural Workplaces is with the printers. It is anticipated that this will prove useful in recruiting and organising within those sectors where newer workforces are being established. As well as a H&S checklist these all now carry a membership form.

There has also been the regular publication of electronic e mail bulletins covering the following topics.

1. Working at Heights
2. HSC consult on new proposals for asbestos
3. New Noise at Work Regs
4. Obstructive Sleep Apnoea
5. Guidance on skin care in the workplace
6. Improving Worker Involvement
7. Driver Competency in the Waste & Recycling Industry
8. Regulatory Reform (Fire Safety) Order 2005
9. Consultation on Legislation to ban Smoking
10. Managing Workplace Transport Risk
11. Working outside in cold weather
12. Hand Arm Vibration

The intention is to continue to produce these bulletins at least once every month. They are very basic by their nature but will signpost where further information can be found. All of the above can be accessed on the GMB website.

The department also gave interviews to local and national media on a number of diverse issues ranging from the supply of sunscreen in the workplace to fatalities in the waste industry.

## SUMMARY

The department continues to represent GMB across a number of sectors where GMB membership exists. These include Aviation, Local Authorities, Waste, Food Manufacturing and the Olympic Delivery Authority. This year there is to be a review of the role of HSE and HSC. GMB will be reiterating the importance of a tripartite approach where the presence of trade unions and the workers they represent are of vital importance if continued health and safety improvements are to be made.

Continued good work has gone on through the year by many activists and officers in areas such as violence against security workers through lobbying and political discussion. In addition the European office was active in developing European wide guidance on this (Motion 78). There is also a real fear that as part of the government squeeze on the civil service in general and the HSE in particular that this could have serious consequences for the enforcement of existing legislation and the reversal of the risk assessment based approach which has been increasing over the past few years. GMB will continue to lobby on these issues (Motion79).

The department followed closely the progress of the case taken against the UK government in allegedly not following the spirit of the law , in using the phrase “so far as is reasonably practicable” by the European Commission. Early in January 2007 the Advocate General to the court stated that he felt that the UK government was doing enough to comply with the law, and while this is at present only guidance it is unusual for this not to be followed by the court in its’ final decision (Motion 71).

Obviously the department cannot function in isolation and grateful thanks must go to the European Office, the National Political Officer, and all the policy, research and support staff without whose input it would be difficult to cover so many different aspects of health, safety and welfare. Issues around the health, safety and welfare agenda can often contribute much to the continuing need to address our collective response to the recruitment and organising debate and help protect GMB members locally and nationally.

## LEGAL DEPARTMENT

### PERSONNEL

Maria Ludkin joined Barry Smith in the Legal Department in November 2006. Sarah King is currently on a two-year secondment to the GMB European Office in Brussels.

### ACTION ON CONGRESS MOTIONS

The Legal Department continues to provide day to day advice to Officers on redundancy issues, and has called on the Government to make improvements to the present redundancy payments scheme. The Department responded to the public consultation conducted by the DTI on the employer’s duty to notify the Secretary of State when collective redundancies occur. We have argued that collective consultation should take place at an earlier stage than UK law currently allows for i.e. *before* the decision to make redundancies has been taken. This would bring the UK more into line with the practice in many European countries. We also argued that there the scope of the consultation should amount to *negotiations*.

The Department has worked with the Political Department to argue for changes to the rules on the payment of protective awards for failure to consult in relation to companies in administration. We have raised particular concerns with the DTI over the reduction from 12 weeks to a maximum of 8 weeks that is paid by the Insolvency Department in these cases.

We have raised concerns over the absence of any real sanction against employers who fail to issue written particulars of employment with the DTI.

We have also raised continuing concerns with the DTI about employers in TUPE transfers who fail to pass on information to the new employer about their workforce, and the consequences this has for GMB members. We continue to argue for full pension protection in the event of a TUPE transfer.

We continue to work with the Liberty Trade Union Network to campaign for the protection of civil liberties. We have raised the issue of first course of conduct warnings issued by the police with the Home Office.

## SUPPORT FOR RECRUITMENT AND ORGANISATION

The Department continues to give priority to supporting recruitment, particularly in the Commercial Services and Public Services Sections. Equalities remain, as ever, a crucial organising issue and features strongly in the work of the Legal Department.

A significant proportion of the work of the Department relates to equal pay, and particularly in the public sector. We have supported the National Officers in the setting up of an Equal Pay Unit and other arrangements with GMB Regional Solicitors to enable GMB members to pursue equal pay claims, particularly in the NHS and in local authorities. We have continued to work with the National Officers and GMB solicitors generally on equal pay issues.

We aim to play our part in using the law to eradicate unequal pay.

## POLICY DEVELOPMENT

Work life balance issues continued to figure prominently. GMB has consistently called for a single period of paid maternity leave available to all pregnant workers from day one. From April 2007 all women employees will be entitled to 52 weeks of maternity leave irrespective of length of service, and statutory maternity pay will be paid for 39 weeks. The DTI issued further public consultations as part of the wider "Work and Families: choice and flexibility" consultation on measures to help parents and carers achieve a better work life balance.

In our response to the consultation on Additional Paternity leave and pay, though we welcomed the extension of fathers/partners' rights to take time off work to care for their children, we expressed our disappointment that the new right is to be linked to the mother/partner's entitlement. We would have preferred to see an improvement to the individual right to paternity leave.

In our response to the consultation on the draft Maternity and Adoption leave and pay Regulations, we argued that the proposed keeping in touch days should genuinely be a vehicle for women on maternity leave to be kept abreast of relevant workplace developments, thus maintaining the employment relationship, but should not become a means for employers to oblige women on maternity leave to carry out work. In our responses we also emphasised that for low paid workers, the ability to exercise genuine choice is curtailed by economic constraints. We called for improvements to statutory pay rates for leave takers so that all workers, not just the better off, can make use of the rights and existing rights to leave.

Together with the Research Department, we were responsible for producing the CEC Special Report: For Justice and Equality for Congress. The report focused on two specific areas of GMB's equalities agenda: equal pay and race and diversity. On equal pay it set out a number of measures to support an equal pay lobbying, organising and bargaining strategy. The report also outlined the background to, the scope and objectives of the GMB Race and Diversity Project, which will shape our future equality and diversity strategy.

We are working with the TUC to seek improvements to the restrictive rules relating to industrial action and industrial action ballots. These rules are being used by employers to obstruct the democratic wishes of GMB members who may have voted in favour of taking action. We are particularly concerned about the use of agency

workers during official disputes, and the failure by the Government to enforce the rules prohibiting the use of agency labour in official disputes, as highlighted in the recent dispute at JJB Sports in Wigan.

We have had an input into the preparation of, and we fully support, the present Trade Union Freedom Bill. The Bill follows on from Composite 1 carried unanimously at TUC Congress 2005. The 2005 Labour Party Conference also backed a resolution calling for freedom to take solidarity action. As part of our involvement, we argued that the Bill should include the repeal, without pre-conditions, of section 127 of the Criminal Justice and Public Order Act 1994 (this prevents GMB from being able to call upon members who work as custody officers, prisoner custody officers, and detention custody officers in private sector companies, to take industrial action). The TUC has agreed to include this demand in the Bill.

We responded to DTI public consultations on extending the jurisdiction of the statutory disputes procedures, and on the collective redundancy consultation provisions. In relation to the consultation on collective redundancies, we have particularly argued that consultation should take place *before* the employer has decided to make redundancies, and that there should be meaningful negotiations.

## **PUBLICATIONS AND INFORMATION PROVISION**

Each year sees the introduction of a raft of employment-related legislation. We aim to keep abreast of the changes, and to disseminate this information in an accessible and user friendly format for Officers and Regions, through the use of Law Briefings and more compact Law Notes. We aim to keep up to date with the changes and disseminate the information in an accessible and user friendly format among officers and the Regions, through the use of Law Briefings, Law Notes, and briefings/training sessions.

We supported the Food and Leisure, Process and Commercial Services Section Conferences providing presentations, with supporting documentation and a question and answer session, on forthcoming legislation likely to affect members within the sections.

We have worked with the Pensions Department to produce a comprehensive briefing on the Age Discrimination Regulations, which came into effect in October 2006. The briefing contains a detailed explanation of the Regulations and explains some of the practical problems that may arise. A training programme on these complex new rules was devised in tandem with the Pensions Department and has been rolled out to officers in the Regions. We are particularly concerned that some employers are seeking to use these new rules to weaken existing terms and conditions for members, under the pretext of complying with the new rules. We are monitoring the position closely.

We have produced Law Notes on a Discrimination Legislation Update, including Sex Discrimination, Civil Partnerships, Disability Discrimination, Race Discrimination, Age Discrimination, Parents/Work-Life Balance, and the Equality Bill. We have also covered new legislation including TUPE and the Commission for Racial Equality Code of Practice.

“GMB the Most Asked Questions” is updated annually, and is now in its 13<sup>th</sup> Edition, with further amendments planned at the time of writing this report. This consists of a series of one page answers to questions covering the breadth of employment rights issues, including Health and Safety, Contracts & Pay, Discipline & Dismissal, and Union rights. The aim is to provide a document which Regions can easily send or hand to members with common enquiries. This is posted on the GMB intranet, and an amended version (which excludes Region-specific benefits) is posted on the GMB website.

## **SUPPORT FOR RECOGNITION**

The Department continues to provide support, advice and assistance to Officers in considering and preparing applications to the Central Arbitration Committee for awards for collective bargaining.

Barry Smith is available to act as devil's advocate prior to an application being made, and day to day advice on queries continues to be provided.

GMB continues to meet with considerable success across a wide range of companies, often where GMB members have stayed loyal through years of employer hostility. Although there has been a fall across unions as a whole in the number of CAC applications recently, GMB continues to make positive use of the legislation. This is both as a framework for voluntary agreements (the "shadow" effect of the legislation), and as a procedure for achieving recognition in the face of employer resistance. The Department provides a regular update on applications to the Central Executive Council.

The new rules on unfair practices during CAC recognition ballots have so far had little direct impact, with only one application being made to challenge the employer's conduct across all unions. The application, which was a GMB case, was not accepted by the CAC. We are monitoring these new rules closely.

We continue to campaign for improvements in the procedure, including the removal of the 21 worker threshold before a CAC application can be made, and the removal of the need in a recognition ballot to get support from 40% of the workers in the bargaining unit, as well as a majority.

## SUPPORT FOR INDUSTRIAL ACTION

The Department continues to provide support to Regional and National Officers on industrial action matters and industrial action ballots, representing a significant proportion of the Department's work.

Despite some improvements to the rules relating to industrial action ballots that were introduced in October 2005, we believe that the present obligations are weighted far too heavily in favour of the employer. We fully support the demand for a Trade Union Freedom Bill.

Our Officers have continued to face challenges in relation to industrial action matters, and in particular in relation to the 7-day notices. We are concerned that some employers use these complex rules to frustrate the democratic wishes of GMB members struggling to improve their terms and conditions and to defend their jobs.

We have assisted Officers in a wide-range of ballots and disputes across both the private and public sectors, and two particular ballots should be mentioned.

We supported the National Officers in the aggregate ballot in the distribution centres in ASDA in the summer of 2006. This dispute, which was over the establishment of national collective bargaining, resulted in an overwhelming majority in favour of action. The employers challenged the ballot and commenced proceedings against the union for an injunction. The dispute and the court action were subsequently settled.

We supported the National Officers in the local government pension scheme ballot in early 2006. This dispute raised a number of legal issues due to the technical point that that the dispute arose with the Secretary of State, rather than the employers as would normally be the case.

The ballot arrangements were as follows:

- There was one main aggregate ballot of GMB members
- There were a series of smaller individual ballots covering employers such as those with admitted body status

The ballots resulted in votes in favour of action, and GMB members participated together with the other unions in the day of action on 28 March 2006.

We continue to update our guidance on ballots to reflect changes in legislation and case law, and offer and run briefings to Regions on the procedures to be followed.

We continue to support the National Officer in efforts to secure the repeal of section 127 of the Criminal Justice and Public Order Act 1994. In 2006 the Government repealed section 127 for prison officers in the public sector as their union had signed a collective agreement binding it not to call upon members to take industrial action. GMB will not agree to this.

As indicated above, we fully support the present Trade Union Freedom Bill, including the demands for the restoration of the ability for workers to take solidarity action, and for the repeal of the restrictive rules relating to the 7-day notices. We are pleased that the TUC has also agreed to the GMB demand to include the repeal of section 127 of the Criminal Justice and Public Order Act 1994 in the Bill.

## STATUTORY DISCIPLINARY, DISMISSAL, AND GRIEVANCE PROCEDURES

We continue to monitor the impact of these complex new rules, and are working with the TUC to secure relaxation of the rules in respect of grievances (particularly collective grievances). We are also concerned that the employer's lobby are seeking to water down their obligations towards GMB members in relation to disciplinary and dismissal matters. The Government is conducting a review in the spring of 2007 of the present procedures, and we are using this as an opportunity to put forward our arguments in this area.

## NATIONAL MINIMUM WAGE

We have called for the enforcement procedures to be strengthened, and for trade unions to be able to bring "class" or "representative" actions on behalf of workers.

## OTHER EMPLOYMENT LAW

We continue to provide day to day support to the Union's Officers on individual employment law matters, though collective issues and wider policy matters remain the priority of the Department.

## TRADE UNION LEGAL SERVICES

We made submissions to the Department of Constitutional Affairs arguing for an exemption for trade unions from the new rules that apply to claims management companies under the Compensation Act 2006. The DCA has agreed to the exemption, and unions are now required to comply with a new Code of Practice. We made submissions on the draft Code of Practice to the DCA. We will be monitoring the impact of the new rules and the new Code of Practice closely.

We contributed to the campaign to re-instate the right of members suffering from mesothelioma to recover compensation following the Court ruling in *Barker* in 2005. New rules have been introduced under the Compensation Act 2006 to reverse the court ruling, which include a fast-track for processing claims. There are also proposals for interim settlements, and a longer-term consultation. We will be monitoring the position closely. The position regarding recovery of compensation for those suffering from pleural plaque remains unresolved, and we are lobbying Government on this issue.

Trade Union legal services remain under attack from the CBI and the Insurance Industry, including threats to raise the County Court Small Claims limit. We will play our part in seeking to defend union legal services from these attacks.

## STANDING ORDERS COMMITTEE

Barry Smith was Secretary to the Recall Congress 2005 Standing Orders Committee, and to the Congress 2006 Standing Orders Committee. Barry is Secretary to the Congress 2007 Standing Orders Committee.

## PENSIONS DEPARTMENT

### 1. ACTION ON CONGRESS MOTIONS

In line with the decisions of GMB Congress, the Pensions Department has continued the campaign for the restoration of the state pension earnings link, the abolition of means testing, compulsory employer contributions to workers' pensions and other issues of pension security and retirement dignity. Motions advocating GMB policy were successfully passed at both Labour and TUC Conferences where the Department supported the union's role through writing motions, speeches and participating in the compositing processes.

On the Local Government Pension Scheme, the Department has continued to work with the National Secretary (Public Services) in producing communications and participating in negotiations on the scheme's reforms. In addition, the Pensions Department has continued to implement the Public Sector Forum's agreement on pensions in both the NHS and Civil Service schemes to ensure good quality schemes are maintained throughout the public sector.

### 2. SUPPORT FOR RECRUITMENT & ORGANISING

The Department continues to raise the profile of the GMB on pension issues and provides documentation and information to aid the recruitment and organisation of members. This has involved attending seminars and conferences to increase the union's profile. We also continue to increase the production of press releases and articles for publication. The Department generates press releases not only for major policy developments, but also for individual pension schemes. In specific companies, for example Astra Zeneca, the Department works with companies to increase the profile and understanding of the union and the occupational pension scheme.

The Department has continued to support the member nominated trustee database. The database currently has over 150 members. The trustees receive regular mail-outs, which contain internal GMB documents and external material from the bodies such as the Pensions Ombudsman or the Pensions Regulator. In addition, to assist the trustees with new legislative requirements regarding trustees' knowledge and understanding, the Department has produced a number of guides which can be found on the GMB website.

The Department makes great use of the GMB website and during 2006 we revamped the pension page to increase its accessibility. In total over 100 documents including bulletins, briefings, press releases and consultation responses, were uploaded onto the pensions page: [www.gmb.org.uk/pensions](http://www.gmb.org.uk/pensions) during the year. The quarterly Pensions Q&A is also circulated by many regions throughout the country.

### 3. CASEWORK

The Pensions Department managed a large casework load for the 10 GMB regions, which substantially expanded throughout 2006. The Department received over 150 new cases and nearly 200 email queries during the year, most queries are responded to within one week. The casework remit continues to expand with particular focus on supporting and defending defined benefit schemes, improving defined contribution schemes and managing individual ill health pension appeals. The discussion of changes to the Local Government Pension Scheme accounted for around 75% of the email queries that the Department received.

The Department manages pension cases on all pension schemes operated in the UK: occupational, state, personal and stakeholder schemes. The casework role directly supports regional officers as all cases must be referred to the Department through a regional official. The cases worked on within the Pensions Department are

complex and frequently involve Internal Disputes Resolution Procedures, the Pensions Regulator, Pensions Ombudsman, Financial Ombudsman, and the Financial Services Authority. The Pensions Department still receives a small number of direct calls from members. We continue to exercise our judgement and try to be as flexible as possible in how we handle the individual queries.

#### 4. POLICY/POLITICAL LOBBYING

The Department continues to be involved in progressing GMB's pensions' agenda through specific government departments. This involves working with civil servants and Ministers in the DWP, DTI, HMRC, DCLG and other departments as necessary. In particular the Department has been involved in developing legislation on information and consultation requirements, defined benefit scheme funding requirements, member nominated trustees, the Financial Assistance Scheme, defined contribution scheme regulation, the Pension Protection Fund, the National Pensions Saving Scheme and the new public sector pension schemes.

During 2006 the Department met with the Secretary of State for Work and Pensions and the Pensions Minister to secure progress on reform of the UK pensions system. This work has been reinforced through participation in a range of conferences organised by the Fabian Society, TUC and others; and events such as Age Concern's Citizens' Jury. The publication of the final report from the Pension Commission and two Pension White Papers meant that 2006 was a particularly busy year for the Department in terms of lobbying and publicising the union's agenda.

#### 5. INDUSTRIAL SUPPORT

The Pensions Department continues to provide substantial industrial support in the private and public sectors at both a national and regional level.

In the private sector, a large number of final salary schemes across the country have experienced imposed benefit reductions, scheme closures and transfers. The new consultation requirements have ensured that the Department has expanded support for these negotiations/consultations. The number of schemes that have been closed to either new entrants or for future accrual has increased. The Department has continued to support members and officials fighting to defend existing pension rights and to maximise members' pension provision in the future. In the nuclear industry, for example, the Department is involved with the creation of an industry wide Combined Nuclear Pension Scheme. In other areas the Department is involved with establishing pension consultation committees, for example, at Wincanton.

The Department's work with members of the Turner and Newell scheme led to the continued campaign to improve the situation of members whose employer and pension scheme become insolvent. The Department continue to work with the DWP to improve the provisions of the Financial Assistance Scheme and Pension Protection Fund. In addition following the progress of a court case taken by ASW and UEF members against the government, six GMB regions have logged over 800 individual member cases in readiness for an opportunity to take further action on the part of members who have lost some or all of their pensions due to company insolvency.

In the public sector, the Department has been heavily involved with the introduction of new pension schemes in the LGPS, NHS and Civil Service. In the LGPS the Department has been involved in over 125 meetings in 2006 with Ministers, civil servants, employers and other unions. The Department has also produced numerous bulletins and briefings for members and officers; and submissions to government and other stakeholders over the course of the year. The industrial action by GMB members in March 2006 was also supported by the Department through the production of briefing material and press communications. In September, the Department, in conjunction with the National Secretary (Public Services), conducted a survey across all members covered by the LGPS of members' priorities for their pension provision. The responses were then used to affect the response to the government on the initial framework of the new LGPS.



Within the NHS, the Pensions Department sits on both the steering group and technical advisory group. The negotiations resulted in a full consultation exercise and formal response, which saw GMB members overwhelmingly support the jointly endorsed proposals for both existing staff and new joiners. The consultation exercise involved producing various bulletins, briefings and press releases, along with running seminars within the GMB Regions.

The GMB leads on behalf of the industrial MOD unions in the Civil Service negotiations. The Department has been involved with the recent publication of the consultation document proposing a new scheme for staff joining the civil service from Summer 2007.

## 6. COMMITTEES

The Department runs the joint GMB – T&G Local Government Pensions Committee which meets quarterly with representatives from all GMB and T&G regions. This year's annual conference was held in London and involved workshops, debates and speakers from the London Pension Fund Authority, Department for Communities and Local Government, Business Services Association and both unions.

The Department attended most of the GMB section conferences in 2006 and also now acts as the secretariat for the GMB Services Committee.

## 7. TRAINING

The Department continues to develop a national pensions training programme, which focuses on officers, trustees and activists. The programme supports officer training within GMB regions on the request of the Regional Secretary.

The advanced course that particularly focuses on trustees, although is open to other interested members ran in March 2006 and was well received by participants. Many considered the course not only aided their own knowledge and understanding, but also that it was a unique course that provided a trade union perspective.

The Pensions Department has built on the one day training course for activists and developed a two day course which goes into considerably more depth. This was piloted in Liverpool, North Wales and Irish region and has been subsequently run in Birmingham and West Midlands region. The course has also been approved in London and Southern regions with other regions taking interest. The course is designed to focus on shop stewards and branch secretaries, although other lay members are welcome to attend with regional approval. The course focuses on the state pension, occupational schemes and current political developments.

## 8. AGE DISCRIMINATION

The Pensions Department took the lead on the issue of Age Discrimination in 2006. New legislation was brought in by the DWP and DTI. The Department, in conjunction with colleagues from the Legal and Research Departments, submitted formal responses and produced briefing material for officers and members. The Department also made presentations to officers and lay representatives in half the union's Regions at their request. As a result of the Department's engagement, amendments were secured to the legislation including the an exemption from the legislation for pension enhancements in redundancy situations and a right for members to be accompanied when utilising their right to request continued working. In addition the Department manages the Age Discrimination page on the GMB website at [www.gmb.org.uk/agediscrimination](http://www.gmb.org.uk/agediscrimination).

# POLITICAL DEPARTMENT

## Introduction

The Political Department has had a constructive year, with activities happening throughout the Regions as well as at Westminster. Campaigns have included; the Local Elections, Pensions, Local Government and the NHS. We have also used our access to politicians to raise concerns over employers such as Burberrys, ASDA, AA and Birdseye.

GMB has increased the number of meetings and our correspondence with Ministers and MPs, taking issues that affect our members to the heart of Government. This work has been co-ordinated through Iain McNicol the National Political Officer.

#### **Westminster Office**

The office in the House of Commons has proved a useful base to arrange lobbies and meetings with members and politicians. This has allowed the GMB to raise its game in terms of lobbying and day to day contact with; Ministers, MPs, special advisors, civil servants and researchers.

A number of lobbies have taken place over the last year on a wide range of issues. GMB members have been into the Commons to lobby their MPs on Local Government Pensions, NHS privatisation and Remploy.

GMB representatives have also spoke at a number of meetings organised in the House of Commons.

The Political Department has arranged a number of visits to the House of Commons for GMB members. For more details contact Iain McNicol at National Office.

#### **Labour Party**

The two GMB representatives on the NEC of the Labour Party - Mary Turner and Debbie Coulter - have played an integral role in holding the Labour Party and Prime Minister to account.

We have continued to intervene on policy discussions through the National Policy Forum, although there has been no policy decisions made this year, the NPF still offers the ability to hold ministers to account.

#### **Labour Party Conference**

GMB had a positive input into Labour Party Conference in September 2006. A number of GMB delegates spoke on a range of issues including manufacturing, trade union rights and pensions. The GMB motion on pensions was again carried with a number of our concerns being addressed in the Pensions White Paper. There are however a number of points within the White Paper that are not in line with GMB policy and we will continue to raise our objections.

The motion on Defend Council Housing was also passed and is an area the GMB have continued to work on. This year's conference took place in Manchester for the first time, which proved a good venue.

#### **Parliamentary Panel / Selections**

We are currently in the process of setting up the new GMB parliamentary panel. Regions have now nominated the individuals they wish to put forward for consideration.

The final interviews will take place by the CEC Political Committee over the next few months and a full list of GMB panel members will be ready for Congress. If you are a member of a Constituency Labour Party that is going through a selection process for a new parliamentary candidate please get in touch with the National Political Officer to get a list of those potential candidates supported by GMB.

#### **Government**

Over the last year regular meetings have been arranged with Government Ministers and Departments. These have ranged from meeting with Ministers and the General Secretary, National Officers, Regional Officers, Branch Officers and members.

#### Meetings over the last year.

Name	Government Department
Tony Blair	Prime Minister
Gordon Brown	Chancellor of the Exchequer
Ed Balls	Economic Secretary
John Healey	Financial Secretary
Jack Straw	Leader of House of Commons
Yvette Cooper	Communities and Local Government
Phil Woolas	Communities and Local Government
Richard Caborn	Culture, Media and Sport
Jim Knight	Education and Skills
Jim Murphy	Work and Pensions
James Purnell	Work and Pensions
Margaret Hodge	Trade and Industry
Ian McCartney	Trade and Industry
Tony McNulty	Home Office
Hazel Blears	Chair of the Labour Party
Ivan Lewis	Health
Gareth Thomas	International Development
Anne McGuire	Work and Pensions
Jim Fitzpatrick	Trade and Industry
Vernon Coaker	Home Office
Gerry Sutcliffe	Home Office
Tessa Jowell	Culture, Media and Sports
Alan Johnson	Education and Skills
David Milliband	Environment Food and Rural Affairs
Hillary Benn	International Development
John Hutton	Work and Pensions
Peter Hain	Northern Ireland and for Wales

#### Local Elections 2006

Following the adoption of direct funding and a national direct mail strategy we were very disappointed with the results at the 2006 local elections. There were however a number of national political factors which played badly for the Labour Party.

It was particularly disappointing to see the loss of so many Councillors across the country, as well as the loss of many Councils.

GMB members living within each target Local Authority received a number of letters from the GMB. The direct mail comprised of an initial letter and survey to canvass members concerns and opinions about local issues, this was followed by two further letters detailing the results of the survey and highlighting the benefits of returning a Labour Council. The direct mail was followed by telephone canvassing and supported by the production of a range of literature and leaflets.

We had a very positive and high response to the work we carried out, but unfortunately this was overtaken by the adverse national swing.

### Regional Political Officers

The National Political Officer has visited all regions to meet with Regional Political Officers, the aim being to develop and improve greater communication and liaison with politicians at all levels; MPs, MEPs and Councillors.

Throughout the year we have also held a number of meetings with Regional Political Officers to exchange information and co-ordinate political work. This has further led to the sharing best practice and highlighting different regional approaches. Increased co-ordination and co-operation is delivering a greater coherent strategy throughout the GMB.

The Regional Political Officers are:

Name	Region
Richard Ascough	Southern
Pamela Drake	South Western
Justin Bowden	London
Martin Hird	Birmingham
Cheryl Pidgeon	Midlands and East Coast
Steve Jennings	Yorkshire and North Derby
Glyn Thornton	North West Region
Julie Elliott	Northern
Richard Leonard	Scotland

### ASDA

We have used GMB MPs before in campaigns to highlight issues and raise concerns about employers; however with the ASDA dispute we stepped up a gear. ASDA had employed a PR Company to run an anti GMB campaign in the North East of England. The company broke the law in the bribes that they offered members to ditch the GMB.

This gave us the hook to go after ASDA and Portland, their PR Company. We started with an Early Day Motion attacking the company which received over 100 signatures. We then wrote to all MPs explaining our position and concerns asking them to write to Ministers and ASDA direct. ASDA responded to this affording us the opportunity to attack them again in further correspondence.

We used GMB MPs as well as senior politicians to meet with the company and get our message across. The pressure culminated in a number of meetings with ASDA arranged in the House of Commons.

The political front complimented the media and industrial strategy, pressurising ASDA on all fronts. The campaign was further boosted by a special report to Congress 2006 on "Where are they now".

This joined up GMB strategy delivered a positive way forward for our members within one of the largest and most powerful companies in the world.

### Cash In Transit

The CVIT campaign was outlined in last years report and the campaign has continued. A number of our members who work in this sector have been attacked and injured whilst delivering and dropping off monies. We have been working jointly with the industry, in particular G4S, to try reducing these attacks.

The campaign has focused on getting Government to do more. Unfortunately we have not seen the progress we would have liked to. We have continued to have meetings with the Home Office Ministers and Civil Servants but actually getting them to do something positive is proving harder than expected.

GMB put up speakers for the fringe meetings arranged at political conferences this year. We will continue with this campaign due to the importance of it for our members. GMB want to see CVIT crime moved up the political and policing priority list.

### EDM's

GMB has supported and proposed a number of EDM's encouraging our group of MPs to promote and sign them.

Issues we have been involved in promoting EDM's include; Private Equity, NCP recognition, international issues, drivers' safety, CVIT attacks and temporary agency workers.

### BNP

Two motions on political issues were referred from Congress 2006. Mick Rix, National Officer presented these to the CEC Political Committee and the following recommendations from them were agreed:

- Support the initiative of BNP Free Zone for the GMB
- Creation of new organising member outreach materials, such as posters/ flyers/ template election leaflet/ reps & officers handbook, and promotional/ educational DVD.
- Supporting the AFF initiative and direct our regions and members to the various campaigns and activities taking place in this regards, and other agreed anti fascist activities with Searchlight/ TUC and other unions.
- Regular briefings to regions on our work programme for the next two years.

The BNP has made steady gains in elections in the last few years, culminating in 2006, with them being the leading opposition party in Barking and Dagenham. The BNP has 49 local councillors, and they predict this will rise to 100 in May 2007.

What has the GMB being doing to combat the rise of this fascist party?

1. We developed a plan in 2005 through the CEC to launch the GMB Target BNP campaign, which delivers quality organising training to officers, lay reps and activists. It links GMB workplaces with anti fascist groups, other trade unions/ local labour parties in promoting an agenda of Hope through the political process, rather than hatred via the BNP.
2. Approx 60 GMB officers/ activists have received training on anti fascist work, with courses being tailor made for the former Lancashire Region, Yorkshire Region, London Region and a course for Remploy and CFTA committee activists.
3. We have developed links with community and political organisations, namely Show Racism the Red card, Holocaust Educational Trust, Philosophy Football and When Saturday Comes (a football magazine), Searchlight, local anti fascist groups, local labour parties, MP's and councillors, the TUC and its regions.
4. In the last twelve months, we have developed and helped deliver, two Billy Bragg sponsored Hope Not Hate tours, starting in Wolverhampton in April 2006 on St George's day, this tour linked into community activity, and our workplace reps, with over 4,000 GMB stickers and literature handed out at the concerts themselves. The tours also promoted our members involvement in these tours working on anti fascist activity, from LG, Health, manufacturing, Logistics, to Rugby League players, Remploy campaigns, the Worlds Strongest man,

and the five Glasgow Scottish Football club captains being present at a Media event and the Glasgow BBH2 event.

5. Various community based activities has been taking place by GMB activists in a variety of areas. Ranging from Barking and Dagenham, Hounslow (Brentford & Isleworth), Sandwell & Dudley, Morley in Leeds, to Halifax. 400,000 tabloid newspapers were delivered, along with a similar amount of supportive literature for St George's day in local labour party election campaigns. We have developed a website, [www.targetbnp.unionweb.co.uk](http://www.targetbnp.unionweb.co.uk).

## RESEARCH DEPARTMENT

This report highlights how the GMB Research Department's research and policy team has contributed to implementing the strategy determined by the CEC.

### The purpose and role of the Department

The research and policy team fulfils two main functions:

- Providing information and assistance that GMB officers and activists find valuable in recruiting, organising and representing members, motivating members to become more active, and winning recognition from employers.
- Developing union policy, raising the GMB profile and strengthening GMB influence by providing specialist advice, preparing proposals, drafting consultations and liaising with contacts in government and other relevant industrial political and other bodies in the UK and the European Union.

Members of the department work closely with colleagues at National Office, and are often involved in joint work with colleagues in the Pensions, Health and Safety and Legal Departments. They also work directly with colleagues at regional level, and represent the union across the policy-making spectrum.

The department plays a major role in Congress preparation and support and in following through the policy decisions and will of Congress.

The department consists of one Senior Research and Policy Officer and 4 Research and Policy Officers. Each Research and Policy Officer supports one of the GMB Sections and also covers specialist policy areas. Each has contributed in the past year towards the union's objectives in the following way:

### DOLORES O'DONOGHUE, SENIOR RESEARCH AND POLICY OFFICER

Dolores is responsible for co-ordination of the department's work. Her sectional responsibilities include provision of support on policy and bargaining issues to the Commercial Services Section. She also supports the CEC and General Secretary on policy matters and co-ordinates and follows through matters related to CEC Congress decisions with relevant colleagues and CEC sub committees.

In May 2006 Dolores took on responsibility for preparation of the Congress programme, preparing relevant papers and documents and the daily running order for the President at Congress. She provides advice and support to the President and General Secretary at GMB Congress and to the GMB delegation at TUC Congress. She also provides Executive support to the Senior Management Team.

### Sectional Work:

In the Commercial Services Section the main thrust of her work in the past year has been related to two key membership areas; in DHL by assisting the National Officer on bargaining and organisation issues; pay claims, policy development and ballot preparation. In the Security Industry, Dolores provided policy advice and practical work on licensing issues, and assisted with developing the campaign centred upon the Charter for Security Workers at political, civil service and company levels. This involved meetings with Ministers and ministerial teams. Dolores has drafted briefing materials, GMB Security Bulletins, and responded to the DTI Consultation on Parking, proposing exemption for CVIT couriers from parking restrictions. She provides advice to the All Party Parliamentary Group on the Security Industry and is a member of the Security Industry Authority Research Forum.

She has attended and provided advice on motions, and made presentations to sectional industrial conferences. She directly negotiates with employers on policy matters, for instance making recommendations and providing expert advice and policy input into consultation exercises with GSL on the introduction of biometric technology.

### Policy Work

Dolores provides briefing materials for the General Secretary and TUC Executive Committee members on TUC and other policy papers. She co-ordinates the GMB input into public consultations; the most significant being the DTI Consultation on increased holiday entitlement where the GMB was instrumental in influencing the DTI decision against allowing "opting out" of increased holiday entitlement. At time of writing she is working with her colleague Ida Clemo on the second phase of consultation whereby the GMB is pressing for full, not phased, implementation of increases in holiday entitlement.

Dolores, assisted by Charles King, supported the GMB delegation at TUC Congress, providing advice on motions, statements and emergency motions, writing questions, speeches and speech notes and was instrumental in raising the GMB profile by liaising with the TUC Organisation Department to ensure GMB speakers were in every debate and prominent in the question and answer sessions to the Prime Minister and the Foreign Secretary.

### GMB Policy

Dolores has responsibility for supporting the CEC and General Secretary in progressing the decisions and will of Congress through preparation of advice and information documents for the CEC and relevant sub-committees.

Dolores is a member of the Congress Working Party, from January to June much of her work is involved in the preparations for GMB Congress; she drafts the Congress Agenda, Programme, and advice documents for the CEC, works on composite motions, speeches, and policy briefing materials. Like many people at National Office, most of her role is in the background, but she can be seen at Congress supporting the Congress Platform and managing the Daily Running Order for the President.

### GERRY CARR, RESEARCH AND POLICY OFFICER

Gerry Carr's main areas of responsibility are in the Public Services Section covering the NHS and MPO members in the Probation Service, The Rent Service and local government chief officers. His other industrial duties cover Remploy and towards the end of 2006 he acquired responsibility for supporting the CFTA sector. For much of the year, however, Gerry has been heavily involved in the Remploy campaign.

January kicked off with Gerry working closely with the National Secretary and supporting Southern region in building up the campaign to save the Crosfield disabled workshop which at the time was under threat of closure by the London Borough of Croydon. Despite a determined campaign, with widespread public support, the workshop was closed at the end of March leaving the vast majority of disabled workers on benefits.

Also in March, the Minister for Disabled People announced a strategic review of the future business options for Remploy causing widespread uncertainty amongst the workforce. That announcement triggered the on-going

campaign to defend GMB members' jobs and prevent the closure of Remploy's network of manufacturing sites. Gerry's involvement has been to support the National Secretary, the Trade Union Consortium, and GMB senior stewards throughout in all aspects of the campaign. On the National Secretary's behalf Gerry led a delegation of senior stewards to meet with the Minister. He has produced campaign briefings and recruitment leaflets, helped set up a dedicated Remploy workers website (NB: new site [www.gmbremployworkers.info/](http://www.gmbremployworkers.info/)) and supplied campaign and other materials for that website. He also drafted parliamentary questions and a briefing for MPs.

Gerry has been actively involved in the Remploy Modernisation Review. He serves as a member of the negotiating sub-committee which enables him, together with colleagues, to analyse the various business presentations made by the company as well as identifying other matters that require closer scrutiny. Together with the National Secretary, Gerry is working with the leading accountancy firm, Grant Thornton, which has been engaged to work on behalf of the Trade Union Consortium and which has been tasked with analysing the Remploy company structure and a key business stream. The aim is to help the unions develop positive business proposals in order to save the factory network and our members' jobs.

Gerry's public service work included pay negotiations for The Rent Service and drafting a section of the NHS pay claim which was submitted to the nurses and other health professionals pay review body. He attended meetings of the Workforce Issues Group considering the implications arising from the Health White Paper. Gerry produced the GMB response to the ambulance service configuration (England), produced a briefing on health service restructuring and towards the end of the year briefings for GMB members attending the 'NHS Together' parliamentary lobby. Contrary to expectations the Hay job evaluation and grading exercise for Probation Service senior managers continued with informal reviews being held throughout the year. Gerry also submitted the GMB responses to consultations by the General Social Care Council on the registration of social care workers (England) and the DWP's Welfare Green Paper.

**IDA CLEMO, RESEARCH AND POLICY OFFICER**

### **Sectional Work**

Ida provides sectional support to the Food & Leisure and Process Sections. Over the past year she has supported the Sectional National Committee & Conferences and assisted in preparing the Conference Programme, advice on motions and drafts for speeches, the Conference Report and the actions document.

In both sections she has assisted the National and Regional Officers with bargaining and organisation issues; pay claims, briefings, profiles, policy development and ballot preparation. She worked closely with London Regional Officers on policy discussions with ministers at Defra on Sugar Reform and discussions with Tate & Lyle on the impact of these changes.

### **Organisation & Recruitment**

Ida highlights recruitment areas to the National Officers for the sections she works to. She has been involved in REACH negotiations and made a presentation to the Process Section Conference. Across all sections she provides ad hoc profiles of companies for National and Regional Officers. She has been a policy advisor to the National Casino Steering Group and has written consultation papers and briefings for officers on the industry and the rights of our casino workers. She has also created a database of UK Casinos and GMB representation. She has also been involved in policy areas related to Migrant Workers. She has worked closely with a member of the Organising Team to produce a Drivers Recruitment Pack.

### **Campaigns - Asda Distribution**

Ida played an important role in the preparation of material for Asda Distribution newsletters, political briefings and rebuttals. She was also instrumental in setting up a steward texting service which proved invaluable during the dispute and directly provided support for Stewards through the NSSF Group.

As a member of a GMB sub group together with the National Officer, Regional Officers and key stewards, Ida was involved in negotiating the agreements for Access to Recruitment with Asda and provided direct assistance



to the negotiations for a model collective Bargaining agreement to be used at the ballots at Erith and Chepstow sites. She had a central role in organising and co-ordinating the national ballot and worked with colleagues from the National Legal Department to provide evidence in response to Asda's injunction against the GMB.

### Campaigns- DHL

Ida assisted the National Officer and Legal Department by co-ordinating the information required for the National ballot; preparing ballot lists and liaising with the NAU and other regional colleagues.

### Bargaining Support

Ida produces pay claims, monthly key bargaining statistics and information, speech notes for National and Regional Officers and produced a comprehensive report for Food & Leisure and Process Sections to assist Regional Officers in Bargaining and Pay Claims.

### Policy Work

Ida has been involved in preparing submissions to Government Consultations including:

- National Minimum Wage
- TUC response for the Low Pay Commission
- Guidance on Accommodation offset
- Gambling Commission- Statement of Principles on Licensing and Regulation (January 2006)
- DTI "SUCCESS AT WORK" - Increasing the holiday entitlement
- OFT proposal to refer the Grocery market to the Competition Commission (April 2006)
- DTI Review of Sunday Trading Law (April 2006)

Other policy work has included keeping Officers informed of changes to road transport legislation, preparing briefings on this area and advising on collective agreements.

### Membership and information Systems

Ida advises Regions and National Office on Information Systems and was responsible for organising and negotiating the XpertHR and CreditSafe systems which are used by National Office and all Regions for bargaining support and financial information. She assisted the General Secretary by making a presentation on XpertHR to all Officers in December.

She also produces the monthly & quarterly reports for the CEC and National Organising Team on Membership and Recruitment and provides Regions with bargaining statistics to enable them to monitor their performance targets. Ida produces analysis of membership trends and responds to ad-hoc requests.

### Conference and Congress Support

Ida is a member of the Congress Working party and works closely with Dolores O'Donoghue in the preparations for Congress, including coordinating composite motions, advice on motions, speech drafting and the Running Order for Congress itself and creating the master version of the Decisions of Congress Document.

### CHARLES KING, RESEARCH AND POLICY OFFICER

Charlie provides support to National Officials across the three sections. His policy areas include work in Energy and Utilities and the Engineering sections including the MOD and Waste and Recycling. He covers policy work on energy, environment, manufacturing, skills and transport.

### GMB Section Work

Charlie keeps a watching brief across sections, on companies, mergers, takeovers, closures and new plants, government contracts and pay trends and settlements in the sectors. He writes pay claims, provides pay and bargaining advice, and undertakes work on pay systems including equality issues, shift systems and rosters.

### Ship Recycling

Charlie worked with the Health and Safety Department and Northern Region on a GMB response to the Defra consultation on Ship Recycling and Breaking and has undertaken further work on this in conjunction with the EMF and IMF.

### TUC, CSEU and Other Unions

Charlie has worked on a number of issues with the TUC and other unions on a range of issues which include: Skills Agenda, Manufacturing Task Group, submitting papers on Community Development Funds and the link between Energy policy and manufacturing jobs. He is a member of the TUC Learning and Skills Network, the Trade Unions for Sustainable Development Action Committee (TUSDAC), working on environment, transport and energy issues related to employment. He has been a member of the working group with TUC and manufacturers on energy price problems, the TUC Aviation and Transport Groups and the Olympic Transport strategy.

### GMB Congress

Charlie has been a member of the Research Team attending Congress for many years and at Congress 2006 he again undertook a range of Congress work including: advice on motions, composite motions, writing speeches and speech notes. He also arranged a fringe meeting on the future and importance of aviation to the UK economy, and helped organise a stall in conjunction with Future Heathrow.

### TUC Congress

Charlie is also a long-standing team member at TUC Congress and in 2006 he provided advice on motions, statements and emergency motions, writing questions, speeches and speech notes and an emergency motion. He also attended a meeting on energy prices and jobs with the Secretary of State for Industry and assisted with a fringe meeting on Climate Change.

### Labour Party Conference

Charlie attended and undertook a range of Labour Party conference work including providing advice on motions, writing speeches and speech notes. He spoke at a fringe meeting on Climate Change and Employment and drafted the GMB emergency motion on food manufacturing.

### CSEU Biannual Conference

Charlie also supports the GMB delegation to the CSEU conference by advising on and writing motions, composite motions, speeches and speech notes.

### Consultations and Policy

Charlie responds to consultation documents on his policy areas, from Government, European Union, Regulators, GLA, and Scottish Executive. These include Ship Recycling, Energy Review, Renewable and Nuclear Energy Reviews and Renewables Obligation Scotland, microgeneration, clean coal and carbon capture, the London Freight Plan, Aviation policy, new runways and terminals at Heathrow and Stansted.

He has represented the GMB with senior stewards in meetings with HSE and Energy and Utility Skills on gas safety. He worked with stewards and regional officers on the London Freight Plan and again with stewards and regional officers on issues related to Thames Water and job losses.

In the skills and training policy area he has worked on the New Modern Gas Apprenticeship in Scotland, National training standards, Foundation degrees and apprenticeships in the water industry, the waste and recycling sector

and the renewable energy sector and on funding of Sector Skills Councils with other trade unions and Department for Education and Skills.

### European issues

Charlie also provides information and assistance to officers and stewards on European Works Councils and Europe Companies (SE) and works with international and European federations on a number of issues including European Works Councils, the European Companies Directive, and merger and takeover issues.

### EAMON O'HEARN LARGE, RESEARCH AND POLICY OFFICER

Eamon joined the Research department in March 2006, and his responsibilities are shared between the Research Department and the National Organising Team.

Eamon has provided research and bargaining support to the Construction, Furniture, Timber and Allied (CFTA) Section, including the development of industry-wide pay claims.

He has attended the CFTA Section Committee meetings to report on matters affecting the Section, including sourcing and supplying information, briefings and documents to Committee members and conducting specific company research and monitoring as requested by the CFTA National Secretary.

Eamon also provides Research and Bargaining support for the Higher and Further Education sectors, including the mapping and analysis of the Higher Education sector workforce.

Since Autumn 2006 Eamon has been providing Research and Bargaining support to the Public Services Section, with a particular focus on GMB work in the Schools area.

### Policy Area

Eamon has conducted research and responded to requests concerning issues arising in the CFTA, such as the Age Discrimination legislation and also provides Policy support into the Higher and Further Education sectors.

### Monitoring

Another area of Eamon's work has involved monitoring the Olympic Games, including the development and maintenance of a Games brief representing all the potential GMB interests.

This has included researching and responding as directed/required to specific issues arising from the Olympic Games, including attending meetings related to the Games.

Eamon continues to keep up to date with knowledge of pay trends, mergers/acquisitions and any sector/industrial developments.

### Organising and Recruitment

Eamon has conducted specific research into company structures and accounts for CTFA Section, mapped and analysed the Higher Education workforce in preparation for a potential national project and researched the potential organising opportunities for the GMB in the Olympic Games.

### National Organising Team/Department

He has conducted mapping exercises of the industries where there are current National Organising Projects, including an analysis of current/future industry issues and conducting specific research into the companies that are the subject of current National Organising Projects.

He also provides membership analysis and reports on the progress of National Organising Projects for the National Organising Team as well as conducting forward research and analysis into industries, companies and issues that can be used to support future National Organising Projects.

Eamon regularly responds to requests from members of the National Organising Team in relation to the National/Regional Projects in their region, including company and industry research. He has drafted a new GMB Stewards Handbook and Branch Development/Organising Plan for Branches and Workplaces.

### GMB Congress

Eamon was involved for the first time in work for GMB Congress in 2006 when he assisted in the composing of motions, and drafting speeches. He was a member of the Research team at Congress and assisted in recording proceedings and providing general support.

## REPORT ON MOTIONS AND CEC SPECIAL REPORTS AND STATEMENTS CARRIED BY THE 2006 CONGRESS

The CEC reviewed all motions and reports/statements carried by the 2006 Congress and decided what action to take to implement the will of Congress. In each case the appropriate action fell into one or more of the following categories:

CEC	To take into account in its deliberations (such as deciding what issues to press and how to vote at TUC Congress and Labour Party Conference and to pass issues for action to the relevant CEC committee.
GS/DGS	To be noted, actioned or taken into account by the General Secretary (GS) or Deputy General Secretary (DGS) and the appropriate department(s) of National Office or the National Administration Unit (NAU).
Regions(s)	For appropriate action by the relevant Region(s).
National Officer	For appropriate action by the relevant Section Secretary/National Officer.
Section National Committee	For consideration/action by the relevant Section Committee.
TUC/LP	To pursue via TUC or Labour Party channels.
Govt	To raise with the relevant government department.
MPs / MEPs	To raise with members of the GMB Westminster / European Parliamentary Groups.

### REPORTS AND STATEMENTS CARRIED/APPROVED

<b>General Secretary's Report</b>	GS
<b>Annual Accounts and Auditors Report</b>	GS, National Office Finance Dept.
<b>CEC Special Report: Progress Update A Framework for the Future of the GMB: Moving</b>	CEC, CEC Task Group, GS and Senior Management Team, National Organising

<b>Forward</b>	Team, Regions, CEC Recruitment & Organisation, Finance, Communications and Training Committees, Legal Dept and HR Department.
<b>CEC Special Report: GMB @ Work</b>	CEC, CEC Recruitment & Organisation Committee, GS and Senior Management Team, National Organising Team, Regions, Training Committee, IT Steering Group, NAU, Communications Dept, all GMB employees and branches
<b>CEC Special Report: For Justice and Equality</b>	CEC, GS, DGS and Senior Management Team, National Officials, CEC Training Committee, Race Task Group, UMF Project Team, all GMB employees and branches
<b>CEC Special Report: The Sections of the Union</b>	CEC, GS, DGS. CEC Task Group, Recruitment and Organisation Committee, Section Committees, National Officials, all GMB employees and branches
<b>CEC Statement on Pensions</b>	GS, CEC Political Committee, TUC, Labour Party
<b>CEC Statement to Congress on Proposed Merger</b>	GS, CEC Task Group

<b>MOTIONS CARRIED BY CONGRESS</b>		
(† Carried subject to a CEC Qualification)		
<b>CEC Motion Validating Decisions of Recall Congress 2005</b>		
CECM377		GS
<b>Union Organisation: Congress</b>		
† Motion 5	Freedom of Speech In the GMB	CEC GS
<b>Union Organisation: General</b>		
† Motion 18	GMB Offices And Disability	GS SMT
<b>Union Organisation: Recruitment &amp; Organisation</b>		
† Motion 26	GMB Membership Database	GS SMT IT Steering Group
Motion 28	Membership Services	Regional Secretaries
<b>Union Organisation: Representation &amp; Accountability</b>		
Motion 33	Standards In The GMB	GS SMT
RA365	Rule 37 Branches	CEC Task Group

<b>Union Organisation: Finances &amp; Contributions</b>		
† Motion 40	Branch Allocation	SMT Finance Committee
Motion 44	GMB Influence	Finance Committee
RA361	Rule 30 Audit	Finance Committee
RA362	Rule 30 Audit	Finance Committee
RA371	Rule 49A Retired Life Members <sup>1</sup>	Finance Committee
CECRA379	Contributions And Benefits	Finance Committee
CECRA380	Contributions And Benefits	Finance Committee
CECRA381	Contributions And Benefits	Finance Committee
CECRA382	Contributions And Benefits	Finance Committee
<b>Union Organisation: Union Benefits</b>		
Motion 49	Members Benefits	Finance Committee
Motion 54	Union Benefits	Finance Committee
† Motion 56	Free Insurance	Finance Committee
CECRA378	Legal Assistance	Finance Committee, GS/Legal Dept
<b>Union Organisation: Education &amp; Training</b>		
Comp 4	GMB Approach To Training For Representatives	CEC Training Committee, SMT
Motion 60	Training For Representatives	SMT
Motion 61	Education	CEC Training Committee, SMT
Motion 64	Migrant Workers	CEC Training Committee, SMT
<b>Employment Policy: Equal Opportunities</b>		
† Motion 66	Charter For Women	DGS
† Comp 5	Equal Pay	SMT, DGS
Motion 69	Supported Employment Manufacturing Sites	CEC, Political Committee, Phil Davies
<b>Employment Policy: Health &amp; Safety At Work</b>		
Motion 70	Health & Safety Inspectors	GS/H&S
Motion 72	Government Proposed Changes to Asbestos Regulations	GS/H&S
Motion 74	Corporate Manslaughter Bill	GS/H&S
† Motion 76	Passive smoking	GS/H&S
Motion 78	Violence At Work	GS/H&S
Motion 79	Lone Working	GS/H&S
<b>Employment Policy: Pensions &amp; Retirement</b>		
Comp 6	Pension Security	CEC GS/Pensions Political Comm
Comp 7	Reduction of Pension Benefits	CEC GS/Pensions TUC
Comp 8	Compulsion	CEC GS/Pensions Political Comm
Motion 92	Pensions In The Private Sector	GS/Pensions Political Committee
† Comp 9	Pension Reform	GS/Pensions Political Comm TUC
Comp 10	Retirement Age	GS/Pensions Regions Political Comm
Comp 11	State Pensions Earnings Link	GS Political Committee
Motion 107	Women's Pensions	GS/Pensions DGS Political Comm
† Motion 108	Transferable Pension Funds	GS/Pensions

<sup>1</sup> Note: RA371- CEC Stance was OPPOSE

<b>Employment Policy: Rights At Work</b>		
† Comp 12	Anti Trade Union Laws	GS/Legal Dept Political Comm TUC
Motion 111	GMB Consultancy	CEC Political Committee Govt
Comp 13	Employment Rights	Political Committee Govt
Motion 118	UK Redundancy Legislation <sup>2</sup>	Political Committee GS/Research
Motion 119	Redundancy Act	
† Motion 120	Redundancy Payments	CEC GS/Legal/Research Govt
Comp 14	Companies in Administration	GS/Legal/Research Govt
Comp 15	Statutory Holiday Entitlement	GS/Legal/Research Govt
† Motion 125	National Minimum Wage	
† Motion 126	Statutory Maternity Pay	Political Committee GS/Research
Comp 16	Agency Workers	Political Comm GS/Research Govt
Motion 129	Company Sick Pay	DGS GS/Research Govt
† Motion 130	Bullying in the Workplace	DGS GS/Research TUC
† Motion 131	Contract of Employment & TUPE	National Officials
Motion 132	Transfer of Undertaking Protection of Employment	
† Motion 133	Two Tier Workforce	National Officials
† Motion 134	End of The 'Two Tier' Workforce in the Private Sector	Political Committee GS/Legal Govt
Comp 17	Rights of Foreign Workers	GS/Legal/Pensions DGS National Official (CS) National Officials (all) TUC
<b>Industrial &amp; Economic Policy: Commercial Services</b>		
Motion 138	Health & Safety	National Official (CS) GS/H&S
Motion 139	Safety Concerns for Check-In Agents at London Airports	National Official (CS) GS/H&S
<b>Industrial &amp; Economic Policy: CFTA</b>		
Comp 18	Remploy	Nat Official (CFTA) Political Comm Govt
† Motion 142	Fair Play for Remploy Coventry	National Official (CFTA)
<b>Industrial &amp; Economic Policy: Engineering</b>		
Motion 150	Shipbuilding	National Official (ENG) Govt
Motion 151	Ship Recycling	National Official (ENG) Govt
EM4	Swan Hunter Shipbuilders	Nat Official (ENG) Political Comm
<b>Industrial &amp; Economic Policy: Energy &amp; Utilities</b>		
EM3	Compulsory Water Meters	National Official (E&U) Govt
† Comp 19	Balanced Energy Policy	National Official (E&U) Govt
Motion 147	Power Industry	National Official (E&U) Govt
Comp 20	Energy Prices	National Official (E&U) Govt
<b>Industrial &amp; Economic Policy : Food &amp; Leisure</b>		
EM6	Asda Wal-Mart Trade Dispute	Nat Official (F&L) Political Committee
Motion 152	Retail Giants	Nat Official (F&L) Political Committee
Comp 21	GMB's Fight against ASDA WAL-MART	National Official (F&L)

<sup>2</sup> Note: Motion 118- CEC Stance was SEEK WITHDRAWAL

Motion 157 Motion 158	Migrant Workers How Is My Driving	DGS National Official (F&L) TUC National Officials (All)
<b>Industrial &amp; Economic Policy : Public Services</b>		
EM2 † EM5 † Motion 159 Motion 160	Redundancies In The NHS Health Public Services Section Review Public Sector Job Evaluation Exercise	National Official (PS NHS) National Official (PS NHS) National Official (PS LG) National Official (PS LG)
Motion 162 Motion 163	Local Govt Salary Allowances Residential Workers – Sleep In Duties	National Official (PS LG) National Official (PS LG) National Official (PS Social Care)
Motion 164 † Comp 22 † Comp 23 Motion 169 Motion 170 Motion 171	Tied Accommodation Public Sector Pensions: Local Govt Local Govt Pension Schemes School Support Staff School Support Staff Local Authority Control of Education	National Official (PS LG) National Official (PS LG) Pensions National Official (PS LG) Pensions National Official (PS LG) National Official (PS LG) National Official (PS LG)
Motion 172	Teaching Supply Agencies to be abolished	National Official (PS NHS)
Motion 173	Methicillin Resistant Staphylococcus Aureus	Communications
Motion 174	Investments by Private Investment Trusts	National Officials (PS + CS)
Motion 175	Staffing Levels In Residential and Nursing Homes	National Official (PS Social Care)
<b>Industrial &amp; Economic Policy: Manufacturing</b>		
† Comp 24 Comp 25	Manufacturing Policy Public Procurement	National Officials (CFTA Eng E&U) Nat Officials (PS) Political Comm Govt
<b>Industrial &amp; Economic Policy: The Economy</b>		
Motion 183 Motion 184	Britain for Sale Off-Shoring	Nat Official (CS) Political Commi TUC Nat Official (P Davies) GS IS Officer Research
<b>Industrial &amp; Economic Policy: The Environment</b>		
† Comp 26 † Motion 189	Climate Change Incineration of Waste	National Official (E&U) GS/Research GS/H&S/ Research



<b>Political: Labour Party</b>		
Motion 190	Strengthening the Link between the GMB and the Labour Party	Political Committee
Comp 27	Warwick Agreement	Political Committee/ GS/Research
† Motion 193	Labour Party Conference Voting	Political Committee
† Comp 28	Funding of Labour MP's and Candidates	Political Committee/Regional Secs
Motion 203	Candidates Standing For Election to Labour Party 'Must' Be Members of A Trade Union	Political Committee
<b>Political: Democracy &amp; Constitutional Reform</b>		
Motion 205	Constitutional Reform	Political Committee
† Motion 206	Parliamentary Salaries – Pensions – Expenses and Financial Support upon losing their Constituency Seat following an Election	Political Committee
<b>Political: European Union</b>		
Comp 30	EU Services Directive	GS/European Officer
Motion 212	European Commission	GS/European Officer
<b>Social Policy: Criminal Justice</b>		
Motion 213	Decriminalisation of Prostitution	Nat Official (F&L) GS/Research Govt
† Motion 214	First Course of Conduct Warnings Issued by the Police	GS/Research/Legal Govt
<b>Social Policy: Education</b>		
Comp 31	Education	Nat Official (PS) Political Committee Govt
Comp 32	Apprenticeships	Nat Officials (E&U CFTA ENG) GS/Research
Motion 224	Adult Education Charges	DGS + GS/Research
<b>Social Policy: General</b>		
† Motion 225	Civil Liberties	GS/Legal
Motion 226	One Law For Both Rich and Poor	DGS
Motion 227	Child Support Agency	GS/Research
† Motion 229	Statutory Public Holidays	GS/Research TUC
† Motion 230	Over-Priced Holidays	GS/Research
Motion 233	Gay Asylum Seekers	Political Committee Govt
Motion 235	Mobile Phone Masts	GS/H&S
Motion 238	London Marathon – South Coast Half Marathon – Professional Runners Expenses Sponsorship	Region
<b>Social Policy: Housing</b>		
Motion 239	Defend Council Housing	National Official (PS)
<b>Social Policy: National Health Service</b>		

Motion 240	NHS	National Official (NHS)
Motion 241	Support Services	National Official (NHS)
Comp 33	NHS Dental Treatment	National Official (NHS)
Motion 244	Age Discrimination in Health	National Official (NHS)
Motion 245	Postcode Lottery	National Official (NHS)
Motion 246	Breast Cancer Treatment	National Official (NHS)
<b>Social Policy: Transport</b>		
Motion 247	Rail Safety	MPs
Motion 248	Aircraft Turn Around Times	Govt
<b>Social Policy: Welfare &amp; Services</b>		
Motion 249	Care Sector Funding	National Official (NHS)
Motion 250	Return All Personal And Social Care for the Elderly to Local Authorities	National Official (NHS)
Motion 251	Care Homes	National Official (NHS)
† Comp 34	Pensioners Free Bus Travel	MPs
Motion 255	Free TV Licences	Political Committee/Govt
Motion 256	Zero Energy Bills for the Elderly	Political Committee/Govt
Motion 257	Incapacity Benefit	Political Committee/Govt
† Motion 258	Reduced Earnings Allowance (REA)	Political Committee/Govt
Motion 259	Abolition of The Social Fund	Political Committee/Govt
Motion 260	Tax Credit	Political Committee/Govt
<b>International</b>		
† Motion 261	UK Involvement In Conflicts Abroad	IS Officer
Motion 262	Venezuela	IS Officer
Motion 263	Torture	IS Officer
Motion 266	Third World Countries – Mounting Debt	IS Officer
† Motion 267	Corporate Responsibility	IS Officer
† Comp 35	Corporate Accountability	IS Officer
Motion 271	A Global Alliance Against Forced Labour	IS Officer
Motion 272	AIDS - Free Drugs	IS Officer
Motion 273	Zimbabwe	IS Officer
† Motion 275	Moroccan Invasion of Western Sahara	IS Officer
† Motion 276	Middle East	IS Officer

## REPORT ON MOTIONS REFERRED TO THE CEC BY THE 2006 CONGRESS

<p>Union Organisation: Congress  Motion 2 Congress Standing Orders</p>	<p>The CEC and the Task Group are recommending that Congress is asked to endorse Motions that the CEC determine are already in line with existing policy without the need for speakers, so as to free-up time for Section Conferences. The CEC and the Task Group are also consulting with the Standing Orders Committee to consider further options. This includes considering whether the Standing Orders Committee could provide</p>
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	training for Regional Delegations, so as to assist with explaining the procedures to Delegates.
<p><b>Union Organisation: General</b></p> <p>Motion 14 Opportunities In Employment within the Union</p> <p>Motion 15 Full Time Diversity Officer</p> <p>Motion 16 Sickness Monitoring</p> <p>Motion 20 Rule Book Clarity</p>	<p>The recommendations of the CEC Task Group have been implemented and the entry point for Officers of “Organising Officer” gives greater flexibility.</p> <p>This is being dealt with by the Equalities Review which will report back to Congress 2007.</p> <p>The Senior Management Team has established a specialist HR Department which is reviewing employment policies. A Capability policy to support management in the effective management of sick leave is currently under consultation.</p> <p>The Rule Book Working Group established by the CEC is including this motion in its review.</p>
<p><b>Union Organisation: Recruitment &amp; Organisation</b></p> <p>Motion 24 Branch Facilities</p> <p>Motion 25 Olympics 2012</p>	<p>A review is underway which is being progressed by the Senior Management Team and the CEC Recruitment and Organisation Committee.</p> <p>The London and Southern Regions are charting the development and progress of work on the Olympic sites. Phil Davies and Mick Rix have been directly involved in negotiations to maximise union activity and create direct labour. The GMB supported Barry Camfield for the Trade Union Seat on the Olympic Development Authority to ensure trade union presence in job development is maintained.</p>
<p><b>Union Organisation: Representation &amp; Accountability</b></p> <p>Comp 3 Equality and Self Organisation</p> <p>Rule 18 Qualifications for Office and Definition of Officers</p>	<p>This is being dealt with by the Equalities Review which will report back to Congress 2007.</p> <p>The CEC and the Task Group has reviewed recommendation 15 of the CEC Special Report “A Framework for the Future of the GMB” carried by Congress 2005. The CEC is recommending that, as agreed by Congress 2005, the current system whereby only members of Regional Councils are eligible to stand for election to the CEC should be maintained.</p>

<p><b>Union Organisation: Finances &amp; Contributions</b> Motion 46 Promotional Rate £1</p>	<p>The Finance Committee has looked into this proposal and agreed that this would be divisive, disruptive and inappropriate.</p>
<p><b>Union Organisation: Union Benefits</b> Motion 55 Strike Pay</p>	<p>The motion sought a separate fund in Regions for disputes. The Finance Committee recognised the need to be flexible with payments during disputes, and agreed that ways of funding this development should be considered. A levy on contributions was not viable, but contributions from branches may be the way forward.</p>
<p><b>Union Organisation: Education &amp; Training</b> Motion 65 Branch Information</p>	<p>The IT Steering Group has asked the IT department at the National Administration Unit to look at the options and to prepare a report for consideration by the Senior Management Team. If access is granted training of branch secretaries will be undertaken. Regions have training programmes in place for training of branch officials on the day to day branch finance and administration.</p>
<p><b>Employment Policy: Health &amp; Safety at Work</b> Motion 71 Health and Safety at Work Act</p> <p>Motion 77 Members Jobs Go up in Smoke</p>	<p>The Advocate General in the European Court has recently ruled in favour of UK government continuing to use the term “so far as reasonably practical” with regards to interpreting H&amp;S legislation.</p> <p>A full workplace ban is due to come into UK by July 1<sup>st</sup> this year. GMB will continue to monitor the effects this has on jobs and members welfare.</p>
<p><b>Employment Policy: Pensions &amp; Retirement</b> Motion 106 Pensions and the Poverty Level</p>	<p>The Pensions Dept. researched the likely effects of the motion’s proposal and concluded that the motion itself, as drafted, could not directly be implemented. The intent of the motion however, continues to be inline with the union’s ongoing campaigning objectives.</p>
<p><b>Employment Policy: Rights at Work</b> Motion 111 GMB Consultancy</p> <p>Motion 136 Volunteer Workers are Workers</p>	<p>The Recruitment &amp; Organisation Committee considered the motion’s proposal. The Committee agreed that whilst it is unfair that non-union members benefit from collectively negotiated settlements, the proposals are not viable. Instead, the focus should be on recruiting non-union members in organised workplaces.</p> <p>The Legal Department and the Political Department</p>

<p>Motion 137 Carers are Workers Too</p>	<p>have raised the issues contained in the motion with the DTI, and they are considering our representations.</p> <p>The Legal Department and the Political Department have raised the issues contained in the motion with the DTI, and they are considering our representations.</p>
<p>Industrial &amp; Economic Policy: The Economy Motion 186 China Tax Rebates</p>	<p>The European and International Committee has examined the motion and sought the advice of the National Officials. We have consequently decided to maximize the limited influence we have on the Chinese Government by developing a strategy alongside the TUC general council of critical, constructive dialogue with the Chinese state and trade union movement.</p>
<p>Industrial &amp; Economic Policy: Public Services Motion 162 Local Govt Salary Allowances</p>	<p>The GMB November 2006 national local government pay conference considered a number of motions about the whole range of allowances. It was decided to concentrate on the sleeping in allowance and night shift allowance, seeking substantial improvements in both. These items were included in the 2007 local government pay claim which was formally submitted in January 2007.</p>
<p>Political: Racism and Fascism Composite Motion 29 Covering Motions 207 Unite against Fascism 208 Unite against Fascism</p>	<p>The CEC Political committee have agreed a two year programme on the GMB anti fascist work, and further education courses for officers and reps on organising against the BNP, and a GMB campaign – BNP Free Zone centred around the successful theme of Hope be established, in consultation with Regions with back up materials including a handbook, leaflets and posters for workplaces and reps.</p>
<p>Social Policy: General Support Agency</p>	<p>The White Paper - 'A new system of child maintenance' was published in December 2006 setting out Government proposals to establish the Child Maintenance and Enforcement Commission. The Child Support Agency will continue to operate until late 2008. The GMB will be responding to the consultation in line with Congress policy.</p>

## APPOINTMENT AND ELECTION OF OFFICIALS

1 JANUARY 2006 – 31 DECEMBER 2006

### ELECTION OF GENERAL SECRETARY & TREASURER

Paul Kenny

**APPOINTMENT OF NATIONAL OFFICER**

Mick Rix

**APPOINTMENT OF NATIONAL ORGANISING OFFICER**

Martin Smith

**APPOINTMENT OF MEMBERSHIP DEVELOPMENT OFFICERS**

*Southern Region*

Kevin Brandstatter

Mark Wilkinson

**APPOINTMENT OF SENIOR ORGANISERS**

*Birmingham & West Midlands Region*

Pauline Hinks

*Midland & East Coast Region*

Cheryl Pidgeon

*Southern Region*

Stuart Fagan

Jeff Goswell

**ELECTION OF ORGANISERS**

*Birmingham & West Midlands Region*

David Day

Russell Farrington

Pauline Hinks

*Liverpool, North Wales & Irish Region*

Pauline Buchanan

Steve Carr

John Dawson

Bob Gregson

Marie Saunderson

Mark Stevens

London Region

Colin Greer

Mick Vivian

Midland & East Coast

Sian McClarence

Colin Todd

Ken Vincent

Yorkshire & North Derbyshire Region

Douglas Cooper

Rachel Dix

Debbie Johnson

Joan Keane

Kerry May

Geoff Pitts

## APPOINTMENT OF ORGANISING OFFICERS

Midland & East Coast

Les Dobbs  
Andy Fletcher

Southern Region

Stuart Chandler  
Kevin Mason

## GOLD BADGE AND YOUTH AWARDS 2006

### MEN'S GOLD BADGE

The GMB Men's Gold Badge recipient in 2006 was Brian Adams, Birmingham & West Midlands Region (Brian was nominated for the TUC Organisation Award 2006)

### WOMEN'S GOLD BADGE

The GMB Women's Gold Badge recipient in 2006 was Elizabeth Blackman, Midland & East Coast Region (Elizabeth was nominated for the TUC Women's Award 2006)

### AWARD FOR YOUTH

The GMB Youth Award recipient in 2006 was Russell Fraser, London Region (Russell was nominated for the TUC Youth Award 2007)

## DEPUTY GENERAL SECRETARY'S REPORT

Last years Congress adopted as its theme *For Justice and Equality* and the tone and content of the debates and discussion at that conference bore testimony to the fact that as a union, we valued our role as champions in the fight for fairness and equal treatment for our members and all vulnerable and disadvantaged members of society.

As such, equalities issues continue to form a central plank of GMB's campaigning, organising and bargaining strategy and my report of activities for 2006 is therefore dominated by these issues. Furthermore, due to the absence of the National Officer for Equalities - Rehana Azam is on maternity leave following the birth of her son - this report also incorporates the formal Equality Report. However the Review of Equalities that I was tasked with carrying out by the General Secretary will be presented under separate cover.

For numerous years, GMB Congress has debated issues concerned with promoting fairness and equity, opposing discrimination and injustice and promoting ways of engaging and representing excluded and vulnerable workers. Last years Congress however brought all of these issues to the fore and the unprecedented Equalities session hosted by our partners and training providers, Ionann, brought together lay representatives from all groups representing disadvantaged members to discuss proactive ways of promoting equalities and reinforcing the message that *Equalities Matters*. This session was not designed to segregate equal rights from the mainstream of the Congress agenda but more to impress upon delegates and activists the absolute requirement to place equalities at the heart of everything that we do.

Organisationally, we have hopefully led by example and have driven through the Union Modernisation Fund sponsored Equality & Diversity Project which picks up many of the outstanding recommendations from the Elizabeth Henry Report and many of the aspirations expressed by the National Race Conference, particularly in relation to training which has now been successfully completed for all officers and staff across the regions.

The National Equal Rights Advisory Committee and the National Race Committee both held successful conferences in 2006 and I have met on several occasions with both bodies to discuss our internal review of equalities. Peter Foley, CEC Race Reserved Seat member, has declared his intention to stand down from the TUC Race Relations Committee and he is to be replaced by Dotun Alade Odumosu who was elected unopposed. Our thanks go to Peter for representing GMB on this committee.

Responsibility for the Disability Forum has reverted back to Phil Davies in Rehana's absence and following a forum meeting at which the subject of the Remploy Campaign was high on the agenda, we are assured to have our usual full compliment of delegates to the TUC Disability Conference and we will continue to be represented on the National Disability Committee by Les Woodward, Remploy Convenor.

The LGBT Shout! Forum has, as a result of the commitment and determination of a handful of activists, made impressive progress in developing a network of LGBT members and a framework for activity. A small but vocal group, Shout! has played a key role in successfully campaigning to amend the Equalities Bill to cover sexual orientation in the provision of goods and services and more recently have campaigned with vigour against the proposals from religious organisations that they should be exempt from legal obligations with regard to adoption of children. I have met with Shout members to discuss growth strategy and a future programme of events.



The RMA, appreciative of the decision at Congress 2006 to provide branch funding to finance activity, have continued to be active in the broader pensioner movement and GMB are well-represented on the National Pensioners Convention. RMA Secretary Monica Smith's report to this Congress, no doubt delivered in her unique and insightful fashion, will provide further details of on-going campaigns and activity.

Over the last 12 months a number of regional projects focused on improving union support and representation for migrant workers has been rolled out across several regions and the results of these initiatives are encouraging and need to be developed. In 2005, there were 1,505,000 documented foreign migrants working in the UK and although in the past, migrant workers have secured employment in both professional and routine jobs, recently arrived migrants are now more likely to be employed in vulnerable employment with little or no union organisation. I have been appointed onto the TUC Commission on Vulnerable Employment (CoVE) and will ensure that the GMB experience is promoted, shared and developed with colleagues involved in this crucial area of work.

However it is perhaps the progress that has been made in relation to our young member activity that has been the most note-worthy development. Congress will recall the recommendation from the CEC Task Group Report calling for an examination of how to raise trade union awareness amongst young people, how to attract more young people into membership and how to increase the participation of young people into the union. I therefore organised a young member conference in Central London in November 2006 to begin the process of reengaging with young GMB workers. We had planned to attract 5 delegates per region but in the event had 60 young members participating in a weekend of workshops, plenary discussions, and social activity. The event was also addressed by a number of speakers including the General Secretary who was also delighted with the success of the event and impressed by the vibrancy and positivism of the young delegates. One of those attending was Jo Batke, a young ASDA worker from the Southern Region and breaking with tradition, Jo will be the first of many young members who will address and report to Congress each year.

Following on from the conference young members officers have met and agreed to regenerate activity, share best practice examples from across the regions and promote the GMB to young workers via the recently developed young member web page and also we propose to organise a similar national event in autumn 2007 with a view to developing an organisational framework for future activity. Young GMB members attended the Labour Party Young Member Conference and will form the largest delegation to the TUC Young Member's Conference.

Thanks go out to Yue Ting Cheng a young member activist who was seconded to work with GMB from the Changemakers Project Yue Ting, now an active London Region member, will continue to play an active part in the development of a young member structure.

A significant proportion of time has been spent on handling internal industrial relations matters but this past year we have developed and strengthened our Human Resource Department and are working through revised personnel policies and procedures which should simplify, modernise and streamline our current practices. Additionally, as Chair of the GMB 1961 Pension Fund, I have been involved with fellow Trustees in extensive discussions which have resulted in the implementation of a new Investment Strategy aimed at increasing investment returns and reducing risk to our employee's pension fund.

The President, Mary Turner and I, continue to spend a considerable time representing the GMB on the Labour Party National Executive Committee and regular reports are provided to the CEC. Further, we are actively involved in a number of other various sub-committees and policy forums and co-convene the Joint Policy Commission and the Health Policy Commission respectively. 2007 will be a defining year in terms of our relationship with the party. The Hayden Phillips report into the future of party political funding will undoubtedly bring into sharp focus the nature of the Labour/Trade Union link and will impact on discussions on the future role an influence we have within the party going forward. Additionally, as we prepare for a new leadership team

operating from No.10, GMB needs to ensure that the future leader and deputy leader are in tune with the expectations and aspirations of GMB members. As we commence our Congress I have no doubt that these aspiring leaders will already be fully aware of what GMB expects from the future leaders of our party – if not, the message will unquestionably be delivered by delegates in our traditional fair but forthright style!.

## PRODUCTIVITY SERVICES CENTRE

### Introduction

Based at National Office, the Productivity Services Centre (PSC) provides a support service to National and Regional Officers, representatives and members in a wide range of productivity, pay and work organisation issues. The work of PSC has developed over the years to reflect the changing nature of management initiatives, from traditional work study and job evaluation through to newer concepts such as human resource management and partnerships. The range of expertise includes:

- Job Evaluation
- Pay and Grading Systems
- Performance, incentive and competency schemes
- Teamworking
- Annualised hours and flexible working
- Work Study systems
- Work organisation

### ACTIVITIES IN 2006

While the work of PSC has been wide-ranging, the bulk of the work has been concentrated in three areas: job evaluation, work study and payment systems, incentive schemes in particular. Following is a summary of those particular areas.

#### Job Evaluation

Job evaluation continued to be the dominant activity throughout 2006. Local Authorities are still struggling to complete their Single Status job evaluation exercises and PSC has provided training and advice to Representatives and Officers. Many Councils are now panicking and looking for shortcuts, which we have had to guard against.

For those Authorities that have completed job evaluation, issues are arising relating to pay and grading, and PSC continue to offer training to Representatives and Officers to aid them in their negotiations. Also, in anticipation of appeals against job evaluation results, specific Appeals Training Courses have been devised for various schemes; we are already receiving inquiries regarding this training.

In addition, PSC has been involved in large scale job evaluation projects in the private and public sectors. HM Prison Service has started a job evaluation exercise, and our involvement has focused on ensuring that the process and the scheme take account of GMB members working in prisons. Astra Zeneca are a Company with a large number of GMB members, as well as other Trade Union members, and have also embarked on job evaluation. Our advice to the Joint Trade Union committee and the Company has been invaluable and well received.

#### Work Study

As reported last year, many employers are reverting to traditional work study techniques to establish working methods and organisation and measure work activity. This follows the failure of human resource management initiatives to effectively involve the Trade Unions and employees in business strategy. The trend is growing,

particularly in the supermarket distribution centres and the manufacturing sector, as they strive to lower costs and compete. PSC have provided Work Study Appreciation Courses and advice to our Representatives, ensuring that professional practitioners are engaged and good practice followed. One notable employer using work study has been Asda, following the introduction of voice-pick technology, and PSC involvement has been the examination of data used to establish targets.

### **Incentive Schemes**

Again, employers are reverting to well tried techniques to motivate employees, providing reward for increased effort through various performance-related-pay schemes. PSC have provided advice to our Representatives and Companies in the most suitable schemes and how to implement them. Fenners of Hull are one example where our members are reaping the benefits through increased earnings.

### **FUTURE PROJECTS**

As Local Government job evaluation and pay and grading systems near completion, a surge of appeals against results can be predicted. Having devised a Training Course in anticipation, it is likely that those Courses will be a dominant feature of PSC work for 2007. ASDA continue to introduce work study in their distribution depots and a national strategy is being developed to deal with the consequences.

### **SUMMARY**

Local Authorities are now devising their pay and grading structures, and Officers and Representatives that have attended PSC Courses will be advantaged by the knowledge gained. As predicted, work study projects and performance-based incentive schemes have continued to grow in the distribution and manufacturing sectors as Companies strive to remain competitive. PSC expertise, advice and involvement has been appreciated by both GMB Representatives and employers in these areas.

## **COMMERCIAL SERVICES SECTION**

### **COMMERCIAL SERVICES**

#### **Introduction**

Since last year's Congress one of the main areas of work for this Section has been in the Security Industry. We remain the largest Union in the sector. However I have also had an input into the civil aviation industry and the Criminal Justice Sector.

## CASH AND VALUABLES IN TRANSIT

The GMB continues to lead a very high profile campaign over attacks on our members who are working in the CVIT industry. The General Secretary and I have been involved in meeting Home Office ministers in order to put pressure on the Government on this issue. The recent high profile problems that have beset the Home Office including changes in ministers have not assisted our cause. However it seems that in many areas our pressure has paid off with the Police taking a more proactive approach and sharing best practice across the country. There are a series of meetings now planned across Government departments to take our campaign forward.

In October we held a very successful conference with 70 delegates from all the major companies in the sector including: G4S, Securitas, Brinks and Security Plus. The feedback from the shop stewards was extremely positive and it was a real boost to our campaign.

At the time of writing we are nearing a conclusion to negotiations with G4S over a welfare scheme for our members who are attacked at work. If these discussions are successful then it is anticipated that the welfare scheme will be rolled out across the industry.

## G4S CVIT

We are continuing to bid in the new agreement signed off in October 2005 covering the G4S CVIT membership. This deal will see our members move to a £10 per hour rate and this has set the standard for the whole cash in transit industry. We have been involved in detailed negotiations over a new Memorandum of Agreement and Recognition Agreement. These are designed to build upon our strong organisation base and these negotiations are nearing conclusion at the time of writing this report. The lay reps from the G4S CVIT NNC have led in these discussions.

### i. Recruitment

Our recruitment in G4S CVIT continues to go well. The Recruitment is overseen and monitored by the National Organisation Team which ensures that we have consistently high levels of recruitment at induction courses.

## SECURITAS CVIT

The membership settled on 3.5% increase on basic pay and allowances and 1 extra day's holiday, with a commitment to moving towards a new £10 per hour rate. At the time of writing this report the negotiations over a £10 per hour rate have stalled not least due to significant changes at Securitas. Securitas CIT was also put up for sale last year, ultimately the business was not sold, although it effectively remains on the market. Securitas CIT is currently going through a rebranding and will now be called LOOMIS. It is anticipated that forthcoming pay negotiations will be difficult for the reasons outlined above.

## G4S GUARDING

At both national and regional level we have been working on the bargaining structures which underpin the new recognition agreement signed off last year. The involvement of the NOT team has seen a significant increase in the recruitment of new members in G4S guarding we currently about 5500 members, but there is still considerable scope for growth. I have also been involved in discussions over improving our structures in the nationally managed accounts.

### i. Patrol & Response

Members settled at 3.2% with a minimum wage of £7 per hour.

## ii. Prime/Trillium Contract

The members agreed to a pay rises between 3% and 4.2% with a higher rates for some smaller groups of employees. One third of the employees on the contract, the lowest paid, received the 4.2% increase.

## SECURITAS GUARDING

We are now taking a more consistent approach to recruitment across guarding inductions. Our negotiations over a collective bargaining structure which follows on from the signing of the new recognition agreement have been subject to a delay because of the major reorganisation in the business. At the time of writing we have now made some progress over the collective bargaining structures which will be essential in improving union density and giving our members an effective voice.

## INDUSTRY LICENSING

We have continued to interact with the SIA over licensing. At the time licensing went live we successfully lobbied the SIA to ensure that individual guards were not prosecuted if through no fault of their own they had not received a licence. We continue to argue that the SIA should be taking a robust approach to the enforcement of licensing by focusing on Company Directors who fail to comply with the legislation.

At the time of writing we are due to meet with the new Head of the SIA and one of the key items on the agenda will be the increase of license fees. Licence fees were increased without any consultation with the GMB despite us being a key stakeholder. I have made representations to the SIA and the Government on this issue.

## CRIMINAL JUSTICE SECTOR.

In line with Congress policy the union has continued to lobby for the repeal of Section 127 the 1994 Criminal Justice and Public Order Act, which hampers our ability to take industrial action.

## GSL

Our members in Inter Prison Transport settled on 3.5% increase on basic rates.

Our members in Court Services settled on 2.9%.

We have recently established a new forum for our members working in the prison sector of GSL, this should improve communication and allow us to better develop our bargaining agenda.

## CIVIL AVIATION

Trade conditions in the civil aviation industry continue to be difficult not least because of the growth of low cost airlines. I have been particularly involved in Servisair who have undergone a change in their ownership and company structures they are in the middle of a two year deal from 1 July 2006 the second year of a two year deal gave our members an increase based on inflation as measured by the Retail Price Index (RPI) plus 0.5%. These rates will run through to 1 May 2007.

In Aviance we have settled on a two year pay deal backdated to 1<sup>st</sup> July 2006, Year 1 will provide an increase of 3.6% on all elements of pay. Year 2 (1<sup>st</sup> July 2007 to 30<sup>th</sup> June 2008) will provide an increase of the RPI (published in June 2007) plus 0.5%, with the RPI underpinned at 3.0%, thereby giving a guaranteed increase of 3.5% on all elements of pay.

## ACTION TAKEN ON MOTIONS TO CONGRESS 2006

### Motion 138

The GMB has been at the forefront of the campaign over attacks on our members working in the CVIT industry. We have worked closely with individual companies and the BSIA in making representations to Government over the attacks issue. We have had meetings with Home Office Ministers and as a result a working party has been set up to look at trying to address the issue across government departments.

- We have held a Parliamentary lobby over the issue of attacks and we have supported a number of questions and motions that have been tabled in the House of Commons.
- We jointly held a fringe meeting with G4S at the Labour Party Conference. Representations have been made to the Police in high attack areas and this has resulted in a number of successful initiatives being taken.
- We held a very successful shop stewards Conference in October with representatives from all the major players across the industry.
- In the Guarding sector we have argued that the security industry as a whole needs to be included as part of the Government's Respect at Work agenda.

### DHL

The early part of 2006, was spent fighting the breakaway organisation the UDW. We managed at several depots to win round those members that defected, and to bring in as a result new democracies for the lay structure, along with an organising agenda based around a campaign Delivery in the workplace matters.

In DHL Express (UK) Ltd due to the companies precarious state financially, we managed without a dispute to bring a pay rise of three payments over thirteen months, with the bottom rate increase of 11% and a top rate increase equivalent to 20%. Also major changes to conditions were negotiated with a new collective bargaining agreement, disciplinary procedures (winning rights for probationary employees), and new Individual grievance procedure, along with a Security of employment agreement based around non compulsory redundancy.

During the year we fought off the spectre of casualisation by going entering in to dispute, which as a result of the campaign we ran, saved 1600 jobs. Eventually due to the agreement reached our members did not need to take strike action.

New training is being brought on for our reps, on the organising model, and the new procedures, which should open up new opportunities for recruitment.

In DHL Freight, a pay rise of 4.25% has been agreed, and it is established that a future pay rises, weighting and allowances will increase with base rate increases automatically.

The company plan a complete reorganisation, which we are involved at every stage, and recognition is to be granted for DHL Freight International, which further opens up opportunities for recruitment in DHL International (red), with the potential for around 6k members. Recruitment has already been taken place in DHL International, with members now based in London, Leeds, West Midlands, North East, and Southern.

I would like to thank all the stewards and Officers who fought the breakaway, and organised the depots and members, which not only saw off the breakaway, but produced the negotiating results and membership resolve to win major benefits and security of employment for our members.

## ENERGY & UTILITIES SECTION

## Introduction

The GMB has continued to support a balanced energy policy, using all indigenous fuels and UK technology including clean coal, renewables and nuclear as a way maintaining a safe and secure energy supply with a reduction in CO2 emissions.

We have responded to a number of government consultations on energy expressing these views. In particular we have supported the use of clean coal and carbon capture, a new build of nuclear plant on existing sites and increased use of renewable technology including micro generation.

Through the TUC we have pressed for the government to provide aid and support for the manufacture of renewable energy and microgeneration in the UK.

## NUCLEAR INDUSTRY

The last year has been particularly difficult for our members in the nuclear industry. The GMB had campaigned against the sell off and break up of British Nuclear Group. Regrettably the Government did opt to sell off and break up BNG. Our position was not helped when one of the unions in the industry apparently changed their position and advised the government that they would support the break up. Likewise the board of BNFL who originally opposed the break up of BNG reversed their position so further undermining our arguments.

The break up and sell off of BNG has profound implications for our members in the industry. The collective bargaining machinery is changing which will mean more negotiations will be devolved from a national level.

In November the Prime Minister accepted an invite from the GMB and visited Sellafield. The event received wide spread publicity and further enhanced the unions profile in the industry. The Prime Minister met with shop stewards to hear first hand about the unions concerns for the future of the site. The General Secretary has also visited Sellafield to demonstrate the unions ongoing support for our members in what is a very difficult time.

### i. Pensions

Negotiations over a new industry wide pension scheme are now complete. Whilst not all our aspirations have been met the new scheme does safeguard the interests of our existing members in the industry. The new Defined Benefits Scheme will have an employee contribution of 5% with the employer's contribution being 18.9%. There will be a defined contribution scheme for new starters and the contributions are detailed below.

### DC Pension Contributions

Employee Rate	Employer Rate
3% (Minimum)	8%
4%	9.5%
5%	11%
6%	12.5%
7% or more	13.5%

Total Employer contributions once risk benefits and contracting in NI costs are added to the figures above:

Employee Rate	Employer Rate
3% (Minimum)	13%
4%	14.5%
5%	16%
6%	17.5%
7% or more	18.5%

### **i. Decommissioning**

The GMB has also been heavily involved in the strategic discussions over the decommissioning and the legacy issues around the industry. The Nuclear Decommissioning Agency is the responsible body. Whilst initially critical of the NDA we continue to interact with them. Following sustained political pressure from ourselves there seems to have been a change in the language being used by the NDA. The NDA has now publicly endorsed a position broadly in line with ours in relation to investing in skills and local communities around the industry.

The GMB has played a leading role in the argument over NDA funding. The government was set to cut the NDA budget. The budget remains tight but our intervention was critical in reversing some of the proposed cuts. This Government has promised to deal with the legacy issues and properly fund decommissioning. Our union intends to ensure they make good on these commitments and that there is adequate investment in the industry.

The GMB has met with all the major contractors who are looking to have a stake in the industry going forward. The leading lay representatives have played a major role in this process.

### **iii. Settlements**

The CJIC settled on a 3.5% increase to base rates with flow-through to qualifying allowances. The TAS scheme will be increased from £1,200 to £1,250 for the financial year 2006 / 2007. A sum of £250 from the TAS scheme will be paid from 1<sup>st</sup> October 2006 and will flow through to qualifying allowances. The £250 payment will then be fully consolidated into base rates in the next pay round beginning on 1<sup>st</sup> April 2007.

At the time of writing we are waiting on the RSJC ballot results

### **BRITISH ENERGY**

The pay claim for 2006 was settled at 3.9% increase on basic salaries with flow through. At the time of writing negotiations over a new company wide agreement are nearing conclusion. These negotiations have been on going for a number of years. Great credit goes to our lay reps who have played a leading role in these negotiations particularly Adrian Cirket from Southern Region and Frank Newman from Scotland.

### **GAS DISTRIBUTION**

Post the sell off of four networks by National Grid the industry has entered a new era. The industry is under greater scrutiny than ever from the Regulator. The one year regulatory review has seen tough settlements for the industry with National Grid as the largest network arguably being hit the hardest. A further regulatory review is now underway this will determine the funding formula for the next five years. The GMB will be engaged in this process.

The union continues to campaign against the current system of regulation and liberalisation. The agenda around liberalisation has seen the industry fracture with potential implications for safety whilst gas prices have soared.

### **NATIONAL GRID STAFF SIDE**

Protracted negotiations over a new pay and conditions package for staff were concluded. Our members voted in favour of the package. The combined votes of all the unions who voted was to support the package. However two unions, whose members rejected the deal, did not feel they were in a position to pool the vote and at the time of writing they are re-balloting.

### **NATIONAL GRID INDUSTRIALS**

We have gone through a very difficult set of negotiations over a new pay and conditions package for the National Grid Industrial Workforce. In a ballot of members the package was narrowly accepted. The backdrop to the negotiations are a potential threat to workloads from changes in the climate, the massive gas mains



renewal programme and the strong possibility that National Grid will lose meter work as a result of a competition enquiry being overseen by Ofgem. The deal commits to reducing hours of work and unsocial hours, consolidation of average overtime payments into a defined uplift as well as the protection of pensionable earnings. Earnings and pensionable earnings tend to be variable and highly dependant on overtime.

Significantly the deal also commits to a direct labour force. The Company will build two new training centres under the deal and a significant number of existing contractors should be given direct employment opportunities, in addition to an increase in apprentice recruitment. Other companies in the industry are apparently pursuing strategies that have a greater reliance on contractors.

The deal also allows for a 3.5% pay increase Year 1; RPI plus 0.3% Year 2 and RPI plus 0.2% Year 3.

We have agreed to a process of incremental role out of the new national framework

#### **UNITED UTILITIES**

United Utilities have the contract to maintain the infrastructure for the Gas Distribution Network owned by Northern Gas Networks. I have been involved in supporting colleagues at the final stage of the pay negotiations involving ACAS. The company had sought to impose an RPI settlement for the 10 year duration of the contract. We were successful in moving the company's position. The members settled on a two year deal: 3.7% Year 1 with flow through plus a £200 one off payment and 2 half days holiday, Year 2 RPI plus 0.2% with flow through and £50 one off payment.

However the Company have signed up to a partnership agreement with a number of contractors which will apparently extend their role. This is a potentially significant attack on union organisation in the industry. I will be supporting colleagues in the regions as required.

#### **BRITISH GAS STAFF**

At the time of writing this report a new bargaining structure is being put in place for the Staff Side of British Gas. In future staff working on the energy side of the business will bargain separately from those in services. The staff in services will all under the same bargaining umbrella as our industrial membership. These proposals should enhance our position.

The staff settled on a 3.3% pay deal.

#### **BRITISH GAS INDUSTRIALS**

The British Gas Industrials settled on a 3.18% pay increase, with more significant percentage increases to a number of allowances. A fundamental review of one group of industrials, SFL, has been undertaken. This should see improvement to this groups pay and conditions as well as bringing them into the core business.

#### **WATER**

The GMB led a very high profile campaign about the state of the water industry over the spring and summer months. There is no doubt that the research we commissioned and our intervention shaped the debate. The argument moved from one simply of about a drought in particular areas of the country to how we manage our water resources and the structure of the industry.

Our calls for the industry to be returned to public ownership received widespread media coverage. We will continue to fight privatisation and the failed system of regulation.

#### **CLEAN COAL**

As part of our support for a balanced energy policy, Pamela Ross from our Yorkshire Region has been ably representing the union on the Clean Coal Task Group

## **ACTION TAKEN ON MOTIONS TO CONGRESS 2006**

### **Composite 19 and Composite 20**

The GMB put in a submission to the Governments energy review. We continue to support a balanced energy policy to ensure security of supply and to tackle climate change. We have argued for the scrapping of the regulator and continue to argue that our liberalised energy markets are failing to deliver in terms of price for either consumers or industry. We have stated that there should be greater parliamentary scrutiny of energy prices.

### **Motion 147**

The union has worked closely with the Nuclear Decommissioning Authority over all the issues relating to skills and training around the nuclear industry.

### **Motion 183**

I have made representations to government and been involved in initiatives about the involvement of "venture capitalists" or private equity firms in the energy and utilities sector. Large sections of our water and gas distribution networks are now owned by foreign capital.

### **EM3**

The GMB has led a high profile campaign over the water industry and we have raised the issue of metering but the main focus has been on returning the industry to public sector control and attacking the failed system of regulation.

### **C32**

We continue to promote apprentice recruitment, last year British Gas took on 839 apprentices. Under the new deal for National Grid Industrials the company will build two new training centres which will focus on apprentice training.

## **FOOD & LEISURE SECTION**

Following the decision of Congress 2006 to move to three Sections, the Food & Leisure Section is subsequently in a transitional phase of moving the Section into the new Commercial Services Section. In due course, further discussions will allow for the Food, Drink and Tobacco Manufacturing to move as appropriate into the new Manufacturing Section. For the purposes of reporting to Congress this year, the old Food & Leisure Section is covered in this Section.

### **SECTION NATIONAL COMMITTEE**

As such, the existing Food & Leisure Section National Committee has only met once since last Congress previously to deal with resolutions passed at the Food & Leisure Conference and Congress 2006. These resolutions appertaining to Asda Stores and Asda Distribution have subsequently been referred to the appropriate National Shop Steward Committees and are being pursued via the Stores National Forum and the Distribution NJC.

The Committee currently comprises:

Junior Robinson, Chairperson, Southern Region

Jean Foster, Southern Region

Lena Sharp, London Region

Margaret Clarke, Birmingham Region

Rachelle Wilkins, Midland & East Coast Region

Richard Robinson, Midland & East Coast Region  
Paul Grieve, Northern Region  
Cathy Murphy, GMB Scotland  
Kath Manning, Yorkshire Region

Vacancies currently exist for South Western and North West regions and would remain so until elections for the new section takes place.

## FOOD MANUFACTURING

The emerging crisis facing food manufacturing continues to grow at an alarming rate with many household names closing factories and moving production abroad. In the last 8 months alone we have seen some 2,400 quality jobs lost as a result of multi national companies moving production on a global basis often to seek cheaper labour costs, but also because of a lack of investment in UK plants, buildings and technology.

## UNITED BISCUITS

October 2006 saw United Biscuits change ownership again to another private equity consortium of Blackstone (number one global investment firm, USA based) and PAI (existing shareholders and leading European equity firm). The change of ownership came on the back of the sell-off of United Biscuit's Southern European business to Kraft, who has now relinquished other interests in the Company.

Consequently, negotiations have been ongoing to ensure the business remains stable. GMB have pressed hard for the manufacturing sites to remain UK based. The new shareholders are looking to achieve £10 million in savings over a 2/3 year period in a way that avoids any factory closures and return some monies back for re-investment in the factory infrastructure.

At the time of writing this report, those negotiations were in the early stages via 'Project Moments'. Negotiations via the project will be a mixture of local and national discussions and therefore, new structures have been established to ensure shop stewards and regional officers are involved throughout the process. The project involves all divisions under United Biscuits.

As part of the sale deal, the new owners agreed to inject a lump sum contribution to the Groups' UK pension funds to clear the running deficit and to add an accelerated repayment programme to clear the remaining deficit. However, the company have indicated they intend to re-open negotiations in relation to further changes to the Scheme as problems still remained. Industrial action was averted last year when the company backed down from a radical plan to drastically change the Scheme benefits and impose a substantial increase to member contributions.

### 1. McVities

Within the McVities division of United Biscuits, the job evaluation scheme has been suspended due to the new ownership and Project Moments and will be revisited sometime later in 2007. Pay negotiations for 2007 settlement were still in progress at the time of writing this report.

### 2. Jacobs

Within the Jacobs division of United Biscuits, the 2007 pay settlement was implemented at 4% as part of the second phase of a two year deal.

## NORTHERN FOODS

Elsewhere in the market, Northern Foods also announced its business was up for sale. They also announced the full closure of Trafford Park Bakery citing 'supermarket' pressure to reduce the cost of production as one of the reasons for not being able to secure a rescue package.

Despite a robust GMB campaign, and an emergency motion being tabled at TUC Congress, the factory could not be saved and closed with the loss of 700 GMB jobs.

#### **RANK HOVIS MCDOUGALL (BRITISH BAKERIES)**

2006 also saw the acquisition of RHM by Premier Foods through a share sale. The change of ownership now makes Premier the UK's largest food manufacturer with a huge portfolio of brands and businesses within the Industry. At the point of acquisition, Premier also announced it would be looking to achieve £85 million of savings over a three year period by removing duplication in manufacturing, administration and procurement. At the time of writing, the Company were undertaking a series of workshops to consult on the immediate future.

The trade unions have also sought discussions in particular to the pensions. RHM have confirmed that the previous agreement for funding will remain in place. Trustees were currently seeking a financial understanding of Premier's ability to fund both Premier and RHM Pension funds for the future.

#### **NESTLE**

September saw the devastating announcement by Nestle that they would transfer the production of Smarties from York to Germany with the loss of 645 jobs. This followed a previous announcement of 234 job losses in their HQ earlier in 2006.

Intensive negotiations have taken place over the last six months to find alternative solutions and keep production in York. Despite GMB putting forward counter proposals, lobbying Downing Street and submitting an emergency motion on "The Crisis in Food Manufacturing", to the Labour Party Conference and working through the IUF on an international basis, production could not be secured for the UK. We will now sadly see the manufacturing of Smarties transfer to Germany, whilst assortments move to Spain and Czechoslovakia. Drifter and Matchmaker will be retained in the UK but will be produced at Fawden (a GMB organised factory in the Northern Region).

Whilst some jobs have been saved, negotiations are still ongoing in respect of the total number of job losses which will be in the region of 500. The joint unions are confident that there will be no compulsory redundancies.

#### **UNILEVER**

Unilever: Birdseye closed its two factories in Grimsby and Hull with the loss of 620 jobs in total. The Birdseye brand has subsequently been sold to Permira a private equity company.

Elsewhere within Unilever, the company has moved to a new national structure for consolidation purposes and for negotiations on corporate policy, health and safety and pensions. Pay negotiations will remain at a local level. GMB continue to have membership within Unilever in London and North West regions.

#### **HOSPITALITY INDUSTRY**

##### **CORCA – NJIC**

GMB continue to be the lead Union across the CIU clubs affiliated to CORCA and hold the Trade Union Side Secretaryship.

2006 pay negotiations concluded the following rates:

- category 1 stewards £6.04
- category 2 stewards £6.44

This equates to a 6% increase. All other grades and workers over 18 years of age including doorkeepers remain on the National Minimum Wage of £5.35.

## RETAIL SECTOR

### ASDA DISTRIBUTION

The campaign within Asda Distribution to win national collective bargaining rights continued throughout 2006 with the ballot for national industrial action closing on June 21st 2006. The vote for the strike was overwhelming with 74% of the valid vote for strike action and 84% for action short of a strike.

The National Shop Stewards Forum (NSSF) unanimously agreed to stage an initial 5 day strike from midnight on 30th June to midnight on 4th July 2006 followed by a comprehensive programme of industrial action. The pressure of an historical national strike within retail distribution and the continuing media campaign eventually brought Asda back to the negotiating table.

On 28th June 2006, national talks were facilitated by Brendan Barber, General Secretary of the TUC between Asda and GMB and following extensive negotiations, a new agreement was signed in principal to establish:

- a National Joint Council (NJC)
- a programme of ballots to move to collective bargaining across the Distribution sites
- a new collective bargaining and recognition agreement for sites voting for collective bargaining
- an agreement for access for recruitment

The detailed work of the above agreements was conducted over a three month period and completed in early October. All agreements have been endorsed and voted on by the National Shop Stewards Forum.

The NJC has subsequently met on four occasions, primarily to deal with the new arrangements for the above agreements. The NJC will now continue to meet four times a year to deal with the national issues affecting GMB members.

The NSSF continues to meet on a regular basis and remains a strong and robust Committee. As GMB begin to recruit and organise in new sites, the Committee also expects to reflect the national network of Asda Distribution. At the time of writing, the NSSF were discussing a new constitution to ensure the right structures were in place to take the Committee forward and to secure a cohesive national strategy to deal with key issues affecting GMB members.

The Asda Distribution Newsbrief continues to be produced and circulated to shop stewards and members. Now that the NSSF and NJC are meeting on a quarterly basis, the newsletter will also follow the same pattern to keep members up to date with key events and national developments.

Of significant importance following the signing of the new agreement was the first set of ballots to achieve collective bargaining at Erith depot (Southern region) and Chepstow depot (South Western region) which were conducted in November 2006 via the Electoral Reform Society (ERS). Both sites produced a resounding 'yes' vote for full GMB recognition and collective bargaining rights with Erith voting 85% in favour and Chepstow 90%.

Thanks and recognition for the tremendous results and hard work must go to the shop stewards and regional organisers involved.

Work is now ongoing to 'bed in' these new agreements; 2007 will see the first pay negotiations for GMB members at these two depots.

Of the 24 Asda depots, GMB now has 11 full recognition agreements and two partnership agreements. In the remaining sites, GMB continue to establish union membership and a further 4 sites have now, for the first time taken the initial steps of electing shop stewards. Despite the new agreements and attempts to move industrial

relations into a more stable arrangement, the overall relationship with Asda remains a difficult one with various attempts in recent months by managers to frustrate the agreements and undermine the GMB position.

Despite this, work continues to consolidate membership and move forward to achieving further ballots for recognition during 2007. Work continues on the key areas of pick rates and safe working practices. To this end, GMB commissioned a three month ergonomics independent study which was carried out at the Wigan depot. At the time of writing, work was being undertaken within GMB to establish a national strategy and negotiating agenda in which to engage Asda at national level.

New GMB materials have been developed 'Supporting Professional Drivers'. These are about to be launched in Asda Distribution as a pilot before being made more widely available for other logistics companies that GMB is organised in.

At the time of writing, a similar pack was being developed for warehouse workers.

### ASDA STORES

The relationship within Asda Stores remained a difficult one with the company still frustrating the access arrangements under the Partnership Agreement. High level talks with the company are ongoing to seek improvements to the current access difficulties.

In the meantime, the National Shop Stewards Group (NSSG) continue to meet on a regular basis. A strategic national meeting was held in November 2006 to develop a clear agenda for growing membership, improving communications and to establish a wider shop steward network. A new national newsletter for members in Stores has been agreed which will be produced four times a year. Other materials to promote GMB and improve support for shop stewards are currently being developed in conjunction with the National Shop Stewards Group.

The National Forum meetings with the company also continue although the meetings have moved to four longer meetings that will now rotate again around the Stores, giving GMB more profile in Stores.

During 2006, and as an ongoing process, Asda announced the outsourcing of their Customer and Colleague Cafe facilities to Eurest. Employees in these areas have subsequently transferred under TUPE to Eurest. GMB are in the initial stages of talks with Eurest to secure recognition.

Pressure continued on GMB members to move to Asda 'top rate' contracts whereby the basic pay was marginally higher but no premium payments existed for weekend and bank holiday working. Pressure also continues to move employees to working weekends as a conditional requirement.

A number of cases had been challenged and won with some members demonstrating outside stores to keep their "rights for free weekends".

In February 2007, Asda announced that the annual bonus payment totalled £15million and that all stores would qualify this year for a share in the bonus; unlike last year, when only 105 stores qualified despite massive profits.

### 3663

This company continues to be one of the largest food distribution operators in the UK. The GMB is the largest Union in the company and we are seeking to grow our already significant presence with the assistance of the National Organising Team.

Last year's pay negotiations – the outcome of which was endorsed by a GMB consultative ballot – produced a settlement of a one off lump sum and a basic rate and related allowance increases of 3.7%. The settlement

date remains 1st July and as this Report is being prepared, we are preparing a pay and conditions claim for 2007/08.

For some time, the company has been including conducting a job evaluation exercise aimed at rationalising the haphazard pay structure within various divisions. Our members have been hanging fire pending the outcome of this exercise for many months. However, that latest indications are that in reality, the company has abandoned this exercise in favour of something much simpler.

Finally, in the middle of last year, 3663 lost its largest single contract to supply the Ministry of Defence food for the military. This resulted in job losses on a large scale at Basingstoke and of significance in Scotland and Yorkshire. Thanks to the efforts of our regional officers, and above all to our lay reps, the effects of this were minimised with redeployment for some to the incoming contractor and the re-establishment of the Basingstoke site for other purposes.

It is true to say however, that during the difficult negotiations there was little evidence of 3663 living up to their aspiration to be a model employer.

## ROADCHEF

The relationship with Roadchef has improved to an extent since last Congress. Our membership has stabilised rather than grown in part at least as a result of the company taking steps to reduce its labour turnover. We have also been able to sustain and assist our—small—number of shop stewards.

The 2006 pay round produced a settlement accepted by our members in a consultative ballot as follows:

### 1. Basic Rates

- an increase in the national minimum basic rates of 3.3%
- an increase of 4.7% on those on £5.21 per hour to give a new rate of £5.46
- the National Minimum Wage increased by 6% with effect from 1<sup>st</sup> October 2006.

### 2. Christmas Day Working

Employees required to work on Christmas Day will be paid triple time plus a day off in lieu.

In the course of negotiations, it became clear that there was a need for a thoroughgoing overhaul of the company's pay scales. At the time of writing this report, this process is about to start.

The outstanding issues surrounding the Employees Share Option Scheme (ESOPS) continues to be bedeviled by legal and technical problems. Progress continues to be made but we are still not in a position to consult our members. We hope to be able to do so later this year.

Finally, the company changed hands at the end of 2006 and is now owned by an Israeli based property and petrol retailing company. We are obviously, keeping our members informed as to what the change of ownership may mean to them.

## CASINOS

### Introduction

On 30<sup>th</sup> January this year the Casino Advisory Panel (CAP) produced their long awaited advice as to the location of the 17 "new wave" UK casinos as provided for under the 2005 Gambling Act. This of course involved the creation of a Regional (or super) casino in Manchester. By the time we get to Congress it is expected that the government will have taken the necessary Parliamentary steps to give effect to this recommendation. It is fair to say that many people were surprised by the CAP view that the super casino should be in Manchester, but that is the nature of independent advice – sometimes it produces unexpected results.

## GMB Response

Hard on the heels of the CAP announcement the GMB contacted all 17 “successful” local authorities seeking the opportunity to make our views clear as to the track record of would be operators of these 17 “new wave” casinos. We have also proactively contacted the potential operators seeking agreements in anticipation of them being successful in securing one of the new sites. At the same time all relevant Regional Officers with responsibility for casinos have been fully briefed and all Regional Political Officers asked to carry out local lobbying. In short we are doing all that we can as a Union to ensure that the jobs to be created by the 17 “new wave” casinos are:

- Not low pay/low skill/ low status jobs
- Provide real training with real career development
- Recognise the Union as the legitimate voice of the workforce

## “Old Wave” Casinos

The interest generated by the 30th January announcement rather masked the fact that the UK already has around 145 operating casinos employing about 16,000 people. Since last Congress, GMB continued to push forward the organising agenda amongst this group of workers. Apart from Stanley casinos where we have a single union deal (see separate report below) we are continuing via the casino officers and the National Organising Team to try to recruit in the two other major UK casino operators – Gala (see below) and Grosvenor – and amongst the relatively small number of independent operators.

From the outside this industry looks glamorous. Behind the façade however we find the usual problems of the hospitality sector:

- Low pay
- Long hours
- Anti-social shift patterns
- Employers that would shame the Victorians

These features exist in all types of casinos from those catering for mass markets to the “exclusive” Mayfair. Operations aimed at relieving the super-rich of their wealth. We continue the campaign to expose the truth behind the front and to point to the shabby treatment often dealt out to workers in the industry.

## Stanley Casinos

At the end of 2006 Stanley casinos – where we have a single union deal and about 30% membership – was bought by the Malaysian based gambling multi-national Gentings group. The impact of this change of ownership on our members is at the time of writing, not clear but the early indications of a new owner with money to spend are vaguely encouraging. In the meantime the 2006 pay negotiations produced an above industry average settlement of 3.5% with a measure of underpinning for the lowest paid. In more recent months, a lengthy meeting with the company progressed our view of the need for a proper NNC structure and I anticipate that by the time we arrive at Congress this will be in place.

## Gala Casinos

This group has successfully kept unions at arms length and pay bargaining on a collective basis is limited to and conducted by GMB London Region. Our colleagues in that Region are to be congratulated for achieving a two year deal which sets the target for our organisation efforts elsewhere in the group.

## Conclusion

The UK casino industry – new and established – presents a clear growth opportunity for the GMB. It abounds with challenges for us as a union and over the next year we have to respond accordingly. Throughout the



period since last Congress I have benefited from the expertise and hard work of Ida Clemo from the Research and Policy Department at National Office. Our members in this industry owe Ida a great debt.

## PRISON SERVICE

The GMB plays a role in the Prison Service Joint Industrial Council (PSJIC) which negotiates for around 3,000 miscellaneous grade employees in the publicly run prison service in England and Wales.

The history of collective bargaining in this group is not a happy one. It is characterised by inter-union rivalry, employers negotiations detached from the operational reality of the service and low morale amongst the employees concerned. The 2006 pay round was absolutely typical. The increase was due to be effective from mid year. The employer brought the implementation date forward (always welcome) but the "negotiations" were effectively ended in December because the PSJIC TU negotiations ran into treasury imposed buffers. An offer of 1.6% (in reality 2.2% because of the change of date) was imposed by the employer; this is not the first time that the settlement has been:

- Months late
- Imposed by the employer
- Derisory by nature

A GMB Delegate Conference was held in Manchester in December last year and Delegates were given the opportunity not only to identify the shape of the 2007 claim but to give their views as to a strategy to break the log jam given our industrial weakness. Our thoughts on this are being channelled to the other unions and progress will be reported back to the members by briefings and by their "Nick News" newsletter.

## Job Evaluation

HMPS is currently carrying out a large scale job evaluation exercise allegedly due for implementation next year (2008). Of course like any cost issues in the public sector if this falls foul of the Treasury's wishes at the critical time then funding will be an issue.

The GMB has punched way above our weight on this issue thanks to efforts of our colleague Mick Hubbard from Productivity Services who has done a great deal to keep the job evaluation exercise on track to operate fairly.

## THOMPSONS SOLICITORS

The GMB has continued to represent Thompsons Solicitors employees for the last year. Pay and conditions negotiations for 2006 produced an above average increase of 4% on all basic salaries with effect from 1 October 2006. A similar increase was applied to the Practice Childcare Allowance. During the course of the year other issues resolved included:

- The practice termination of the Long Service Award (a consequence of the Age Discrimination Regulations)
- The practice withdrawal of their proposals to change (cut) pension contributions following intensive discussion (see below)
- Maternity Leave Provisions
- Flexible Working

Since last Congress the NNC has been reinvigorated and now meets the practice on a regular, scheduled basis.

## Pension Issue

Thompson pension arrangements have for a number of years provided for enhanced employer contributions to match enhanced employee contributions for employees over 45.

Under the governments botched first draft of the Age Discrimination Regulations this would have had to change and the practice advised us accordingly. Needless to say this potential change caused considerable anxiety amongst our members. The Governments subsequent about turn on this issue – anticipated by some excellent advice I received from National Office Pensions Department was subsequently reflected in a welcome reversion to the status quo by the Practice.

## MANUFACTURING SECTION

### CLOTHING & TEXTILES SECTION

#### Introduction

The industry continues to decline and manufacturers find it more profitable to move offshore into countries where health and safety and employment laws leave a lot to be desired. Some British manufacturers have no conscience regarding the communities that they operate in and the workers that have served these businesses for decades.

There is no better example than the current Burberry dispute. Burberry produces high quality and expensive raincoats and polo shirts and operates its own retail shops in Knightsbridge, New York and Paris and also supplies the Royal Family. Its workers are dedicated and skilled; the Board do not have to answer to the marketplace and profits have been at a decent and increasing level.

It therefore came as a shock and surprise to the GMB and its members when an announcement was made in the Autumn of 2006 that the Treorchy factory was to close with the loss of over 200 jobs. The reason for production to be moved offshore to China was to increase profits because of the low wages of Chinese textile workers.

There is no shortage of orders and no real pressure on the company because it is engaged in profit making products.

The workers led by our GMB Senior Officer, Mervyn Burnett and Regional Secretary, Allan Garley are campaigning to save their jobs. They are waging a tremendous campaign which we all need to support. It is not acceptable for greed to take over the moral responsibilities of Burberry's management.

I would like to thank all our Shop Stewards and Officers.

#### National Negotiations

The 2007 pay negotiations produced the following results: All earnings of all workers, including learners, will be increased by 2.25%.

The General Minimum Time Rates and the Minimum Weekly Payment for all workers, including learners, covered by the BCIA/GMB Clothing and Textile Section National Agreement will be increased to those set out in the attached schedule. This agreement will last until 30<sup>th</sup> September 2007, following which a new anniversary date for the Agreement, October 1<sup>st</sup> will apply.

The union negotiators were able to achieve a major change within the agreement by bringing forward the anniversary date to the 1<sup>st</sup> October which will strengthen the union's negotiating position. At the moment the minimum wage is confusing the pay negotiations and the Employers seem to have been reluctant over the last few years to come forward with pay increases for the 1<sup>st</sup> January because of the minimum wage being set on

the 1<sup>st</sup> October. In future this will enable the Trade Union Side to negotiate in September well before the minimum wage is paid and with the full knowledge of what the minimum wage is going to be.

The increase of 2.25% over a 9 month period is equal to 2.8% over a 12 month period and therefore the union negotiators recommend this offer on the basis that it is the best offer that can be achieved through negotiations for 2007.

#### General Minimum Time Rates All Sectors

18 years and over	£535.00
Trainee under 18 years	£456.70

#### Minimum weekly payment for all workers for 39 hours' attendance

18 years and over	£208.65
Trainee under 18 years	£178.11

## CONSTRUCTION FURNITURE TIMBER & ALLIED SECTION

### Introduction

Now that the decision to move to a three section union has been implemented this will be the last report from the CFTA Section.

Since Congress last met the decline in manufacturing has continued even though on the 1<sup>st</sup> January 2006 the Public Procurement Directive became law. During the latter half of 2006 and the first quarter of 2007 the CFTA Section now part of the Manufacturing Section has worked closely with employers who are interested in the benefits of public procurement.

A major issue that concerned not only the GMB but the other trade unions as well is the decline of workplace organisation. The recent DTI consultation document – Workplace Representatives: a review of their facilities and facility time – shows clearly that there are over 350,000 workplace representatives, quite evenly split between union and non-union representatives. Union representatives are more active and perform a wider range of functions. Their numbers, though large, may be declining relative to the increased size of the workforce. However, an estimated 47 per cent of the employees work at workplaces with an on-site representative. Representation is much more marked in the public sector. Workplace representatives tend to be quite old. Women, though an increasing proportion of the total, are under-represented. There is evidence to suggest that union representation is thinning out. Union representatives are aged 46 on average and there is evidence that unions are finding it difficult to recruit new and younger members as representatives.

The decline in union membership is connected very clearly to the decline in workplace shop stewards and representatives. The fact that employers have now started to involve themselves in the development of non union representatives which is shown in the DTI report that half of the UK's workplace representatives are non union are developments that should concerned the trade unions.

Within the Manufacturing Section we will develop modern shop stewards and representative organizations. Linking up shop stewards, branch officials and full time officers is the only way that effective workplace organization can be achieved. We must tell the government that there needs to be one consolidated piece of legislation to allow workplace representatives to carry out their role in the workplace. There are at least 15 different sets of legislation covering the various categories of workplace representative. Some have existed for

over 30 years, whilst a range of others have been introduced since the late 90s, often in response to EU regulation.

Recruitment alone will not increase membership, the retention and training of shop stewards and representatives must be the key to an increased membership. Quality and regular communications are also very important. Workplace representation must become more diverse and representative of the changing workforce. Shop stewards and representatives must be given a higher profile within our organization and over the next few years the Manufacturing Section will start to build that grass roots organization that will enable our members to be represented by fully trained and competent GMB representatives.

While manufacturing continues to move offshore there are significant signs that some manufacturing is coming back into the UK and even better news is contained within my report on construction.

Migrant workers continue to come to the UK looking for work for themselves and their families and this is no different from what we experienced in the 1950's and 1960's. Migrant workers will become an essential part of the UK economy. The key as always is that the GMB fights against the exploitation of migrant workers and that we welcome our brothers and sisters from Eastern Europe into the union. The work already carried out in the Midlands & East Coast Region, South Western Region and the Southern Region of the GMB must be congratulated.

The Manufacturing Section will work closely with the Building & Woodworking International (BWI) and the European Federation of Building & Wood Workers (EFBWW). Both organizations can and are opening up doors for the GMB to work with unions within Eastern Europe.

We have some excellent opportunities within the new Manufacturing Section to move forward. The GMB has members in all the major manufacturing industries and there is potential for thousands of new members within these existing industries.

## National Negotiations

### FURNITURE MANUFACTURING INDUSTRY

The departure of the major part of Christie Tyler to Asia and Eastern Europe was completed by the early part of 2006 which caused the loss of over 2,500 well paid jobs. Despite the efforts of our own Don McGregor, CEC Member whose illness caused us some concerns together with major support from Labour MPs Madeline Moon and Huw Irranca-Davies we have been unable to stop the closures.

The GMB is still very concerned about the imports of upholstered furniture and our understanding is that almost 75% of all upholstered furniture coming in from overseas failed the UK flammability test and is unsafe. The problem is that the test on imported UK furniture amounts to less than 1% and only a small amount of upholstered furniture is removed from the marketplace.

Overseas demand for British furniture has increased by 10% as UK manufacturers learn to take advantage of growing foreign markets. In the year to October 2006 exports rose by around £80m to nearly £1bn bolstered by a jump in overseas demand for contract and office furniture and a steady growth in the domestic sector. Domestic furniture sales rose 110% in Croatia, 100% in Kuwait and 80% in Pakistan with overall sales up to £477m in 2006 from £447m in 2005. Other emerging markets include Russia which saw a 176% jump in demand for British imports and South Africa with a 300% rise in the contract sector. While import sales have a market share worth £3.16bn compared to £2.98bn in 2005 – an increase of around 5% or £150m – figures suggest a slowing of foreign furniture into Britain. This must be good for the UK manufacturers.

The British furniture manufacturers employ well over 100,000 people in manufacturing. The GMB has a membership of around 16,000 and T&G has around 4,000 members. The industry has a sales turnover of

£6.4bn per year – the figures speak for themselves and resources are badly needed if we are to increase our 16% membership within the industry. The 2007 pay negotiations were disappointing and raised the question of the relevance of the NLA.

The pay rates for 2007 are as follows:

#### MINIMUM HOURLY RATES OF PAY

Journeymen/women	591.75 pph	
Packers	546.75 pph/Juveniles (16/17 year olds)	410.06 pph
Labourers/Porters	542.32 pph/Juveniles	406.74 pph

Note: Any of the above rates that are below the National Minimum Wage (NMW) effective from 1<sup>st</sup> October 2007 will be uplifted from that date to the NMW rate.

NORMAL WORKING WEEK: 39 hours - 10 minutes paid break. Polishers and others using hazardous material 5 minutes paid washing time at end of each shift

SHIFT WORK: Morning/afternoon/shifts = 50 pph/Night shift = 90 pph/30 minute break for meals

OVERTIME: Monday to Friday and Saturday - first 2 hours time and one third, second 2 hours time and two thirds, thereafter double time. At least 4 hours of overtime are to be available on a Saturday or if not payment is made at time and two thirds for the hours worked. Sundays - double time.

Payment - personal rate of the individual worker

SHORT TIME WORKING: Journeyman/woman £342.12 pph/Adult Packers £313.05 pph/Adult Labourers/Porters £290.80 pph

SICK PAY: Pay - SSP plus one third of appropriate time worker's rate. Waiting days - 3 working days, except where linked by two periods of sickness of four or more calendar days that are separated by not more than 14 calendar days, or, where industrial injuries are recorded in accident book at time of occurrence. Time limit - not to exceed 50 days in any 12-month period and no more than 2 such payments in consecutive periods unless the employee has returned to work.

HOLIDAYS: 22 annual in a full holiday year and in 2004, 8 public holidays. Payment calculated on basis of average hourly earnings in the 12-week period proceeding holiday (excluding non-contractual overtime, short time working and waiting time).

TIME ALLOWANCES: Paternity leave - two day's leave at individual's appropriate minimum time worker's rate (Note should be taken of the choice employees have under Paternity Regulations to choose between the NLA ('contractual') entitlement or the statutory right to one/two weeks consecutive paternity leave - whichever they consider to be the most favourable to them. Bereavement leave - three days on death of spouse, child, parent, brother, sister. Two days leave on death of a grandparent, mother/father-in-law, brother/sister-in-law, and son/daughter in-law. Paid at appropriate minimum time worker's rate. Cancer screening - after two years' service - up to 3 hours at appropriate minimum time worker's rate.

TOOL ALLOWANCE: Up to £300

TERMINATION OF EMPLOYMENT: Employer Notice - first 4 weeks not less than 2 hours; between 4 weeks and less than 2 years, one week; then one additional week of notice for every year of service up to a maximum of 12 weeks notice after 12 years service. Employee Notice - first 4 weeks not less than 2 hours; between 4 weeks and 12 years, thereafter 2 weeks. Retirement payment – paid at age 65 (or above if NRA is higher), 1½ days for each complete year of service, subject to maximum 37½ days.

DEATH BENEFIT: £12,000 - 19.5 hours and upward per week/£6,000 - under 19.5 hours per week

## LONDON ASSOCIATION OF FUNERAL DIRECTORS

Relationships have remained good and the 2006 pay negotiations produced an above inflation increase. Membership is low but during 2006/2007 our membership increased slightly.

The following pay rates apply from 1<sup>st</sup> May 2006:

Standard Rates & Supplement	Per Week 39 Hours	Attendance Supplement	
Funeral Assistant Grade A	273.49	10.00	
Funeral Assistant Grade B	260.84	10.00	
Funeral Assistant Grade C	230.11	10.00	
Branch Manager	273.49	10.00	
New Adult Recruit	222.51	10.00	
Funeral Receptionist/Clerk Grade A	260.84	10.00	
Funeral Receptionist/Clerk Grade B	249.62	10.00	
Funeral Receptionist/Clerk Trainee (first 13 weeks)	222.51	10.00	
Youths age 16	149.63	Nil	
Youths age 17	179.74	Nil	
Youths age 18	Full adult rate	Nil	
Supplements		Per Week	
Foremen supervising up to 9 workers		9.90	
Foremen supervising 10-20 workers		11.83	
Foremen supervising 21-30 workers		14.15	
Foremen supervising over 30 workers		16.05	
Resident Manager's Marital Partner		58.19	
Branch Manager's Commission ...sales up to £40,000		2.5%	
Branch Manager's Commission ...sales from £40,000 up to & including £60,000		2%	
Branch Manager's Commission ...sales over £60,000		1.5%	
Allowances			
Mileage	£0.40	Per mile	
Clothing	£6.00	Per week	
Journey work disturbance	£7.00	Per journey	
First Aid	£3.00	Per week	
Hourly and Overtime rates	Grade A	Grade B	Grade C
Normal Rate	£7.02	£6.69	£5.90
Time and Half	£10.53	£10.04	£8.85
Double Time	£14.04	£13.38	£11.80

## CO-OPERATIVE FUNERALCARE

The very worst company that we have to deal with and this is no exaggeration. A few days before the Christmas break the company gave notice through the media of their intention to derecognise the GMB from the collective bargaining procedures.

There is no basis for the derecognition other than a very feeble excuse from the company wanting to deal with Usdaw and the T&G. The GMB has been and will continue to be at the forefront of the fight to secure decent pay and conditions for workers in the funeral industry.

Our members will have to decide what Co-operative services they use if the derecognition threat is carried out on the 19<sup>th</sup> March 2007. Will the Trade Union Movement continue to use Co-op banks, shops or travel agencies? Trade union members have supported the Co-operative Movement for well over a century on the

basis of co-operation and unity. The current Funeralcare management has lost its integrity and is in danger of losing its trade union support.

The GMB will continue to campaign against derecognition by the Co-operative and will not join in sweetheart deals. Over the last 12 months our members in Funeralcare have been attacked by an anti union employer; stewards have been suspended for carrying out their normal trade union duties; warnings and dismissals are commonplace. The management rule by fear and intimidation. The GMB will not abandon its loyal members and we will continue to represent them whatever happens.

The following pay and conditions offer for 2007 is out to ballot:

**BASIC INCREASE** A 4% increase to all Job pay rates (not including allowances) with effect from the beginning of the Society's financial year – 14<sup>th</sup> January 2007 with the exception of those employees who are on protected or red-circled rates unless the 4% increase takes the rate for their role above their protected / red-circled rate. All casual pay rates will also be uplifted in accordance with the terms of this pay offer.

**FUNERAL DIRECTORS** A further increase of £250 per annum (pro rata if part time) for all Funeral Directors, Senior Funeral Directors and Principle Funeral Directors within the business with effect from 14<sup>th</sup> January 2007 (with the exception of those employees who are on protected or red-circled rates unless the 4% increase takes the rate for their role above their protected / red-circled rate).

**STANDBY RATES** The harmonisation of standby rates across the Funeralcare business to create one rate only of £18 per standby occasion for those participating in standby with effect from 14<sup>th</sup> January 2007.

**LONDON WEIGHTING** An increase to Inner London Weighting from £1,700 per annum to £1,800 per annum (pro rata for part time employees) with effect from 14<sup>th</sup> January 2007 for those employees employed out of the units at Woolwich, Purley, Earlsfield, Manor Park, Hayes, Watford, Enfield and their associated branches.

**LONDON WEIGHTING OUTER** An increase to Outer London Weighting from £1,050 per annum to £1,110 per annum (pro rata for part time employees) with effect from 14<sup>th</sup> January 2007 for those employees employed out of the units at Gravesend, Southend and Welwyn Garden City and their associated branches.

**WEEKEND WORKING** The salary for all Funeral Directors and Funeral Service Operatives includes an element of overtime that has been consolidated into pay to form an all-inclusive salary. These salaries allow for working a fair share of additional hours both during the week and at weekends providing that working hours are always monitored and managed to within the maximum average of 45.5 hours per week over a seventeen-week reference period. There is also a commitment that these additional hours will be managed with a reasonable approach at all times. As additional recognition of weekend work, with effect from acceptance of this offer, Funeral Directors (including SFD's and PFD's) and Funeral Service Operatives will receive one standby payment (presently £18) per Saturday or Sunday when working on Funerals. This payment will not be made for church take ins, removals or other funeral work. Hours worked will still contribute to the working averages and those employees already being paid to be on standby on a Saturday or Sunday will still qualify for this payment providing they are attending for work on funerals. Part time Funeral Directors and Funeral Service Operatives will of course continue to be paid for any additional hours to their normal contract worked on a weekend at the appropriate rate and will still qualify for this weekend payment if working on funerals on either a Saturday or Sunday. Please note that this payment is per Saturday or Sunday and not per funeral

**CREDIT CONTROL** In order to support continual improvements to debt management within Funeralcare, a debt management allowance of £500 per annum (pro rata for part time employees) will be available to at least two employees per region to adopt additional duties on behalf of the region in relation to the element of debt management between the initial call to our clients after the funeral and when the debt is passed to our Credit Control Dept. Any necessary training will be offered to the employees adopting these additional duties which will

be drawn up formally for recruitment purposes. The duties will be offered to employees in the region on a voluntary basis. Where more than two volunteers per region come forward, selection will be made by short interview. The allowance will be awarded immediately on recruitment to the role and the business will seek to provide clarity to all our Arrangers in relation to where their involvement ends during the initial follow up calls with clients.

**BTEC** During 2007, improvements to the BTEC system will take place which will enable an increase in the pace of progression through the qualification for all relevant existing and new employees. In recognition of those employees whose progression through the qualification may have been delayed in 2006, this offer includes a guarantee from the date of acceptance that those employees who are still on the 80% pay rate with 6 months service or more will immediately move to the 90% rate. Please note that those employees with less than 6 months service at the date of acceptance and new employees going forward will only progress from 80% to 90% pay rate in line with the relevant BTEC qualification levels as outlined in the Funeralcare Agreement.

**HUB BONUS** The commitment to the introduction of a transparent and self funded hub bonus system by the end of 2007 which would be based on hub performance and associated branches. It is likely that the terms of this self funded bonus would not be clear until at least the half year (by 1<sup>st</sup> July 2007) therefore making any payments eligible for 2007 based on a half year performance for the first year.

The likely parameters for this bonus will be based on:

Increases in Profit

Increases in Market Share

Reduction of Debt

Reduction in Absenteeism

Reduction in Client Complaints

Bonus payments where eligible, would be paid in two stages. The first being in the pay before Christmas and the second being after the audited annual accounts are available for each hub.

**ARRANGERS** Finally, there is an agreed commitment to review the Funeralcare Agreement's salary for Funeral Arrangers as part of the 2008 pay negotiations and treat this as a matter of priority.

**INSTITUTE OF BRITISH ORGAN BUILDERS (IBO)**

The industrial relations remain in very good order and our very small but very skilled membership continues to work in an industry that exports a high percentage of its production to America, China and Asia. The 2007 pay and conditions are as follows:

Negotiations that took place on 21<sup>st</sup> November 2006 between GMB and the negotiating sub-committee of the IBO reached the following agreement on changes to wages and conditions from 1<sup>st</sup> January 2007, confirmed by both parties:

**WAGE INCREASE:** The Journeyman's minimum hourly rate will be increased to £6.70 (from the former £6.44) a rise of 4%. See below revised schedule of minimum hourly rates from 1<sup>st</sup> January 2007:

Group	Age	Hourly Rate		
		Year One	Year Two	Year Three
	16-17	£3.30	£3.90	£4.45
	18-21	£4.45	£5.35	*
	22 and over	£5.35	£6.15	*

**IMPORTED SAWMILLING INDUSTRY**



The industry remains fairly buoyant although there remains an ongoing problem of the supply of timber from the world forests. Climate change has now affected how the timber is taken out of the forest and winters are much later therefore the removal of timber is now made harder.

Our members, mainly wood machinists, enjoy much higher pay rates than those negotiated at national level. Nevertheless the national agreement remains important because it lays down working hours, holidays, sick pay and retirement payments. Membership remains low but there is some potential in the spin off industries such as garden furniture and fencing. The following increases took effect from the 1<sup>st</sup> January 2007:

An increase of 20p per hour for woodcutting machinists making a new national basic minimum rate of £6.24 per hour.

An increase of 15.5p per hour for labourers making a new national basic minimum rate of £5.32 per hour with the proviso of an agreed minimum earnings level of £5.50 per hour.

#### FINNFOREST

One of the more forward looking companies within the sawmilling industry. Industrial relations are good and we have a European Works Council with the Vice Chair being held by one of our members. The company employs a large number of employees in the UK and our membership stands at around 25% which is disappointing when you consider that the GMB is the only active union.

The 2007 pay offer introduced a move towards closing the gaps between the high pay and the lower pay bands and is probably the best pay award that our members have seen for some time. At the time of writing this report the following offer was out to ballot.

All pay bands will be increased by £720 effective from 1st April 2007.

Company Sick Pay Benefit Entitlement for employees with 2 or more years service will increase from 13 weeks full pay and 13 weeks half pay to 15 weeks full pay and 15 weeks half pay, this is applicable to new periods of sickness absence commencing after 1st April 2007.

Paternity Leave will increase from 5 days paid leave and 5 days leave with statutory paternity pay to 10 days paid leave, subject to completion of the self certificate for paternity pay, this is applicable to new periods of paternity leave commencing after 1st April 2007.

The company will advise of the situation regarding corporate work wear as soon as possible.

The company will carry out a review of the skills bands with an initial meeting to establish the scope of the review by the end of March.

The supplement for first aider's will be increased to £300 in 2007 and the company will look to review the number of first aider's in order to balance this inline with requirements.

Although the level of rates for other supplements paid by the company was not raised in the discussion, the company will increase team leader and training supplements by 4.1% from 1st April 2007.

If the ballot is accepted the new rates of pay from the 1<sup>st</sup> April 2007 will be:

NEW: 2007	Basic p.a.	Increase p.a.	2 Shift p.a.	Increase p.a.	3 Shift p.a.	Increase p.a.	4 Shift p.a.	Increase p.a.
			15%		25%		33%	
Band 1	£20,253	£720	£23,291		£25,316		£26,937	
Shift			£3,038	£108	£5,063	£180	£6,684.00	£238.00
Band 2	£18,490	£720	£21,264		£23,113		£24,592	
Shift			£2,774	£108	£4,623	£180	£6,102.00	£238.00
Band 3	£17,314	£720	£19,911		£21,643		£23,028	
Shift			£2,597	£108	£4,329	£180	£5,714.00	£238.00
Band 4	£15,552	£720	£17,885		£19,440		£20,685	
Shift			£2,333		£3,888		£5,133.00	£238.00

Finnforest remains the top company within the UK sawmilling industry GMB has an opportunity to increase its membership significantly.

## FLAT GLASS

Many people within the Trade Union Movement fail to understand the complexities of national pay bargaining and the difficulties that the lead union negotiators have in drawing together a joint trade union claim. Consideration to the members of the GMB's aspirations must be set alongside that of other unions. Over the last few years the flat glass negotiations have been very difficult and time consuming.

The trade union team which includes 4/5 lay delegates has concentrated on increasing the basic pay rates both at national level and local level.

The industry now employs around 15,000-20,000 employees and the signature trade unions have around 4,000-5,000 members probably less than a third. We have national negotiations and national company negotiations so the potential for membership is available.

This year's pay offer was narrowly accepted and the new Green Book pay rates are:

An increase of 23 pence on the basic hourly rate across the board as follows:

Specialist Advanced Craftsperson and Specialist Processor £6.70

Advanced Craftsperson and Multi-Skilled Processor £6.27

Craftsperson and Skilled Processor £5.98

General Operative and General Processor £5.70

All the above figures should be implemented as from 1 January 2007

## PILKINGTON GLASS

The company continues to improve its profitability despite more UK job losses. The days are long gone when GMB could claim over 14,000 members in this one glass company. Industrial relations remain good even though redundancies are now commonplace.

Pilkington is one of the few companies that have a final salary pension scheme which has no deficit. Our membership is involved in a new Pensions Committee which was set up by our Pensions Department and we are thankful to Heidi Benzing, GMB Pensions Officer.

While Pilkington manufacturing employees have enjoyed decent pay and conditions, Pilkington downstream has been mainly left to the basic pay within the Green Book. The GMB is currently in discussions with the company over the status of the downstream members. These discussions have been ongoing and we hope to be able to conclude them in 2007.

## SOLAGLAS

The parent company, St Gobain continues to support the UK operations of Solaglas despite continuing losses. Industrial relations continue on a sound footing and our members are treated fairly. Solaglas continues to be one of the leaders in pay and conditions but some groups are faring better than others. National negotiations take place in all three sectors of the company. Membership could be much higher and consolidation will produce more members. The following pay rates for 2006/2007 were agreed.

### i Solaglass Contracting Division

Following a meeting with the company on Monday, 4<sup>th</sup> September 2006 GMB and Amicus have agreed the following:

An annual increase of 3.2% will be applied to all basic rates, regional allowances, travel time, shift work payments, week-end and unsocial hours supplement from the first pay week in July 2006.

The clause under section 3.2 Holidays, relating to absence immediately preceding or following a public holiday, will be reworded to apply only to those employees on the Company Attendance Procedure.

The annual holiday entitlement will be improved to 23 days annual holiday upon employment, 24 days after 1 year of service, 25 days after 2 years of service.

We have agreed to further extend the trial for Enhanced Company Sick Pay (payable from the first day of sickness absence) to 30<sup>th</sup> June 2007.

We will review the current appraisal process to reflect the current skill requirement across Contracting Division. The review will be carried out through a working party, to comprise Alan Herbert and Del Wilson as fabrication and union representatives, a glazier, myself and a business/operations manager.

In view of the low membership within this Division the Shop Stewards and Officers accepted that this was the best that could be achieved through negotiation and confirm that the increase will be backdated to the first full pay week in July.

## ii Solaglass Windowcare Division

Annual increase of 3.2% to be applied to basic rates, regional allowances, travel time, shift work payments, weekend unsocial hours supplements; excluding call-out rates, standby rates, first aid payments and subsistence allowance for those covered by both the Solaglas Windowcare Labour Agreement and SRG Moving Forward Agreement, with effect from the first pay week in July 2006.

We have agreed that where an engineer is required by the business to work alongside a small works engineer, doing the same work, for a minimum period of one week, he will be paid in accordance with the terms and conditions applicable to Small Works Engineers.

The standby payment for employees providing call-out coverage on a call-out rota will be increased from £36.09 to £45 per week for those employed under both agreements.

Annual service related holiday entitlement will be improved for the Windowcare Labour Agreement only to 20 days upon commencement, 23 days after 3 years of service, 24 days after 4 years of service, 25 days after 5 years of service.

All age related pay scales for trainees will be deleted and we will propose an alternative.

We will delete the clause in the SRG Agreement under Section 4.7 Emergency Replacement Glazing Call Out which reads "Where there are sufficient volunteers to man a Call Out Rota, then employees aged over 50 will not be forced to undertake Call Out duty, unless exempting them would lead to the use of subcontractors." This will be replaced with a clause that will base any decision to remove employees from the Call Out rota upon recognised medical conditions and capability.

For the Project and Maintenance Engineers we will identify separate arrangements, including a Skills & Performance Review, grading and pay structure.

The agreed, revised disciplinary and grievance procedures will be incorporated in both agreements.

## iii Solaglass MSN

The manufacturing division of Solaglas holds most potential in terms of membership. The following sites are part of the national MSN agreement and have potential for recruitment. A consolidation exercise is urgently needed.

Canterbury

Liverpool

Motherwell MSN

Kingston	Bristol RDC	Portsmouth MSN
Hull	Kilmarnock	North East RDC
Aberdeen	Dudley	Manchester
Cardiff	Peterborough	Coventry DGU
Edinburgh	Plymouth	Hayes

The following offer was accepted: An increase in all basic rates by 25 pence per hour.

All fixed allowances to be increased by 3% except where the allowance concerned is specified as not being subject to an increase by a pre-existing local agreement. Hence it will not apply to red ringed payments such as those at Coventry DGU, but would apply to all other payments such as shift pay, first aid allowance, call out allowances etc.

### CONSTRUCTION INDUSTRY

While most interest is focused on the Olympic Games and our new football arena at Wembley the GMB has been just as interested in what is going on within the industry as a whole.

The industry remains a sanctuary for tax dodgers and despite the efforts of the Government and the Inland Revenue most construction companies still prefer self employment to PAYE. One exception to this is Laing O'Rourke who now has over 8,000 employees on PAYE.

The TUC hold a seat on the Olympic Delivery Authority and we have been in discussions along with our sister trade unions: UCATT, Amicus and T&G. After several meetings at the highest level I am doubtful if the unions can achieve an agreement on direct employment. To leave the building of the Olympics to the greedy sub contractors who encourage self employment and bogus employment will be introducing the law of the jungle into the largest construction site in the UK. Without direct employment accidents and fatalities will take place; the Government at best will receive only 18% tax from individuals with very little national insurance contributions from the employee and employer.

Without a proper enforceable agreement with the unions the construction of the Games and the million square foot of retail facilities will fall behind and there will be a mad rush in 2011 to try to finish the Games. Pay rates will rise and accidents will go through the roof and it is only by a joint agreement with the trade unions that this can be avoided. The only agreement that will hold water will be between the ODA and the trade unions.

The industry continues to kill and injure our young people and avoidable accidents occur every day of every week. Cranes falling, scaffolding collapsing and falls from height account for over 60 fatalities per year. Young men and women so badly injured that their whole lives are wrecked. Trade union organised health and safety representatives are the only answer. Roving safety reps, well trained will dramatically reduce the carnage taking place on our construction sites. The GMB does not accept that a single construction worker should be killed or badly injured and zero tolerance on accidents is the only acceptable level.

The following three year pay agreement was reached for 2006, 2007 and 2008.

With effect from 26<sup>th</sup> June 2006 the following rates of pay, allowances and additional payments will apply:

### ENTITLEMENT TO BASIC AND ADDITIONAL RATES OF PAY

Classification		Basic Pay (pence per hour)	Weekly Rates based on 39 hours £
General Operative		(701)	273.39
Skill Rate	4	(755)	294.45
	3	(800)	312.00
	2	(855)	333.45
	1	(888)	346.32
Craft Rate		(932)	363.48

*These rates are agreed and promulgated on the basis that any increase shall not be reduced by any adjustment in existing contractual bonus schemes.*

#### **APPRENTICE RATES**

Stage	Basic Pay (pence per hour)	Weekly Rates based on 39 hours £
Year 1	(388)	151.32
Year 2	(501)	195.39
Year 3 w/o NVQ2	(586)	228.54
Year 3 with NVQ2	(745)	290.55
Year 3 with NVQ3	(932)	363.48
Completion with NVQ2	(932)	363.48

With effect from 26<sup>th</sup> June 2007 the following rates of pay, allowances and additional payments will apply:

#### **ENTITLEMENT TO BASIC AND ADDITIONAL RATES OF PAY**

Classification	Basic Pay (pence per hour)	Weekly Rates based on 39 hours £
General Operative	(731)	285.09
Skill Rate 4	(787)	306.93
3	(835)	325.65
2	(892)	347.88
1	(927)	361.53
Craft Rate	(972)	379.08

*These rates are agreed and promulgated on the basis that any increase shall not be reduced by any adjustment in existing contractual bonus schemes.*

#### **APPRENTICE RATES**

Stage	Basic Pay (pence per hour)	Weekly Rates based on 39 hours £
Year 1	(405)	157.95
Year 2	(523)	203.97
Year 3 w/o NVQ2	(611)	238.29
Year 3 with NVQ2	(778)	303.42
Year 3 with NVQ3	(972)	379.08
Completion with NVQ2	(972)	379.08

With effect from 26<sup>th</sup> June 2008 the following rates of pay, allowances and additional payments will apply:

## ENTITLEMENT TO BASIC AND ADDITIONAL RATES OF PAY

Classification	Basic Pay (pence per hour)	Weekly Rates based on 39 hours £
General Operative	(775)	302.25
Skill Rate		
4	(835)	325.65
3	(885)	345.15
2	(946)	368.94
1	(982)	382.98
Craft Rate	(1030)	401.70

*These rates are agreed and promulgated on the basis that any increase shall not be reduced by any adjustment in existing contractual bonus schemes.*

## APPRENTICE RATES

Stage	Basic Pay (pence per hour)	Weekly Rates based on 39 hours £
Year 1	(429)	167.31
Year 2	(554)	216.06
Year 3 w/o NVQ2	(648)	252.72
Year 3 with NVQ2	(824)	321.36
Year 3 with NVQ3	(1030)	401.70
Completion with NVQ2	(1030)	401.70

## REMPLOY

At the time of writing this report the campaign is now reaching critical stage. Remploy workers have done themselves proud and demonstrations have taken place in Manchester, Liverpool, Cardiff, Sheffield, Wigan, Stirling, Plymouth, London and Newcastle. Petitions have been presented to the Prime Minister and who could forget the demonstration outside Arsenal Football Club and the tremendous support shown by the Arsenal supporters.

We have met with MPs and at one particular meeting in the House of Commons on a cold January night well over 35 MPs turned out. We have also met with Anne McGuire MP, Minister for the Disabled; held a demonstration in John Hutton's constituency of Barrow & Furness; set up a Remploy/GMB website, produce newsletters which are distributed regularly; arranged fringe meetings at the 2006 Labour Party Conference and the TUC Conference; sent 10,000 postcards to John Hutton and met with the Mayor of London. The stewards have collected donations themselves to fund these activities and the campaign is going according to plan. All the other trade unions: Amicus, Community, T&G have worked hard alongside the GMB.

Whilst all this activity has been going on the unions' General Secretaries, Consortium National Officers, Les Woodward, Tony Gledhill and I have worked hard to put pressure on the Government to adopt the trade unions' alternative strategy. Tony Gledhill, GMB Senior Staff Rep in Leeds has worked particularly hard to produce the alternative strategy.

In May 2006 PricewaterhouseCoopers produced a report which gave four options, none of which were acceptable to the trade unions. The PWC report did not go into the expected detail that was needed to change Remploy. Government Ministers seemed to have distanced themselves from the report even though they had commissioned it. Government Ministers have continued to be influenced by some parts of the Disability Movement and the DWP's desire to cut funds to Remploy. The government is determined to force disabled people into employment regardless of choice.

The trade unions come from a very clear prospectus that is sustainable employment for disabled people and real choice of employment for disabled people and are in favour of diversity within the workforce. People with mental health problems should be given support to enable them to work. All disabled people should be given help to find sustainable employment and Remploy factories are a very important factor in this. Remploy

factories are places of work producing high quality products such as textiles, furniture, printing and electronics. Remploy was first to establish the ethical e-cycling of white goods.

The trade unions' alternative business plan has been circulated and is on the website at: [www.gmbremployworkers.info](http://www.gmbremployworkers.info) and bound copies will be available at GMB Congress.

The company has continued to increase the numbers of managers nearly all of whom are non disabled whilst at the same time dismissing disabled people. The Board of Remploy and the Remploy senior managers group continue to mismanage the company. The Board and senior managers continue to act as if they are not to blame and have no responsibility to make the company work. Remploy has become a retreat for middle aged white male managers who have brought very little to the table other than a greedy appetite for doing nothing.

The company will continue to suffer and disabled people will not have secure and sustainable employment until there are radical changes to the senior management structure. At the time of writing this report discussions that will lead to negotiations are taking place at the highest level.

#### **i Pay & Conditions**

The Trade Union Consortium submitted its claim in September 2006. However the company has been instructed by the government not to negotiate with the unions on the basis that Remploy should be treated in terms of pay the same as the public sector which is another nonsense. Remploy derived 65% of its income from sales and this sort of government interference is totally unacceptable. This Labour Government is acting in some ways like a Tory Government and we expect more. Discussions are ongoing but our members should have received a pay increase in January 2007.

#### **PUBLIC PROCUREMENT MANUFACTURING FORUM**

Our thanks must again be registered for the work that Kathleen Walker Shaw has done on our behalf. There is no doubt if the new directive is used then UK manufacturing will benefit and in particular supported employment factories such as Remploy will benefit. Below is an example of the size of public procurement.

**Local Authorities:** There are 443 local authorities in England and Wales with a further 32 councils in Scotland. This comprises a mix of County Councils, Metropolitan District Councils, English Unitary Authorities, London Authorities, Shire District Councils, Welsh Unitary Authorities and Unitary Councils in Scotland. It is estimated that there are currently 2.5m employed by local authorities.

**Fire Brigades and Police Forces:** There are 59 Regional Fire Brigades and 52 Police Forces consisting of both civilian staff and officers. There are approximately 126,000 officers and 53,000 civilian support staff nationally within the Police Force.

If you include the MOD this makes the possibility of a rejuvenated UK manufacturing industry a reality. The textile industry will benefit if they are to supply all the nurses, police forces, fire brigades and armed forces uniforms.

The furniture industry will be given a 50% boost to sales if local authorities and government open up the public procurement directive. Remploy in particular can benefit from public procurement sales. The government's manufacturing forum recognises this and has developed a public procurement sub committee. A great deal of the manufacturing forum's work has centred around skills and training but the UK still lags behind some of its world competitors in terms of training and the skill agenda. Some very good ideas have been put forward by the TUC on behalf of its affiliates.

One of my concerns as a member of the manufacturing forum has been the slow progress to introduce ideas into the workplace. The size of the forum is also a concern even though the forum works through sub committees. There is no doubt that the government's manufacturing is a good idea and well intended but has it become a talking shop.



## INTERNATIONAL AFFILIATIONS

### BWI and EFBWW

There has been an increased activity with both internationals and we have now met the General Secretaries of both organisations. We were able to help in a number of industrial disputes through the world.

The BWI Conference in October 2006 brought together a large number of Eastern European and Western trade unions and we were able to make an important contribution regarding the increasing numbers of migrant workers coming to the UK.

The BWI is campaigning for fair treatment of all workers and is currently helping the GMB to set up a meeting with Polish and Rumanian trade unions.

I would like to thank our Brussels office for helping the section set up meetings with the BWI and EFBWW.

I would also like to thank all our Shop Stewards and Officers, and staff at National Office who have helped with the running and servicing of the Section.

## ENGINEERING SECTION

### Introduction

The Engineering Section is the biggest section of the manufacturing section. With a membership of approximately 65,000 members mainly paying Grade one membership contributions, which still means a significant income to the GMB.

We are in the process of moving to three sections of which the membership of the Engineering Section should not have any fears for the future. The consolidation of traditional industries will bring increased membership to the new section giving us industrial power in a well organised, fully serviced manufacturing section.

### NATIONAL COMMITTEE

The Engineering Section National Committee has met since the last Congress where it has received and endorsed reports from the Officers of the Section and has debated and got involved in recruitment activities across the industries covered by the Section. The Engineering Section National Committee is as follows,

- David Falconer MBE, Section President GMB Scotland
- Roger Darcy MBE, Southern Region
- Ray Lowden, Liverpool Wales and Irish Region
- Tommy Robertson, Northern Region
- Derek Hocking, Midland and East Coast Region
- John Christie, GMB Scotland
- Peter Ferguson, Liverpool and North Wales Region
- Charlie James, Yorkshire Region
- Micky Laws, Southern Region
- Alastair McLean, London Region
- Keith Patience, London Region
- William O Williams BEM, South Western Region
- Vin Bloor, Birmingham and West Midlands Region

The National Committee consists of representatives from every region, one from the Thermal Insulation industry and one from the Offshore industry including one black member and an Equal Rights representative.

### 1. THE ENGINEERING INDUSTRY

As reported at previous Congress in general engineering we have the same sad story of cutbacks, pay freezes, pay cuts to save jobs and of course redundancies. This again is a sad story of UK manufacturing. We need to work with employers, Government, DTI and the trade unions to formulate a much needed UK manufacturing survival strategy. We, in the UK have to constantly contend with comments like it is more economical to import work or offshore work than manufacture in the UK, blaming the strength of the pound, and it is much easier to make people redundant in the UK than in other parts of Europe.

As with all other Engineering and Construction related industries there is a shortage of skills which desperately needs addressing by investing in training and the re-introduction of apprenticeships for all engineering related industries to survive, there is the age profile with people leaving the industry and not being replaced, and an issue which is very much on the increase, the use of non-UK labour, which, in some cases is being exploited by ruthless employers, paying these people less than the rate for the job therefore making them a cheap alternative to the indigenous workforce.

### 2. THE OFFSHORE INDUSTRY

In the Offshore industry I can confirm that we have had this long ongoing issue of the Working Time directive and the implementation offshore. We have met with Senior Government ministers and with employer's representatives who have all got various and different interpretations of the implementation of the Working Time Directive in the Offshore industry. We have also tried to pursue this through the TUC all to no avail.

We are currently, at the time of writing this report in negotiations for the 2007 pay claim, and part of that pay claim, if accepted, will go a long way to resolving the issue of the implementation of the Working Time Directive Offshore. As identified earlier, the negotiations are ongoing and hopefully I will be able to give you a full update in my verbal report at Congress.

Within the Offshore industry we are running a recruitment campaign with a leaflet that has been put together mainly for the Offshore industry. The campaign has mainly been run on inductions for new starters and at the heliports where the rig workers fly out from. We are watching the outcome of this campaign with interest.

### 3. SHIPBUILDING

Once again my report on the shipbuilding industry is a report of mixed fortunes, in the commercial shipbuilding industry we have only one yard which is Fergusons in Scotland which is having to fight for every order to keep in business and is finding it very difficult whilst competing for work against European competition, and in some cases competing against countries who are financially supported in the shipbuilding industry, and I do know at the time of writing this report that Fergusons is in desperate need of orders.

It is sad when you look at the UK commercial shipbuilding industry when three years ago there were two yards Appledore and Fergusons and now we have Fergusons desperately fighting for survival, all we have ever asked for in the commercial shipbuilding industry, as within the military shipbuilding industry, is a level playing field when competing for orders, which doesn't appear to be the case for UK shipbuilding.

In the UK Defence shipbuilding industry all indications are that the future is looking good. With the recent announcement of the Government's Defence Industrial Strategy which is long needed within the Defence industry especially in the shipbuilding industry. We are looking at the Defence Industrial strategy to stabilise the industry and the distribution of work, within the UK shipbuilding industry. We have currently the biggest order book with the MOD ever in the UK with the awarding of the orders of two aircraft carriers under the UK Government's procurement policy for the build of ships for the Royal Navy.

We also have six Type 45 Destroyers which have been awarded to BAE Systems of which the second was launched in January of this year, with a further two yet possibly to be awarded, these Type 45 Destroyers will be built in modules at the yards on the Clyde in Scotland and Vosper Thornycroft of Portsmouth, which along with the Defence Industrial Strategy will provide stability to the UK shipbuilding industry and preserve the possibility of competition for future warship building programmes for Europe.

The awarding of the prime contractor to BAE Systems with Thales as the main contractor to build the two new aircraft carriers which I mentioned earlier for the Royal Navy which is good news, we hear different rumours as to whether there will be two or three of these aircraft carriers but at the time of writing this report I can confirm that the MOD is stipulating two. The aircraft carriers will be amongst the largest warships that the Royal Navy has ever had.

They will be built in the UK in modules at the two BAE Systems yards on the Clyde, Vosper Thornycroft in Portsmouth, DML, Rosyth, and we are hoping that work will be distributed to other yards within the UK.

These aircraft carriers will be built in modules at the various yards and then floated up to Rosyth to be assembled. When built these aircraft carriers will deliver a formal force and protection capability, creating some 2,000 jobs and sustaining a further 10,000 through the build and fittings of the systems of these two ships.

So the long term future of the UK military shipbuilding looks good. Along with aircraft carriers, Type 45 Destroyers and also Astute Submarines which are built at the BAE Systems yard in Barrow in Furness and we are awaiting clarification with reference to the MARS programme which is a programme of frontline support ships for the Royal Navy, the clarification we are waiting for as to whether these ships will be deemed as warlike in which case they will come under the UK Government's procurement programme and built in the UK.

Along with lessons learned in the past we are now looking at means of working together for the UK shipbuilding industry with all the UK shipyards working for each other to stop this decimation of the industry and with this in mind there has been the proposal of the formulation of Newco, which is an alliance of the major shipbuilders within the UK working together and for each other a much needed strategy for the UK shipbuilding industry.

Newco is mainly for the surface ship build, the industry is currently looking at the formulation of an alliance for the submarine build, Subco which will be a similar alliance to the surface ship builds. In the military shipbuilding industry we need to make sure we have the skills capability available to deliver these programmes on time and within budget, so, as said previously on every negotiating agenda we need to include the recruitment of apprentices.

#### **4. MOD ANNUAL REPORT**

On the positive side, as a result of the peace dividend in Northern Ireland the Government has decided to reduce the role of the armed forces in Northern Ireland and hand over a large number of duties to the new Northern Ireland police force. As a consequence there will be a run down of both military and civilian workforces in Northern Ireland.

The GMB, along with the other trade unions, have been negotiating with the MOD and Northern Ireland Office to achieve a satisfactory severance package that recognises the value of the work undertaken by the civilian workforce during the troubles.

The MOD continues down the road of privatisation and outsourcing. We have worked with the other trade unions to resist these changes and, where this was not possible, to ensure that there were adequate transfer agreements to protect our members.

The review of MOD spending is still causing our members concern. It is still not clear whether new ship orders will be placed, whilst, in the meantime, to save money existing ships are being put into mothballs or sold off.

This has a knock-on effect to the workloads at the Naval Dockyards of Devonport, Portsmouth and Rosyth. We have continued to raise with Government our concerns over this situation.

The GMB has also raised with Government their concern over the possible change of ownership at Devonport Dockyard regarding the Government's statement that the floatation of KBR, the parent company, compromised UK security and they would end the DML contract.

On pay this was a particularly difficult year. The previous 4 year deal had come to an end and the Treasury were leaning heavily on all Government departments not to pay more than 1.9%. We managed to secure a two year deal of 2.5% with a one year review and a change to the bonus scheme which, for the first time, provides every industrial employee with the opportunity to receive an annual bonus.

## 5. THERMAL INSULATION

At the time of writing this report I can confirm that we have just concluded a second ballot of the membership for the 2007 pay offer. This offer has been overwhelmingly rejected, so I am now in the process of setting up another meeting with the employers to re-open negotiations.

As I reported in my previous Congress report within the Thermal Insulation industry it came to the forefront through the 2006 pay negotiations that there were several long outstanding issues that needed addressing so what we decided to do was develop a working party from the trade union side and a working party from the employers side to sit down and hear these issues. I can now confirm that all the outstanding issues have been discussed and resolved. The employers have difficulty attracting new blood to the Thermal Insulation industry and they are working hard at trying to get apprentices which will be the future of the industry. There is quite a lot of work for the Thermal Insulation industry in the pipeline which will be required for the aircraft carriers, the Type 45s, Engineering Construction, and also for the Olympics so it's imperative that we have the skills capability to deliver this service with the UK workforce otherwise we will be inundated by non-UK labour which ruthless employers can exploit by paying less than the rate for the job and diluted terms and conditions is an issue that we need to be aware of and overcome.

On recruitment there is a potential within the industry and now is the time we need to capitalise on recruitment and building up the membership within the Thermal Insulation industry.

## 6. NAECI

At the time of writing this report I can confirm that we are now in the process of sitting down with the employers in an attempt to modify the National Agreement for the Engineering Construction Industry which came about at the request of the clients for the industry, who were questioning the validity of the National Agreement, saying that what we required now was an Agreement that was fit for purpose, these clients were threatening to withdraw support of the National Agreement which if this had happened it would have been complete anarchy across the industry, reverting back to the law of the jungle, and this industry would be in complete turmoil.

After meeting with the Employers Federation and the trade unions at National level, and also the National shop stewards forum, it was agreed that we needed a National Agreement for the future of the industry albeit maybe needed updating. After twelve meetings a document has been put together as to the way forward. At the time of writing this report I can confirm that we have now formulated a pay claim in conjunction with the employer's proposals for the new working agreement, a National Agreement for the industry, one that the employers feel is fit for purpose.

The National Officers requested a meeting with the clients after three meetings with the employers to see if the clients were really supportive of the National Agreement and future discussions to go ahead, and at this meeting the clients of which nine major clients attended gave full support behind the NAECI providing it was an Agreement that was fit for purpose for the future of the industry.

A pay claim has now been submitted to the employers in conjunction with the employer's proposals for the 2007 pay claim, and I will give you an update in my verbal report to Congress.

## 7. MARCONI

Marconi was formed from the old GEC empire and it attempted to get the company on a sound and economic basis of which various attempts had already failed and a merger with a company called Jabil also became a failure. I can now confirm that Marconi has become part of Ericsson.

## 8. UK CAR MANUFACTURING

Thirty years ago a Labour Government would have faced a political and probable electoral disaster if one of the large UK car manufacturing plants had closed. How things have changed!

In the West Midlands we have seen the closure of MG Rover, Browns Lane - the Jaguar plant in Coventry, and the very profitable French owned Peugeot plant which produced the 206 model and employed 3,500 people, also based in Coventry.

Media speculation is about the possible sale of Land Rover at Solihull and Jaguar.

As a package the US market has got its problems. The US big three manufacturers, Daimler, GM's and Ford had their lowest ever market in the US of 52%. This loss was picked up by the Korean and Japanese car manufacturers.

As a result of this, the board of Ford have appointed Ken Leet who was previously a Goldman Sachs financial analyst, to do a strategic review of the whole of the Ford Motor Company. This will entail a fundamental review of all their brands, geographical locations and the parent company itself.

Worrying times within the UK car industry along with the supply chain industry which employs thousands of British Workers.

However: Ford in general should be congratulated, along with other car production companies such as Honda, Toyota, Nissan and BMW Mini.

The West Midlands has more jobs in car manufacturing than any other region in Britain but we are moving away, particularly in the West Midlands from low added value components and the metal bashing era, to using much more technically challenging, high spec systems that involve computer aided design and electronics. More pressures on our car component manufacturers, much more investment needs to be put into this industry. It is so important to keep research and development ahead of that in China, India and the rest of Europe.

The manufacture of cars and their components in this country is an industry of long significance and remains vital.

Finally: Government must be more proactive. We should be copying the French, Italians and the Germans, procurement can make a real difference. We need a level playing field, so Britain has the same rights as those in other EU countries.

Let's not forget the Warwick Agreement. Many experts comment on its failings although it's been slightly successful in some areas, in others it has let us down. A lot of good things have happened, Nissan in the North East £500 million investment on a new sports utility vehicle range. The plant is highly technically advanced. 75% of production is exported.

More than £380 million investment in upgrading and expanding the BMW Cowley production facilities at Swindon. BMW's commitment to workforce training and long term skill strategy is unique and they still have an apprenticeship scheme with well over 100 young people between 16-21 learning the skills required.

Examples have been set, the Government must set their example now. By firstly ensuring that we do not lose any more car plants.

Government must come out with a new vision for our future in the car industry and component sector. A vision that puts the UK component manufacturing at the forefront of Government policies.

## 9. THE STEEL INDUSTRY

Since the last Congress we have had some very interesting times within the Steel Industry especially within Corus. There has been fierce competition by CSN from Brazil and Tata Steel from India in a four month long bidding competition to acquire Corus.

The fierce competition between these two potential buyers created a lot of uncertainties through the industry. The main fear is that the competition forced both bidders to bid beyond their preferred offers, and the concern is that Tata will now try and recoup some of the money that they have put into the bid by cutting back on the investment in the UK and even more seriously job losses within the UK.

The steel unions will work with Tata Steel in an attempt to make them a successful entity within the UK and this will be to secure jobs and not job losses.

### Corus Strip Products 2006 Pay Settlement

The Strip Products 2006 pay settlement resulted in a two year deal. Year one was a 3% increase in all elements of pay, year two a 3% increase and a consolidation of 0.7% from a lump sum bonus of all elements of pay.

### Corus Long Products 2006 Pay Settlement

The Long Products 2006 pay settlement resulted in a 3% increase to all elements of pay for 2006 and for 2007 an increase of 3%, once again to all elements of pay.

We are still exploring the possibility of National negotiations for the future of Strip and Long Products, to sit down on a National basis to negotiate the pay and conditions across the Board with Corus, we don't know whether this will change with the new owner of Corus. But until such time we will still continue to explore the possibilities of National Bargaining.

## 10. THE AEROSPACE INDUSTRY

Since my last Congress report the Aerospace related industry is once again an industry of mixed fortunes. We have factories closing and work being transferred to other locations within the UK and outside the UK. In Airbus we have grave concerns since BAE Systems sold their 20% shares to EADS and the concerns we have are that various countries are making a play for work within Airbus.

The UK flagship for the Airbus industry are the wings for the A380 which are manufactured at factories in Broughton and Filton. The Airbus factory at Broughton is waiting to hear if it has secured a contract to work on the A350 jet and they will be making the wings for the new long haul twin engined aircraft, the jet will have new lightweight, composite carbon wings etc. which requires new technology to build them, this technology is already in place in rival countries like Spain and Germany but not in Broughton so we have grave concerns with regards securing this order and the future of Broughton.

### Bombardier

In Bombardier Belfast they have experienced a very difficult year and the more shocking news was the announcement of 645 redundancies, through prolonged discussions and negotiations with Bombardier and the

trade unions an Agreement has been reached which has overcome the redundancy announcement without any serious implications to GMB members.

With the company announcing a deficit in the final salary pension scheme after negotiations the workforce has retained the final salary pension's scheme with an increase in contributions from 5% to 7.5%.

The orders that the unions and the company have been working on over a number of years are the 141 and the C series. It is anticipated that production will start on the 141 in early February, it has already been scheduled into Bombardier's programme for this year.

The C series aircraft has proved to be a challenge in that it has been difficult for Bombardier to find a launch partner due to the problems in the airline industry in America. The latest is that it would appear that this problem may have been overcome and it is hoped that an announcement to confirm this order will be made in the very near future.

Work is still ongoing on Nimrod and Boeing which hopefully will bring safety within the Aerospace industry along with the potential orders in Airbus and Bombardier if successful.

We are constantly lobbying the Government to save the Aerospace related industries, under the umbrella of the CSEU Aerospace Committee, and the lobbying will continue to go on in an attempt to save jobs in the Aerospace industry in the UK.

## 11. INTERNATIONAL AND EUROPEAN

It is imperative that we keep a presence Internationally and in Europe because in the main we are dealing with multi-National companies and more and more legislation is coming from Europe. In industries like ship building it is important that we have some International standards across the world when you hear about countries like India running their ships up the beach to strip them we need to work together and formulate ILO working standards.

In the last twelve months we have attended an IMF shipbuilding meeting which was held in Washington.

### EMF

In the last year I attended an EMF shipbuilding committee meeting in Malta, it was agreed that EMF would collate information on all European shipyards to form a database.

I would like to once again thank Kathleen Walker-Shaw and Sarah Cole for all the hard work they have done at our Brussels office in keeping us updated with what is going on in Europe and beyond.

## 12. CONCLUSION

Once again colleagues when we met last year at our Congress in Blackpool we reflected over the continuing decline of the UK manufacturing industry, with companies still closing down, relocating and forming joint ventures. The closing down, relocating and the joint ventures have been at the expense of our member's jobs and I am sad to say that this trend has continued again over the last twelve months in the UK losing yet more manufacturing jobs.

In various industries we are experiencing the increased use of European and non-European union labour. Whilst we are all members of the European union we cannot and will not sit back and see our colleagues from other European countries be exploited by ruthless employers, paying our European colleagues any less favourable rates of pay or terms and conditions than the negotiated rate for the job, therefore eliminating our European colleagues from being a cheap option.

Within two of the major companies working offshore namely Amec and Cape Scaffolding we have negotiated an agreement which gives our European and non European union colleagues the benefit of the same terms

and conditions of employment as UK workers as soon as they step foot on UK soil. These agreements have been honoured and we intend making similar agreements in other industries.

Over the last twelve months we have continued meetings with various employers with reference to pension arrangements and the introduction of age discrimination. With employers like BAE Systems, Bombardier, Rolls Royce, Corus and NAECI to name but a few industries, an issue that is causing ongoing concern for us and all our members.

Finally, on the issue of training and apprentices, once again we are constantly hearing of skill shortages and age profiles within the industry. This can only be addressed by reminding employers that apprentices are not a cost but an investment to the future of the industry. We also need to get employers on board with regards the qualifications required for people entering into apprenticeships. For some trades they are looking for far too highly qualified people to do certain jobs once again cutting down on employment prospects for a very large number of potential employees.

We need to ensure that on every negotiating agenda we raise the issue of apprentices in order to maintain a stable, well trained and effective workforce to secure the future of UK manufacturing and to be able to meet the demands, for contracts like the super aircraft carriers, the Offshore industry, the car industry, Thermal Insulation, the Aerospace industry, steel industry, the Engineering Construction industry, and the 2012 Olympics to name but a few.

The following is an update on the motions covered by the Engineering Section at the 2006 Congress,

## **RESPONSE TO CONGRESS MOTIONS 2006**

### **Motion 150 - Shipbuilding**

"This motion calls upon this Government to ensure that all war or warlike vessels be built in the UK; that no part of these ships be constructed elsewhere. This Government should support the skills of our indigenous workforce."

We have a commitment that all ships that are deemed warlike will be built in the UK yards, but with the work waiting to be progressed ie the aircraft carriers, possibly more Type 45 Destroyers and the MARS programme there could be a skills issue, but we have currently got a commitment regarding UK build for these warlike vessels and we need to do all we can to keep that arrangement and also address the skills issue.

### **Motion 151 - Shiprecycling**

"Was asking for Congress to note that there are many ships that will be decommissioned over the next few years. This needs to be done with due regard to the highest Health and Safety standards adhered to.

Calling on the Government to set up a state of the art ship recycling facility within the UK."

The GMB has written to the DTI quoting the contents of this motion, the DTI responded by saying this was a HSE issue, who were then written to, who replied vaguely by saying when such facility is in operation it would visit and make sure standards were met. Meanwhile the GMB has written to DEFRA who have put together a paper recommending ship recycling standards, we are still waiting for a response from DEFRA.

### **Emergency Motion 4: Swan Hunter Shipbuilders**

This motion was asking for:- "a Naval support vessel that was under construction at Swan Hunters not to be towed away by the MOD in order to be completed elsewhere leaving GMB members redundant.

Calling for this Government to ensure this work be finished on Tyneside and urge our members in other shipyards in the UK not to collaborate in this exercise."



Two days after Emergency Motion 4 was carried by Congress Keith Hazlewood, National Secretary, Tom Brennan, Regional Secretary, Micky Blanch, Yard Convenor for Swan Hunters and Nick Brown a local MP met with Paul Drayson MOD Procurement Minister and Des Brown, Secretary of State for Defence to try and get the Government to reverse it's decision to transfer this work to another yard.

After a lengthy discussion an Agreement was struck, and the Agreement was the MOD would approach Swan Hunters to ask them to vacate the yard, leave the vessel in the yard and bring a management team into Swans yard and complete the vessel with local labour.

This proposal was not taken up by Swan Hunter so the vessel was towed away for completion on the Clyde.

## PROCESS SECTION

### Overview

During the year, the section was organised by Rehana Azam National Officer, who is currently on maternity leave after having a baby boy. As a result Mick Rix National Office was asked to cover during her period of maternity leave.

The sector in question still suffers in part to the continued downturn in manufacturing, which has resulted in job losses and plant closures, creating further insecurity amongst our members.

### Process Section National Committee

Due to the restructuring of the GMB, the majority of the Process Section will merge into the new Manufacturing Section, and therefore the Section National Committee has not met since March 2006.

### Government Consultations

We continue to receive government consultations on the chemicals industry, further developing the work of this sector, whilst we have continued to work with the Chemicals Industry Association (CIA), on promoting the image of the industry.

### Chemicals Industries Association

The majority of the companies are affiliated to the Chemicals Industries Association, which has an arbitration mechanism.

The GMB and the CIA continue to work together on the sector skills council (COGENT).

### ASTRA ZENECA

Responsibility for this company was handed to the region prior to Rehana maternity leave, and the regional officer has been involved in pay negotiations. Following a final offer, which was accepted by the other unions, this offer was rejected by the GMB membership, which at the time of writing this report, is subject to a consultation ballot with the membership for industrial action.

However during this period, ASTRAZENECA have announced 3,000 redundancies worldwide as the company will start to lose its patents, resulting in the opening up of other companies being able to copy those drugs, resulting in cheaper overseas products coming into the market. This coupled with other UK based campaigns by organisations against the price that the NHS pays for drugs, is having a destabilising effect on the UK manufacturing base. Currently ASTRAZENECA have announced that the manufacturing site at Macclesfield as a result, will lose 750 jobs. At the time of writing this report the National Officer, along with the Regional Officer were preparing to meet with the company to discuss the business case over the planned redundancies.

The warning shot that needs to be heeded is that cheaper drugs purchases and the loss of patents will lead further to cheap foreign imports from either India or China, which will further have a devastating effect on the UK manufacturing base, which is renowned along with Sweden, Switzerland and the USA has the world leader. These are hi tech skilled manufacturing jobs, which could all be lost within the next five years, due in part to these new pressures of insecurity and market changes on the drive to reduce further costs within the NHS.

## Paper and Corrugated sector

### Confederation of Paper Industries (CPI)

The GMB along with other unions are joint signatories to the CPI national agreement. During the year a new national agreement has been negotiated that has brought substantial benefits to members rights across the sector for those companies that are signed up to the national agreement.

Discussions also took place on the pay award for 2007. After intense talks, the CPI finally increased their offer to £11.38 per week based on the national minimum rate for a "grade 4 worker", and stated that this offer was to be regarded as their full and final offer and that by making this offer the CPI had gone *beyond* it's mandate. This offer equates to a 3.0 per cent increase on all earnings. All unions strongly recommended the deal.

Members and regions were informed of this matter, via circular and a consultation process in January 2007, and further in February 2007.

### Corrugated Packaging Sector (CPA)

The final improved offer for the 2006 pay negotiations are as follows,

The Lieu Bonus for each grade is being increased by the same percentage as that represented by the cash increase on the basic rate for that grade.

The Minimum Earnings Level will be increased by £6.87 from £229.11 per week to £235.98 per week from 4<sup>th</sup> September, subject to the terms of the Minimum Earnings Agreement (Section B IV of the National Agreement).

The bonus levels will be applied as in past years, at average performance level or where no bonus schemes exist, as a payment in lieu form. This payment does not rank for overtime or shift premia. The weekly cash sum will be divided by 37.5 to give the hourly rate.

The increase in basic rates shown in paragraph 2.1 of the agreement will be applied at local level as cash increases to be added to local weekly rates. However, in order to mitigate the problem of a perceived unfairness in higher-paying plants where the percentage increase on local rates may be significantly lower than elsewhere, a fall back arrangement will apply.

The agreed Fallback is a 2.8% increase on local basic rates and in lieu bonus (where paid). If the relevant cash increase, when applied to a local basic rate, results in a percentage increase of less than the Fallback level, then an increase of 2.8% will be applied to the basic weekly rate instead of the cash increase i.e. the higher of the two rates will be applied.

## WINCANTON AIR PRODUCTS PACKAGE GASES AND BULK

Wincanton Air Products is dealt with by the region. During the year, talks had broken down with the company on both the pay negotiations and other matters concerning hours, sickness payments etc.

During the course of events due to the company in part not dealing with matters correctly, a ballot for industrial action was organised in both companies. At the time of writing this report, and due in main to the solidarity of our members, the company had tabled new and improved final offers on pay, and have also put forward solutions to other matters, which were acceptable to the negotiating team, and a consultation exercise is now

being held with the members.

### **HANSON CONCRETE**

With effect from 1 April 2006, all basic rates on the above company were increased by 3%. However the minimum basic rate was lifted substantially to £5.75 per hour. This included the 3%.

It was also agreed that a substantial overhaul of the agreement would take place during 2006/07. This has taken place with the participation of 4 lay representatives. This new draft agreement is, at the time of writing this report, going back to the National Negotiating Committee for consideration.

### **HANSON AGGREGATES**

With effect from 1 January 2007, all basic rates in Hanson Aggregates Quarries were increased by 4%. This increase resulted from the implementation of the RPI related second year of the two year pay deal. The conclusion of this two year settlement was drawn to the attention of Congress last year.

### **HANSON BUILDING PRODUCTS (HANSON BRICK)**

Since last Congress due to internal group restructuring the former Hanson Brick Company has been redesigned and renamed as Hanson Building Products.

Pay bargaining has proved abnormally difficult as the employer has felt themselves to be in a strong position due to abnormally high levels of bricks in stock. This surplus arises from the government's strategy of pushing the house building industry to redevelop brown field sites. This leads to the construction of flats rather than houses. Thus the concrete block industry booms whilst the clay brick industry feels the draft. A house requires on average almost three times as many bricks as a flat.

Thus the company tabled a final offer of 3% with effect from 1 January 2007 with minor changes to other conditions of employment. As this report is being written this offer is out to ballot without recommendation. Congress will not be surprised that as the RPI increase for December 2006 was 4.4% the offer is unlikely to be well received.

However given the issue of stock levels identified above and the fact that two of the key GMB plants have had substantial periods of lay-off over the last 9 months I would be surprised if there was a real appetite for a fight amongst our members.

### **LAFARGE CEMENT**

The relationship between the GMB and the French based multi-national Lafarge (formerly Blue Circle) continues to be positive and constructive. The GMB remains the largest union in the company and continues to lead on pay and conditions negotiation. Early this year a three year deal was settled as follows:

- |            |   |
|------------|---|
| Year 1     | an increase of 4.25% with effect from 1/2/07 on all basic pay and allowances. |
| Year 2 & 3 | an increase of RPI + 0.25% with a ceiling of 4.5% and a floor of 2.5%         |

This gives the company and the union a period of stability and guaranteed settlements in time for the anniversary date of 1 January each year.

This offer was accepted in a union consultative ballot by a margin of 2:1.

We will meet the company in the middle of the year to consider the impact of changes on their collective bargaining machines but the GMB will continue to play a lead note in Lafarge.

### **LAFARGE DRIVERS**

The small number of directly employed drivers (around 130) covered by this agreement accepted after consultation a 2 year deal as follows:

- 4% with effect from 1/1/07
- RPI + 0.25% with effect from 1/1/08

The next negotiations will therefore be with effect from 1 January 2009. In the intervening period we will look jointly with the company at the possibility of a new attendance management system.

#### **BUILDING BRICK NATIONAL JOINT COUNCIL**

This agreement is industry wide and covers the majority of the smaller (and one or two of the larger) brick makers in the UK. We are at the time of writing just coming out of a two year pay and conditions deal which established a minimum hourly rate in the industry of £6.13. A new settlement is being sought with effect from May 2007 and our members are currently (February) being consulted on a claim. The hope is to have a deal in place in time for the anniversary date.

The brick industry is still characterised by low demand, large stocks and further consolidation and as a Union we have to be alert to these factors to sustain our place as the main union in this industry which currently employs around 6,000 people on about 112 sites.

#### **CASTLE CEMENT**

Responsibility for this agreement has recently been transferred from the North West Region (previously dealt with by Lancashire) back to National Office.

Since last Congress there has been one pay settlement, accepted after a consultative ballot by GMB members. The detail is:

- (i) **Basic Rates and Allowances**  
Increased by 3% with effect from 1/1/07
- (ii) **Christmas Period Working**  
Improvements in the levels of pay for those required to work on Christmas Day, Boxing Day or New Years Day.

The point of greatest concern in the Company over the last 12 months however has been the future of the pension scheme and pressure from the company to increase employee contributions. At the time of writing this matter is still under discussion.

#### **AGGREGATE INDUSTRIES (QUARRIES)**

This agreement covers 19 quarries operated by AI running from North West England to the South West. The GMB is the largest union in the company.

The 2006 pay negotiations proved to be very difficult with the company eventually imposing a 3% increase in basic rates with effect from 1 April 2006. This followed:

- Divisions between ourselves and the T&G as to how to proceed
- Legitimate complaints from our members about poor internal communication
- A semi-detached approach from the employers as to serious pay differentials from quarry to quarry

In connection with the above appropriate remedial action has been taken and a new National Negotiating Committee controlled by GMB lay reps has been re-established to conduct the 2007 negotiations.

#### **AGGREGATE INDUSTRIES – CONCRETE PRODUCTS**

This is the concrete products division of Aggregate Industries and again the GMB is the largest union. The negotiations are dominated by two large sites, one of which, in Derbyshire, is GMB organised. The pay talks are very much in the hands of an NNC composed by lay members. The role of the National Officer is merely to assist and offer advice. Last year's settlement (with effect from 1 April) equated to 3%.

#### **PRE-CAST CONCRETE NJC**

This agreement, like that in building brick, covers a sector of the materials industry rather than a company. We are now in the second year of a two year pay deal with an RPI plus related increase due to trigger with effect from 1 April 2007. The precise percentage increase therefore is not known at the time of writing this report.

## **PUBLIC SERVICES SECTION**

### **1. Section Membership**

At Congress 2005 we reported that the Public Services Section membership stood at 255,000; at Congress 2006 it stood at 260,000. Now PS Section membership is over 271,000 members and growing. The GMB's combination of clear, member focussed national policies and the best levels of representation on the ground continues to attract thousands of new members. We recognise and place on record our thanks to all the branch activists and Officers whose hard work and commitment to members underpins our growth.

### **2. National Committee**

The PS National Committee has met four times since last Congress. The National Committee membership is:

- Mary Turner - President - London Region
- Vic Baines - Midland & E Coast Region
- Paul Bedford - Yorkshire & N Derbyshire Region
- Jean Chaplow - Northern Region
- Linda Clarke - Birmingham & West Midlands Region
- Keith Cook - GMB Scotland
- Gary Doolan – London Region
- John Faulds - GMB Scotland
- Gordon Gibbs - Birmingham & West Midlands Region
- Pamela Hughes - Yorkshire & North Derbyshire Region
- Brian Jackson – Birmingham & West Midlands Region
- Kevin Jones - South Western Region
- Susan Lee – North West & Irish Region
- Evelyn Martin - London
- Jim McDermott - North West & Irish Region
- June Minnery - GMB Scotland
- Jimmy Philbin – North West & Irish Region
- Robin Richardson - London Region
- Eileen Theaker - Southern Region
- Peter Dow - MPO
- Heather Starr – MPO
- Richard Passmore - NHS NAG Representative
- Barry Lambert - HE Representative

The National Committee considers and determines strategic and policy issues at national level across the range of public services. It also takes reports of Regional activities and receives briefings on topics of importance. Matters taken by the National Committee included:

- Equal Pay
- Agenda for Change
- Local Government pensions
- NHS pensions
- School support staff
- The Probation Service
- Local Government pay
- Privatisation
- Defend Council Housing
- The Rent Service
- MPO
- Care sector
- Age discrimination
- Single status
- Two-tier code
- Membership and recruitment
- Public Eye magazine

### 3. Local Government Pensions

The Local Government Pension Scheme (LGPS) covers 3.3million people. Negotiations to defend the LGPS against attacks from employers and government whilst ensuring it remains viable for the long term has been a major priority. Building on the back of a successful one-day strike last year of over a million council workers we were able to put together a new LGPS package that met many of our negotiating objectives.

Earlier blueprints for the new LGPS including doing away with a final salary scheme altogether and everyone paying an extra 1%. Instead, the new LGPS remains a quality final salary scheme with many better benefits than before. It matches or surpasses other new final salary public sector schemes so that local government workers are no longer the poor relations in terms of pensions. The new LGPS provides for:

- A final salary scheme
- Variable contributions averaging 6.3%
- Normal retirement age of 65
- A 1/60th accrual rate
- Option to exchange pension for a tax-free cash sum
- Three levels of ill-health pensions
- 3 times salary on death-in-service
- Up to 10 times pension on death in retirement

The Rule of 85, which allowed some people to retire early on an unreduced pension if they were over 60 and their age and service added up to 85, was removed with protections from the LGPS in October 2006. This was because it was discriminatory. GMB and the other TUs successfully argued that the resulting cost savings should not go to the employers but should be shared equally with members to help fund improvements and protections.

Most crucially, GMB had uniquely committed that we would consult members on the new LGPS. We did so in January/February and the result clearly supported the new proposals.

However with a pension scheme as large and as complex as the LGPS there are always more issues to be resolved. So GMB is not letting up on our negotiating stance as we move from scheme design to scheme implementation in April 2007.

#### 4. NHS

The public sector and particularly the NHS has, over the last 60 years, developed a culture and way of working, the public sector ethos, comprising of, among other things, compassion, pride in ones work, selflessness and a feeling of belonging to a worthwhile and much valued organisation.

That valued public sector culture is under threat by the twin forces of continued reform and progressive marketisation, including the privatisation of NHS Logistics, last September. These twin forces are a cause of concern to the GMB and our members working in the health service. Any lingering doubts about the government's intentions in respect of marketisation have now disappeared in the face of incontrovertible evidence that this government is fully intent on marketising all the public sector, not just the NHS.

GMB and its members are not opposed to reform but the way the reform programme has been handled in the NHS has inflicted unnecessary political damage. Since 1997, there have been 9 significant re-organisations and it is reckoned that each one sets back the organisations involved by a couple of years. In England, 2006 brought radical organisational shifts involving ambulance trusts, primary care trusts and strategic health authorities.

The 2006 Labour Party Conference carried the following motion. GMB continues to campaign for this approach to be adopted:

1. More time and flexibility be offered to Trusts and PCTs to achieve financial balance, to ensure that cuts are not made which damage local health provision and will incur wider costs later;
2. No further extension of payment by results until a full assessment of the consequences for the local health economy has been carried out;
3. The further outsourcing of services to the private sector, such as NHS Logistics, to be subject to review with full consultation throughout the Party and the NHS to consider the impact on trust budgets and the co-ordinated provision of services;

4. All NHS stakeholders, including patient groups and trade unions, to be fully consulted and included in policy discussions.
5. The Government to ensure that structures for patient and public involvement work effectively and that the public have a genuine say over commissioning and configuration decisions.

In January 2006, the Labour government's seventh health White Paper since coming to power, *'Our health, our care, our community – a new direction for community services'* was published. This, Patricia Hewitt, the Secretary of State for Health, called a 'fundamental shift' towards integrated services provided in local communities

The government's rationale for this shift is that it is popular (people want more convenience, better access and more local co-ordination between services); it is cost effective in the short term (avoiding costly hospital treatment); it is better quality (reflecting technological changes) and it will save money in the longer term (better prevention now will avoid costly illnesses later).

GMB continues to call the choice agenda into question. Giving patients choice is one of the Government's key political messages. But is that really what patients want from the NHS? People are quite interested in certain sorts of choice, but they are not very keen on going further away from home for treatment and they want a lot more information if they are to be given the opportunity to make decisions.

The Government has succeeded in upsetting large parts of the NHS workforce, much of which traditionally supported Labour. The investment of enormous sums of money into the NHS has not resulted in much political gain. The staff are worried that their terms and conditions will be undermined because of competition from private providers.

Despite much reduced waiting times, a huge hospital building programme and record volumes of clinical activity, the statement by Health Secretary, Patricia Hewitt, in April, that the NHS had "had it's best year ever," came across as completely out of touch with the mood of both the public and NHS staff.

In June 2006, the Public Accounts Committee began an inquiry into the collapse of the Paddington Health Campus scheme, which has been described as a £900m PFI fiasco.

Agenda for Change, the comprehensive system of pay and grading, agreed in October 2004, is still not fully implemented, leaving NHS employing authorities questioning the government's commitment to Agenda for Change.

Pressure from The Treasury for the Department of Health to balance its budgets by the end of the financial year, ending in March 2007, and to recycle savings to pay for budget shortfalls, has created an atmosphere of uncertainty in the NHS: For a number of Trusts, a real deficit crisis! Some unable to meet the cost of their commitments and, consequently, they have cut services, jobs and plan major re-organisation of services leading, in some instances, to the downgrading of posts. This resulted in the NHS staff lobbying Parliament on 1 November 2006, hugely well attended by GMB members working in the NHS. Further local demonstrations are planned for 3 March 2007.

Political pressure from The Treasury was also brought to bear on the 2006 Nursing and Other Health Professional's pay review body process. A letter from the Secretary of State, Patricia Hewitt, sent to the Chair of the Review Body, strongly suggested that the Review Body should recommend no more than a 2% increase in its response to the Staff Side claim for a substantive increase in pay. This was resisted and an award of 2.5% was agreed.

## 5. CARE SECTOR

During 2006, GMB's objectives in the sector remain in developing its membership and organising within Southern Cross Healthcare: Issues relating to pay, terms and conditions and facility time-off being our main focus.



Since summer 2006, three quarterly newsletters have been sent to members at their home addresses and distributed amongst workplaces.

## 6. HE & FE

There have been two meetings of HE senior stewards nominated by the regions since last year. They have formed themselves into a national committee which received approval from the Public Services Section National Committee.

The main areas of work of our union in this sector has been to ensure that the framework agreements are implemented at each HE establishment, along with the review that is taking place of the existing national agreement, which we are seeking changes to.

The work in the FE sector is a little more problematic in that most establishments opt out of the national agreement. However we are looking at how we can support our representatives more in the further development of this sector.

## 7. EQUAL PAY

Perhaps the most difficult and important issue facing Trade Unions is how to deliver equal pay against a background of limited resources and ever-changing law. Local government and the NHS have been at the cutting edge of this debate and GMB is right at the centre. But it is not about organisations - it is about millions of women and the equal pay owed to them. The responsibility, the fault and the blame lies fairly and squarely with the employers who have dragged their heels for so long and with government for refusing to fund equal pay.

Women (read gender both ways) are entitled to equal pay with men including where their jobs are different but are of equal value. Women's employment contracts are deemed to include any preferential terms that men have. Hence any unequal pay is owed to women as a contractual right unless the difference can be objectively justified. In addition women are entitled to up to six years arrears of equal pay.

For local government alone the equal pay gap is equivalent to £1bn per annum on the paybill and £5bn in backpay. Remember that is money owed to but being withheld from low-paid women. Some estimates equate this to an extra £250 on every council tax bill.

In 2004 GMB moved to a more aggressive stance on local government equal pay by inviting members to sign up with us for mass litigation for equal pay. During 2005 we had also been taking an increasingly tougher line in negotiations. We have been criticised for our approach - mainly by employers, of course - but the message has gone out loud and clear that GMB will relentlessly fight for equality. In 2006, with employers still delaying and with negotiations stalling, GMB ratcheted the campaign up another few notches with the strongest "negotiate or we litigate" policy yet. As a result we are taking thousands and thousands of equal pay cases and we are proud to do so. We are also securing huge pay rises and backpay for tens of thousands of women through negotiation.

But we are under attack from two sources. Firstly employers, who do not want to meet the cost of equal pay and instead dumb down men's pay or impose detrimental changes to terms and conditions. Secondly, no-win-no-fee lawyers who have no interest in establishing equal pay or the damage they do but instead see an opportunity to make a fast buck by submitting claims for backpay (and getting a fat percentage on it) while at the same time taking cases against Unions as well. These are serious issues. GMB will battle back hard against them. Where employers undermine hard fought for terms and conditions we will defend these and seek to extend them to women. Where statute or case law or practising lawyers divert us from the overriding objective of delivering equal pay we will argue our cause until we prevail.

Most of all, we have to insist that government takes on its responsibility under European legislation and gives employers the financial wherewithal to give meaning to equal pay.

## 8. LOCAL GOVERNMENT PAY

The 2004-7 three year pay deal in local government saw increases of 2.75%; 2.95% and 2.95% - just pitching along with inflation. During those three years local government has produced efficiency savings of over £3bn. So our new pay campaign for 2007 is based on a decent increase because we've earned it and we deserve it. The 2007 local government NJC pay claim seeks a one-year deal:

- £1,000 or 5% whichever is the greater
- A minimum hourly rate of £6.30
- An increase in annual leave of 1 day for all employees and a minimum 25 day annual entitlement with no loss of pay
- A reduction in the standard working week to 35 hours with no loss of pay
- Increase the sleep-in allowance to £60
- Increase night shift allowance to double time over three years.
- This claim mirrors GMB decisions at a lay delegates Conference in November 2006 to seek an increase that would benefit the lower paid the most.

## BIRMINGHAM AND WEST MIDLANDS REGION

### 1 MEMBERSHIP AND RECRUITMENT

Financial Membership	49,546
Section Financial Membership (by each Section):	
COMMERCIAL SERVICES SECTION	13,648
MANUFACTURING SECTION	16,429
PUBLIC SERVICES SECTION	19,469
Grade 1 members	37,418
Grade 2 members	8,149
Retired, Reduced Rate and others	3,979
Male Membership	30,037
Female Membership	19,509
Total number recruited 1.1.2006 - 31.12.2006	7,340
Increase/Decrease 1.1.2006 - 31.12.2006	+896
Membership on Check-off	34,963
Membership on Direct Debit	9,908

### RESPONSE TO ORGANISING AGENDA

As a result of the decision made at Congress 2006 and the moving and subsequent adoption of the GMB at Work document which emphasised the Organising Agenda as being the priority for all regions, the Birmingham and West Midlands region took the decision to re-organise where necessary, Officers worksheets to enable the region to set up a dedicated Organising Team. The team has a blend of skills and also both experience and enthusiasm. The team is headed up by a dedicated Senior Organiser who has overall responsibility for the Organising Agenda within the region. We have made it specifically clear that this is not a recruitment team, their purpose is not to simply recruit members into the union, although that is important, their role within the

Organising Agenda is much more detailed. They move into partially organised workplaces and in some instances Greenfield's and through regular meetings with the potential membership and existing membership, lay down the foundations of a successful organised workplace, encouraging workplace leaders to come forward and setting up Shop Stewards/Organising Committees within the workplace. These newly established committees are then given assistance to map the workplace and develop an organising plan for their individual company/workplace. In conjunction with the setting up of the Regional Organising Team, each Senior Organiser's worksheet has been greatly reduced to enable each of them to devote more time to actually managing their specific area teams. Each area team has their own area target to aim for with regards to the Organising Strategy and each area team dedicates one week out of every four to organising. This one week in four is not done instead of general day-to-day organisation, it is done in addition to that. The Birmingham and West Midlands Regional Committee have embraced the Organising Strategy and within the area teams we have encouraged the use of experienced lay representatives to assist the area teams to organise successfully. Overall within the region, the response to the Organising Agenda has been a positive one. All Full Time Officers and staff within the region recognise how important the Organising Agenda is for the future of our organisation. Almost all branches within the region have also shown a similar commitment for the Organising Agenda. Branch organising plans continue to be received and monitored by first the Regional Committee and then passed to the appropriate Senior Organiser for them to follow the progress of each individual plan. As a result of the efforts by all activists, Officers and staff put in throughout 2006 on the Organising Agenda, I am pleased to report an increase in financial membership on the 12 month period of 896.

## **RECRUITMENT TARGETS AND CAMPAIGNS**

From January 2006 through to December 2006 the main emphasis had been to concentrate our efforts in areas where we were confident it would deliver results. We have therefore continued to prioritise organising within the Public Services Sector. The School Support Staff continue to provide us with a steady stream of new members. Towards the middle of 2006, we began to target the catering staff within the schools in conjunction with the Administration Support Staff we had already been recruiting into the region. This delivered significant results for the region enabling us to increase our rolling average to aim for the increase of 200 per month in line with the proposals within the Organising Agenda. There is an issue within the school kitchens with regards to the hours of work each member has. On the face of it, it looks as though a lot of the employees work 10 hours or less and thought has been given to the promotional rate of 65p, however when Officers and activists delved further, in the main it is established that the employees have more than one job, they are then informed that the part-time rate covers them for all of their employment and in most instances this is accepted and we enrol them on the part-time rate for 20 hours or less. As well as the Public Services Sector organising, the regional project board still identifies both Southern Cross and G4S Security as being targets that should be pursued. Our regional membership within Southern Cross Care Homes has increased fairly significantly. The homes within the Birmingham and West Midlands Region have been mapped by the Lead Officer in conjunction with a member of the Organising Team, each home has then been put into an organising plan, to be targeted at particular times, aiming wherever possible to hit each shift within the particular home. We also continued to attend the inductions at G4S which provides us with a steady growth of membership within the Security Industry. The region also initiated a high profile campaign to stop attacks on CVIT members, which both raised our profile and established the GMB as the main union in the Security Industry. The region has also been looking at organising Private Hire Taxi's and we have had assistance from the Professional Drivers Branch within London Region. Wherever possible the region attempts to expand our membership base, however since January 2006 through to December 2006 only one recognition agreement has been signed with the following workplace:- CEP Ceilings Ltd.

## **OVERVIEW OF THE REGION'S ECONOMIC & EMPLOYMENT SITUATION**

The Birmingham and West Midlands Region has a very proud history with what was once a strong manufacturing base within the region. Unfortunately, manufacturing is still in decline and we have seen some very established manufacturing workplaces close their gates within 2006. This has also seen us losing long-standing members within the Engineering/Manufacturing Sector. The unemployment rate within the West

Midlands at the end of December 2006 stood at 172,000 people claiming benefits, which is 6.4% of the working population. Both these figures and the dramatic reduction in manufacturing employment causes real concern within the region.

## 2 GENERAL ORGANISATION

Regional Senior Organisers	4
Membership Development Officers	0
Regional Organisers	14
Organising Officers	3
No. of Branches	117
New Branches	2
Branch Equality Officers	14
Branch Youth Officers	1

## 3 BENEFITS

Dispute	26,360
Total Disablement	4,000
Working Accident	1,598
Occupational Fatal Accident	Nil
Non-occupational Fatal Accident	1,003
Funeral	7,530

## 4 JOURNALS & PUBLICITY

The regional magazine, GMB Centrepoint continues to be a popular source of communication with both branches, activists and members in general. We continue to receive feedback on the magazine from our shop stewards base and we have taken into account some of their suggestions and changed the format of the magazine which now incorporates a dedicated women's section. Successes in the Organising Agenda are highlighted on a regular basis within the regional magazine. The regional website also continues to be a popular source of information for members and non members alike and we continue to have a fairly steady stream of on-line joiners via the website. There have been many TV and radio interviews conducted throughout the region with Full Time Officers ensuring wherever possible they raise the profile of the GMB. Press releases have been put out regarding the demise in manufacturing, industrial action, pension issues and the very high profile we have had in 2006 regarding equal pay claims. The network of regional MP's is continually utilised to assist wherever possible with such issues as factory closures, transfer of work to other countries and on quite a few occasions, their assistance has been sought to give the region a foothold in non organised workplaces. Also, regular newsletters are circulated amongst our public services membership to maintain the high profile with regards to single status, Local Government pensions and the equal pay agenda. All in all, we have established and maintain a very useful media strategy.

## 5 LEGAL SERVICES

### (a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
991	991

Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
991	316	9	£1,541,795.70		£1,541,795.70
Cases outstanding at 31.12. 2006			828		

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	74
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Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
23	29	1	£48,819.89	£22,000	£70,819.89
Cases outstanding at 31.12. 2006			22		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2006
9	-	£22,000	3

(d) Social Security Cases

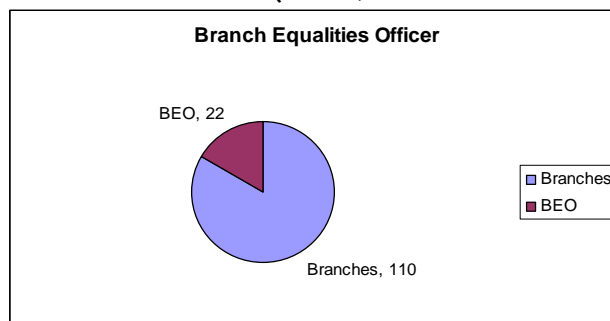
Supported by Union	Successful	Cases outstanding at 31.12.2006
7	1	5

6 EQUAL RIGHTS

During the past year the main work of the Committee has focused on raising the profile of the GMB as the champion organisation for addressing inequality issues. This has extended to Regional Council, Regional Committee, full time and lay officials, representatives, employers, members and non-members. Full-time Officers have also been encouraged to use RERAC as a resource for organising in the workplace and utilising Committee members in recruitment campaigns throughout the Region. The Birmingham and West Midlands Region continues to champion lesbian, gay, bi-sexual and transgender issues by circulating advice and information to members and non-members. The Region sent a full delegation to the National Equalities Conference held at Chancellors Conference Centre in Manchester. The Regional Equal Rights Committee also plays an active role with the Women’s Charter Group within the Region.

Last year the Committee analysed NERAC’s Action Plan and subsequently put into place a complete overhaul of the Region’s equal rights structure. Committee looked first at the equalities base in the branches (*figure 1*) and from this wrote out to all the branches reiterating the position of the Branch Equalities Officer (BEO) under Rule. The Committee Action Plan also involved increasing the number of activists over a twelve month period. This is to be achieved by visiting those branches that do not have a BEO, explaining the role of the BEO and how the position links into regional and national structures. The Committee were looking for activists in the first instance to visit branches. The Committee also decided to change the structure of Committee meetings to include activities and more outside speakers on various topics. In addition they are asking activists from around the Region to attend along with the Committee members in order to increase participation. This should ensure that the business side of the meeting will be dealt with more quickly. The Committee will also have a greater involvement with the organising team by linking relevant issues into organising.

(FIGURE 1)



Regional Race Advisory Committee Report

Activity within the Birmingham and West Midlands Region in relation to race/equality issues continues to be a priority. Earlier this year members of the Committee attended the Vasakhi Festival (Sikh Religious Day) and

distributed leaflets/flyers of the benefits of the GMB and how we as a Trade Union are working together with the Sikh community. Unfortunately we were not able to take the trailer. The purpose of this exercise was to promote the GMB which we believe will be beneficial for future recruitment.

We are liaising with Sohail Zulfiquar who is the Chairman of the County FA Race Quality of Birmingham CC to promote GMB racial awareness within football.

Local meetings are taking place to promote racial awareness and at these meetings Warrinder Juss of Thompsons Solicitors has been in attendance to give support and to answer individual queries.

We now have the full amount of Race Committee Members (12) who are committed to taking full responsibility to lead the way in raising and promoting the profile of the GMB.

Part of the Elizabeth Henry's report was to encourage the GMB to hold an Equality & Diversity seminar which all staff and officers attended. The feedback from the seminar highlighted the many issues that people face every day without sometimes realising that these situations can occur not only in a person's workplace, but also in everyday life.

We would like to thank those who attended the seminar, especially the actors who performed very realistic scenarios.

The Black History month will take place in October 2007 in Birmingham. The Committee would be pleased if as many people as possible can attend.

## 7 YOUTH REPORT

Within the Birmingham and West Midlands Region young members make up approximately four percent of our membership. Throughout the last year a number of regional events have been organised in a continued endeavour to engage and encourage new activists from this cohort.

We have continued to maintain our presence at music and local festivals, once again promoting the GMB and engaging young workers in discussion on the wider trade union movement. Meetings within schools, colleges and universities have also been ongoing with particular input from local Branches. Activists have attended courses at the TUC for 'Speakers in Schools' to underpin this initiative. A protocol has been agreed with the Birmingham Guild of Students with a view to accessing students and to look at ways of organising Branches within this structure. Other Branches have also been initiating links with Job Centre Plus.

In addition, plans are underway to support the 'Birmingham Schools Kick Racism Out of Football' campaign. This entails a 7-a-side competition engaging 5-6 year olds across more than 50 schools across the City. With the BNP claiming their first Council seat in Birmingham it is vital that the trade unions and their younger members should be the cornerstone of events such as this.

Autumn of 2006 saw the re-start of the GMB's National Young Members Conference to which young member delegates from the Birmingham and West Midlands Region attended. This gave our members an opportunity to engage in political debates and workshops in a wider forum and has initiated a network of young members nationally.

Following this event a regional questionnaire was disseminated to help concentrate on the future aspirations of this group and identify young activists who seek to take their issues and ideas forward. This group has now been identified and work is underway in planning a way forward to enable them to reach the ambitions

highlighted in this research. Nominees from this group are also attending the Young Labour Party and the TUC Young Members Conferences.

## 8 TRAINING

<b>(a) GMB Courses Basic Training</b>					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (10 days)	7	94	34	128	896
ICT for Reps (1 Day)	1	5	1	6	6
Introduction to being a ULR (5 Days)	2	9	8	17	34

<b>(b) GMB advanced courses</b>					
	No. of Courses	Male	Female	Total	Total Student Days
Industrial Relations 1&2 (10 Days)	3	17	9	26	78
Health & Safety 1&2 (10 Days)	3	34	10	44	132

<b>(c) TUC Courses</b>					
	No. of Courses	Male	Female	Total	Total Student Days
Union reps stage 1 (10 days)	2	1	1	2	4
Union reps stage 2 (10 days)	3	3	2	5	15
Health & Safety 1 (10 days)	3	3	0	3	9
Health & Safety 2 (10 days)	5	5	0	5	25
Cert Health & Safety (36 Days)	1	6	0	6	6
Understanding pensions (10 days)	1	1	0	1	1
Employment Law Cert (36 Days)	2	1	0	1	2
Bullying & discrimination (10 Days)	1	1	0	1	1
Trade Unionist in the Classroom (1Day)	1	1	1	2	2
Spanish for trade unionists (10 days)	1	1	0	1	1
Grievance & disciplinary (2 days)	2	2	0	2	4



(d) Northern College					
	No. of Courses	Male	Female	Total	Total Student Days
Employment Law (5 Days)	2	9	0	9	18
Understanding Pensions (5 Days)	1	2	0	2	2

(e) GFTU					
	No. of Courses	Male	Female	Total	Total Student Days
Organise Now (3 days)	1	3	0	3	3
Management of change (3 Days)	1	1	0	1	1
Tackling discrimination (3 Days)	1	0	1	1	1
Pensions for beginners (3 days)	1	2	1	3	3
ICT Courses (3 days)	4	4	0	4	16
Leadership skills for women (3 days)	2	0	2	2	4
Advanced negotiating (3 Days)	1	0	1	1	1
Employment law (3 days)	2	2	0	2	4

## Union Learning Agenda

Since the appointment of a Regional Learning Co-ordinator in August 2005, the GMB in the Birmingham and West Midlands Region has developed and extended the learning agenda through the established structures of branches and shop stewards. This has resulted in the successful recruitment of numerous Union Learning Reps (ULRs) across all sectors recognised by the GMB where they have successfully negotiated flexible and accessible learning opportunities in workplaces across the region. These ULRs are trained in-house in partnership with the WEA. The benefits that improved Skills for Life bring to our members are numerous, including recognised qualifications routes like Adult Literacy and Numeracy tests or NVQs up to Level 2. However it is the so-called “softer” outcomes which are not so easily measurable that are also having a lasting feel good factor and thus adding value to their GMB membership card:-

Family Benefits – being able to help their children with their homework.

Financial – being able to calculate and run their own personal finances.

IT- accessing the internet for cheaper services such as insurance or air flights.

Help with learning barriers – dyslexia awareness raising and focused responses by providers that include employers providing resources for workers who need to access specialist support in the work place.

Learning and Organising - growing the Union through educating our members and encouraging activists.

Equality and Diversity – through the learning agenda by focusing on migrant workers, who are largely unrepresented in low paid jobs with poor terms and conditions and by using the learning agenda to address language barriers for members where English is their second language and linking them to relevant courses.

The above are just a few examples of benefits that learning brings to our members and the Union. Learning not only helps raise people’s skills levels but also builds self esteem and confidence by enabling people to achieve personal and workplace aspirations.

## 9 HEALTH AND SAFETY

The Birmingham and West Midlands Region has continued to carry out the Union’s policy with regard to health and safety. We continue to offer advice and assistance to our representatives, by providing both an information service and workplace visits when requested.

In the past year the health and safety department has been involved in a number of workplace organising campaigns. One key strategy which linked health and safety into organising was launched in the early part of 2006. This took the form of a Workplace Health and Safety Audit document, which assisted representatives in mapping the health and safety of their workplace and identifying key areas for action. The Audit form was well received and has been instrumental in identifying workplaces which needed to update there safety structure. A Safety Awareness Campaign for women has also been launched and linked into the Women’s Charter. A training day on the new Health and Safety Consultation Regulations was organised by National Office and was well attended by activists. Workers Memorial Day was again commemorated with a multi-faith service held at St Johns Church close to Regional Office and was attended by over 25 people.

The Department has been instrumental in driving health and safety issues forward and raising awareness throughout the Region. This has been achieved by using the Media Officer to promote health and safety campaigns in the media along with providing materials for the *Centrepoin*t Regional magazine and the regional website.

# LONDON REGION

## 1 MEMBERSHIP & RECRUITMENT

Financial Membership	87,767
Section Financial Membership (by each Section):	
COMMERCIAL SERVICES SECTION	32,734
MANUFACTURING SECTION	9,534
PUBLIC SERVICES SECTION	45,497
Grade 1 members	57,236
Grade 2 members	22,348
Retired, Reduced Rate and others	8,183
Male Membership	43,532
Female Membership	44,235
Total number recruited 1.1.2006 - 31.12.2006	16,321
Increase/Decrease 1.1.2006 - 31.12.2006	+4,139
Membership on Check-off	54,526
Membership on Direct Debit	26,497

Over the last year the GMB London Region has striven to ensure that our levels of recruitment and organisation activity has been strong. Our membership has risen by 4,138 members since January 2006. This we have achieved by focusing on four specific sectors Public Services (in particular schools), Aviation (with a particularly strong emphasis on both Airlines, Aircraft Handling Agents, and Aircraft Cleaning Companies), Security Companies (particularly G4S), and a new target of the NHS, where we have made particular strides in recruiting Medical Secretaries. In each of these sectors the region has achieved substantial membership growth.

Whilst the London Region has achieved substantial membership growth through organisation and recruitment during 2006 we have also continued to see a series of major closures. Manufacturing plants linked to the motor industry and shipbuilding have continued to close with a disastrous month in August seeing over 1000 GMB London Region members' jobs lost. It is only because of our Officers, Staff and Lay Activists magnificent recruitment efforts that we have been able to grow our region. This has been achieved by moving into the service sector and the public sector to compensate for losses in manufacturing employment which continues to collapse at an ever more rapid rate.

## 2 GENERAL ORGANISATION

Regional Senior Organisers	3
Membership Development Officers	3
Regional Organisers	17
Organising Officers	8
No. of Branches	129
New Branches	2
Branch Equality Officers	28
Branch Youth Officers	8

## 3 BENEFITS

Dispute	13,230.00
Total Disablement	NIL
Working Accident	3,796.30
Occupational Fatal Accident	1,066.00

Non-occupational Fatal Accident	
Funeral	12,572.00

#### 4 JOURNALS & PUBLICITY

##### Press

The GMB London Region's Press Officer continues to spend part of her time on secondment to GMB National Office Communications Department.

Within the London Region the Press Office has assisted the GMB London Region in a large number of disputes and campaigns. The Press Office has been heavily involved in the Local Government Pensions Dispute. They have also assisted in the campaign to link state pensions to earnings; the campaign for recognition in ASDA; efforts made by the region to bring to the public's attention the behaviour of Ryanair. The Press Department has also played a major role in publicising the evil activities of the BNP in East London. They have also played a major part in highlighting the industrial relations problems at Wembley Stadium, Terminal 5, in British Gas, at CT Plus in Waltham Forest and in British Airways. The department have also publicised the union's successes in employment tribunals and in our vigorous campaign to cut the number of assaults on Security and Airline workers and the ever growing number of successful employment tribunals that we have won for our members.

Campaigns to support our members at Stansted Airport, in Cleanaway at Kings Lynn, in the Remploy Factories and in our ongoing demand for the renationalisation of the water and gas industry have also been supported by the Press Department.

##### Campaigns

The Press Department has assisted officers with the recognition campaign at The American Dry Cleaning Company and the health and safety, and recognition campaign at long time target Bakkavor (Katsouris) in Colindale. Two, long running, GMB London Region campaigns achieved success in 2006. Parliament decided on a total smoking ban for all indoor workplaces. The GMB has been campaigning for this since the GMB London Region Casinos Branch motion calling for a total ban became GMB policy at GMB Congress 2001. Michael Ainsley, GMB London Regional Organiser fronted the national campaign, presenting the case for a total workplace ban. The Government also decided on changes to the laws effecting sex workers which will allow workers to work together. This has been one of the GMB demands since the sex workers first joined GMB London Region in March 2002, because joint working improves their safety.

## Candid

The number of editions of Candid has been raised from three to four a year. Each of the four editions is directly mailed to over 85,000 London Region members.

Candid is designed and printed by trade union friendly printer TUink. The introduction of two regular columns, the satirical 'Flying Dutchman' and a help column by GMB Branch Secretary, Sandra Vincent has added a new dimension to the magazine.

## 5 LEGAL SERVICES

### (a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
775	761

#### Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
726	147	0	£3,735,221.12	£388,965.52	£4,124,186.64
Cases outstanding at 31.12. 2006			1,578		

### (b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	113
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#### Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
68	36	2	21	9	£51,911.79
Cases outstanding at 31.12. 2006			237		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2006
121	-	£740,852.54	522

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2006
17	7	10

The GMB London Region Legal Department has continued with innovations during 2006. Our members can now fill in both TU56 workplace accident forms and road traffic accident forms, on-line. We have also continued to work closely with the GMB London Region panel of Solicitors to ensure that our members are getting good value from all of the Solicitors that we employ.

## 6 EQUAL RIGHTS

The London Region Race and Equal Rights Committee have been involved in numerous dynamic and exciting campaigns in 2006, which will continue in 2007 but focus more on equality issues and positive action undertaken by employers and the monitoring process. We will highlight the issue of institutional discrimination and urge employers to examine their company selection criteria and procedures, and follow equal opportunities best practices as defined under sections 37 and 38 of the Race Relations Act 1976 (amended 2000). AS Union negotiators we are demanding that training and language courses are part of collective agreements to ensure fairness in the workplace policy.

**Black History Month Celebration - 28th October 2006:** At the end of October last year, the Committee organised a day to celebrate Black History Month - Celebrate & Educate - which was held at Barking College. Trade Unions and GMB Branches supported this event, including Securicor 1, Holborn, Solo and Hotel & Catering Branches. Financial support from SERTUC, GMB Regional Committee, PCS, Unison and Thompson's Solicitors made it a successful event. Speakers included the local Labour MP and Barking & Dagenham Councillors. Ed Blissett, GMB Regional Secretary, also spoke and the LMHR organisers provided music. 120 people attended this cultural event, which included workshops on Islamaphobia.

**GMB Young Members:** On November 4<sup>th</sup>/5<sup>th</sup>, GMB National Office organised the first National Young Members' Conference. Paul Kenny, GMB General Secretary, addressed the conference. Other speakers included Debbie Coulter, Deputy GS, Joni MacDougall, International, and Martin Smith, National Organiser. The GMB London members held a forum on 2<sup>nd</sup> December 2006 and a general meeting is planned for 24<sup>th</sup> February 2007 - information has been circulated to Branches. Acting Secretary, Yue Ting Cheng, can be contacted via the following e-mail address- [tigermountainbystrategy@googlemail.com](mailto:tigermountainbystrategy@googlemail.com)

**Regional Race and Equal Rights Conference - 18<sup>th</sup> November 2006:** The conference was held at GMB London Regional Office and attended by 26 GMB delegates. Guest speakers included Charles Adje, LBHC, Vicki Morris, No Sweat Campaign, and Lee Billingham, Love Music Hate Racism. A CD on Wal-Mart and The Case for Solidarity No Sweat was shown and a good discussion followed. Milton McKenzie, Chair, did not seek re-election and Raj Gill was elected Chair and Wilhelmina Mitchell-Murray as Vice-Chair. The National Equal Rights reports were presented by Jackie Nield and the Race Conference report by Michael Husband.

**Counter Demonstration against BNP on 8<sup>th</sup> December 2006:** Over 400 people attended the counter-demo against the BNP at Dagenham Park. Many trade union banners were on display, including the GMB regional banner. Ed Blissett, Justin Bowden, Paul Campbell and other GMB Organisers were also present, as well as ULR Steve McKenzie. The Committee will work with other organisations to expose BNP "Solidarity – The Union for British Workers" as a racist front and will do our best to expose their anti-union aims.

**Shout!:** GMB London Shout! held its AGM in November and carried four motions covering issues as varied as anti-discrimination on the grounds of sexual orientation in goods, services and facilities (GSF), access to work, ongoing support for JFLAG and Broken Rainbow, and HIV/AIDS funding cuts. Our major campaign on GSF has been a great success and Shout! London is committed to ensuring full protection against discrimination for lesbian, gay and bisexual members, and extending this to trans people in the near future. Other work being progressed includes drafting course materials for GMB shop stewards and LGBT members alike, organising an event to celebrate LGBT History month, with a focus on Labour and lesbian and gay rights from Edward Carpenter to today, supporting RERAC, young member and anti-fascist work in the London region, and preparing for Pride season. Finally, Shout! London has continued to recruit and organise members into the GMB and into Shout! through our campaigns and attendance at Pride events. Further information is available on the GMB London Shout! webpage or you can telephone 020 7801 2780 (confidential advice line).

**Unite Against Fascism/Love Music Hate Racism Stop the BNP National Conference:** Date - 17th February 2007; Location - TUC Conference Centre, Great Russell Street, London WC1B 3LS.

**London International Women's Day Event - 8<sup>th</sup> March 2007:** The Rugby Tavern - 7pm till 12pm. Speakers - Sharon Graham, TGWU, Mary Davis, TUC, Natalia Wardle, Polish Union Organisers, Deborah Watson, PCS Shop Steward, Claire Laycock, GMB, Sarah Byrne, NUT, and Filipina Unison. If interested, contact [j.holgate@londonmet.ac.uk](mailto:j.holgate@londonmet.ac.uk)

**Anti-Slavery Commemorative Event - 15<sup>th</sup> March 2007, 5.00-8.00 p.m:** To mark the 200<sup>th</sup> anniversary of the abolition of the slave trade - organised by GMB Race Committee and CONEL, to be held at the College of North East London, High Road, Tottenham. This is being supported by UCU. Aidan McQuade (Director Anti-Slavery International) will address the gathering; Co-Chairs - Raj Gill (GMB London Race Committee) and Tony Holding (CONEL TU Education).

**Community Festivals:** RISE - will be held in Clapham Common Park in July this year - Committee will investigate the cost of a stall in order that we can participate, recruit and encourage multi-culturism and diversity.

**Dagenham Town Show:** We will support Dagenham Town Show on 14/15<sup>th</sup> July 2007 and support an assembly of trade unionists against the BNP to promote diversity.

**Recruitment Prospects:** Katsouris Fresh Foods - Park Royal, Ikea - Wembley, Hotels, Security and Construction companies employing large migrant workforce will continue to be recruitment targets in service sector.

**The GMB Web Page:** RERAC is working to establish a web page in order that we can communicate with a wider membership. A yearly calendar will be published outlining our activities for 2007.

## 7 YOUTH

The London Region young members have taken over the operation of their section themselves. Ex-young member Steve Forrest, now an Organising Officer, and London Region activist Yue Ting Cheng have developed an active group that is developing a strategy to get more young members active in the Union.

London Region sent a full delegation to the GMB National Young Members', workshop based, conference in London in November 2006. A meeting of London Region young members, following the conference, appointed a provisional co-ordinating committee. The next meeting focused on recruitment, with the group deciding on key initiatives for GMB young member recruitment. In the short to medium term, the aim is to grow in active membership and to make sure that members have something to get involved in. The group agreed that retention was important and more needs to be done to keep in touch, and make new members understand the role of the union in helping them to help themselves. The group also agreed that we need to make use of policies, which we are strong on such as the ending of the minimum wage youth rates, and also the living wage campaign. Members also mentioned the importance of publicising additional events, other meetings and recruitment days in future invites which will interest people. A survey to gather data and activate members has been done.

A singular "group email list" via googlegmail groups has been set-up and is used as an internal communications network. To date it has provided a very simple and straightforward way to communicate and coordinate activities with a large group of people of which individuals can opt out or be added at their request. The group email list is: [GMB-London-Region-Youth@googlegroups.com](mailto:GMB-London-Region-Youth@googlegroups.com)

The group also plans to work closely together with other groups including the race and equalities committee and Shout!

The group is offering speakers to as many branch meetings as possible to make sure people know what the London Region young members are doing and to get as many representatives and members to attend future meetings. Already it has become an effective group, informing the members regarding meetings, various activities, and looking at ways to develop the group.

## 8 TRAINING

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (3 days)	18	154	61	215	645
GMB Induction (5 days)	7	39	19	58	290
Put in Writing (3 days)	10	74	23	97	194
Neg Skills (3 days)	6	46	65	130	279
Say Your Piece (3 days)	4	33	12	45	90
Stress, Bullying & Harassment(3 days)	1	14	2	16	48

(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
Worker Safety Advisor Challenge Fund Project (HSE) 1 week day	2	22	5	27	54



(c) Health & Safety Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
H&S (5 days)	10	68	25	80	400
Safety Inspections (2 days)	11	97	33	130	260

(d) Other Courses (please specify subjects/weekdays/weekends)					
All on weekdays	No. of Courses	Male	Female	Total	Total Student Days
Vibration White Finger Briefing	1	11	1	12	12
City & Guilds 7307	1	7	3	10	100
ULR's	6	41	21	62	186
ULR Follow-on	2	12	8	20	60
Literacy L1	28	75	153	228	908
Literacy L2	5	4	29	33	165
Numeracy L1	16	43	89	133	524
Numeracy L2	4	14	5	19	85
ESOL	5	18	26	44	280
ESOL quals	1	3	4	7	70
ICT Learndirect		10	6	16	
Intro ICT	68	209	348	557	1671
ICT L1	3	11	9	20	190
ICT L2	1	1	5	6	50
ICT other (photography etc)	6	30	38	68	68
NVQ1		64	117	181	
NVQ2		160	54	214	
NVQ3		120	17	137	
E-learning		1	1	2	
FE courses	2	0	2	2	
Dissemination events / networking	5			285	
Fishing Coaching L2	1	7	1	8	80
Art taster	1	6	12	18	18
Fishing Taster	2	10	10	20	20
IT / Literacy	10	4	96	100	1000
Intro to Internet	1	8	0	8	24
Powerpoint	1	8	0	8	24
7302 Supporting Learners	1	0	5	5	50
Employment Rights for Migrant Workers (w/es)	3	10	32	42	126
Lit / Num with fishing	1	2	1	3	3

## 9 HEALTH & SAFETY

The Region continues in its commitment to health, safety and welfare as an organising, servicing and recruiting tool by investing in a dedicated Regional Health & Safety Officer post. This policy ensures that prompt action and clear, concise information can be given to officers, branch secretaries, safety reps, activists and members.

The number of Safety Representatives in the Region has increased over the previous year and thereby increases the potential for health and safety victories at a local level. The information gained from training courses, particularly the emphasis on safety representative's rights, safety committees, the statutory right of involvement in risk assessments and workplace inspections gives the representatives the confidence and knowledge to challenge employers in all sectors where the GMB is present. This training is constantly evaluated to take into account changes in health and safety legislation.

Unfortunately, there remains genuine disappointment with the government's failure to place health, safety and welfare anywhere near the top of the political-social agenda, and this together with the failure to bring forward a comprehensive Safety Bill on corporate manslaughter, points towards business having a significant influence at top levels of Government. However the GMB London Region, with the positive encouragement and support of the Regional Secretary, will continue to lobby MP's for improvements through amendments to the current Corporate Manslaughter Bill. This is a top priority for the Region as tragically two members have died in 2006 after workplace accidents.

This coupled with the large reduction in staffing levels throughout the Health and Safety Executive, allied with a funding cut of at least 5% is placing a greater strain on overworked inspectors. This will result in less front-line inspectors, less workplace visits, less inspections, and less enforcement. It will be positive encouragement for employers to circumvent consultation on workplace health and safety hazard control procedures and policies which lead to genuine workplace improvements.

Bulletins are also produced on GMB orange boarded paper (both A4 and A3 sizes) covering such diverse subjects from asbestos and blood borne diseases, to issues around lone working and working in cold and hot temperatures. These have proved to be useful and popular with reps and can also be used on workplace notice-boards to raise issues around workplace safety. The bulletins can help generate confidence in individual members and their workplace representatives and ensure that the GMB is recognised for consultation and collective bargaining purposes.

In conclusion, health and safety workplace issues continue to provide a challenging role for the RHSO across the Region. Employers have widely varying levels of knowledge, good practice and experience in workplace safety, and often lack the will to make improvements. The results of poor safety standards are often frightening and deadly.

## MIDLAND & EAST COAST REGION

### 1 MEMBERSHIP AND RECRUITMENT

Financial Membership	52,701
Section Financial Membership (by each Section):	
COMMERCIAL SERVICES SECTION	15,944
MANUFACTURING SECTION	15,834
PUBLIC SERVICES SECTION	20,923
Grade 1 members	37,062

Grade 2 members	9,496
Retired, Reduced Rate and others	6,143
Male Membership	32,733
Female Membership	19,968
Total number recruited 1.1.2006 - 31.12.2006	7,497
Increase/Decrease 1.1.2006 - 31.12.2006	+2,112
Membership on Check-off	32,184
Membership on Direct Debit	13,839

## RESPONSE TO ORGANISING AGENDA

The Midland & East Coast Region has responded extremely positively to the National Organising Agenda - forming a Regional Organising Team consisting of three Organisation Officers led by a Senior Organiser and supported by a part-time administrator / co-ordinator who helps plan targets, arranges appointments and provides literature and resources to the team. Membership growth is now the measure of every aspect of our work. Effective, active and strong workplace organisation led and sustained by confident, trained GMB reps is our goal. Our purpose is to grow the Region and our Union in the workplace not just to achieve recruitment targets, but so that our members have more say in their place of work.

National Organising Objectives / priorities / projects are clearly and regularly communicated to all Officers, Branches, Activists and Members. Regional resources are delivered accordingly to ensure such projects succeed.

The Region has a clear view of what works – effective workplace organisation centres around the five main elements: campaigning, communications, contacting workers, credibility and commitment to succeed.

Mandatory GMB @ Work weekends have been attended by all Officers of the Region and subsequently delivered to Branches and new and established reps in the workplace. Regular one to one meetings between Senior Organisers, Organisers and the Regional Organising Team ensure National, Regional and Individual worksheet targets are supported, resourced and attained. Reps refresher courses have proved extremely worthwhile, reinvigorating and supporting our Reps in the workplace. New and coherent training and education has been designed to mobilise self sufficient reps to recruit and organise in the workplace.

## RECRUITMENT TARGETS AND CAMPAIGNS

The Midland & East Coast Region is totally committed to the 3 National Project Targets – Schools, G4S and Southern Cross Care Homes. Inter-regional support has been provided to ensure that our regional expertise is shared so that success ensues for our Union as a whole. National targets are integrated into the Regional rolling recruitment weeks. Regional and National targets are displayed on Organising Boards in Offices across the region. Regional targets are encouraged and proposed by Reps, Branches, Organisers / Organisation Officers and then considered at Regional Organising Team Meetings and Regional Management Team Meetings where they are adopted.

Current Regional Targets supported by the three area teams include:

- All other (non school) Local Authority departments.
- Butlins
- NHS
- Ambulance
- Asda
- Consolidation on Officer's worksheet – using workplace audits and visits.

Development targets include Gala Casinos, Security /Door Staff, Wilkinson Stores, Further & Higher Education and Hotels.

Pro-active workplace campaigning is positively encouraged in every workplace and with every employer. Membership involvement, membership issues and leading the GMB Agenda in the workplace is an essential ingredient to successful workplace organisation.

Successful campaigning within the Region is something we can be proud of - South Kesteven Anti – Transfer Campaign, Campaigning to protect Remploy factories from closure both regionally and nationally, defending Local Government Pensions, keeping Public Services Public, promoting the welfare and interests of all pensioners to name just a few! Our campaigns continue with one aim in mind – to benefit every GMB member in the real world and to make their lives better.

One campaign worthy of special note is our award winning Migrant Workers Project. Thanks to national funding and regional initiative our Region has led the field to ensure that migrant workers in the UK are no longer treated as slaves and abused by disreputable employers and agencies. The Region now has two Migrant Worker Officers, one Polish and one Lithuanian who join the Regional Organising Team and specialise in supporting, advising and recruiting migrant workers into the GMB. Our Migrant Worker Officers assist Regional Organisers, Organisation Officers, Branches, Activists, Reps and the more far sighted employers to understand migrant worker issues, assist with integration within the workplace and supply valuable translating of information on workers rights, health & safety and community issues.

## OVERVIEW OF REGION'S ECONOMIC & EMPLOYMENT SITUATION

The East Midlands is the third largest region in England covering 15,607 sq km and is the third most rural region in England (29.5% of the total population live in rural areas). Total population is 4.3 million. The region faces economic challenges in urban, rural and coastal areas that must be addressed. On some levels the regional economy is doing well, with high employment and relatively high economic growth – but such success is not reflected across all parts of the region, nor in all sections of society.

Major challenges that need addressing include:

- Rising energy costs
- Emerging Asian communities
- Impact on climate change
- Pressures on communities & localities rising from the pace & unevenness of change.

Additionally the East Midlands faces particular challenges of its own.

The effect of globalisation on an area with strong manufacturing tradition.

Demographic changes including an ageing population and migration.

Lower than average skills levels.

The manufacturing sector contributes significantly to the prosperity of the East Midlands and accounts for 27% of GDP within the region and 19% of total UK GDP. However, despite the regions heavy reliance on manufacturing, productivity per employee remains one of the lowest in the country at 6.5% below the national average.

Manufacturing businesses throughout the East Midlands are facing severe competition from overseas and exporting is becoming increasingly difficult for standard services and products. As the pace of technology change speeds up and new industrial economies develop, the future of the manufacturing sector within the region must be based on the recognition that innovation through the continuous introduction of new and differentiated products and services is key to regional competitiveness.

The manufacturing sector in the East Midlands is characterised by a heavy concentration of employment in traditional industries that tend to consist of low value, low skills activities like clothing & textile sub sectors. In the East Midlands 15.7% of the manufacturing workforce are engaged in the textile industry – over double the UK average of 6.6%. Conversely, the region is under-represented in a number of key high value, high growth activities.

The regions food and drink cluster holds particular opportunities – employment has been growing since 1990 – however, this sector is not without redundancies in the north of the Midland & East Coast Region. The competitive influence of the supermarket giants continues to bear down on suppliers and hence our Members’ terms and conditions.

## MANUFACTURING EMPLOYMENT

The manufacturing sector employs approximately 383,360 people in the East Midlands, 10% of the national manufacturing workforce, but 22% of the employment in the region – compared to a national average of 15%. Manufacturing employment in the East Midlands has been affected by the textiles sectors decline. Employment continues to decline reflecting the closure of a number of very large employment sites and the continued shedding of employment from firms of all sizes.

## EMPLOYMENT

In the East Midlands 76.3% of all working age people in the region were employed in 2005, up from 73.3% in 1992.

80.2% of working age males and 72% of working age females in the region were employed. The structure of employment in the East Midlands is very similar to the UK – with a slightly higher level of part-time employment and a slightly lower level of self employment. Female part-time jobs are forecast to account for the largest proportion of new jobs in the future, whilst male full-time jobs are forecast to decline.

## SKILLS AND QUALIFICATIONS

The key challenge for the Region is addressing the “low pay, low skills equilibrium”. The East Midlands has consistently recorded above average rates of employment. Although pockets of employment deprivation persist in the former coal fields, along the Lincolnshire coastline and in more remote rural areas and within the major towns and cities, many parts of the region can be described as at full employment. Therefore for much of the East Midlands, the largest group of individuals faced with limited opportunities for skill development and higher wages are those who are already in employment engaged in low skilled and poorly paid work.

## 2 GENERAL ORGANISATION

Regional Senior Organisers	3
Membership Development Officers	0
Regional Organisers	12
Organising Officers	3
No. of Branches	97
New Branches	4
Branch Equality Officers	47
Branch Youth Officers	31

## GENERAL ORGANISATION / CHANGES IN ADMIN

The region is organised and managed into the three geographical areas – including the new intake of members from Buxton, Matlock, Darley Dale and Glossop. Three Senior Organisers have individual responsibility for each geographical area in addition to individual overall responsibilities.

The Senior Organisers then form part of the region’s management team, led by the Regional Secretary. The formulation of the Region’s Regional Organising Team (ROT) has seen the number of servicing Officers reduced to 12. The ROT consists of 3 Organisation Officers and a part-time administrator / co-ordinator led by a Senior Organiser. Thanks to national funding and regional support two new Migrant Worker Officers support the regional Migrant Workers Project.

### 3 BENEFITS

Dispute	-
Total Disablement	-
Working Accident	£3,777.85
Occupational Fatal Accident	£15,870.00
Non-occupational Fatal Accident	£2,200.00
Funeral	£20,078.50

### 4 JOURNALS AND PUBLICITY

As the second ‘C’ in the five elements of Organising – communication is vital both internally and externally. At workplaces we ensure that everyone at work knows we exist and what we are campaigning for. All workplaces are encouraged to adopt their own workplace newsletters and websites are also encouraged. An extensive regional exercise to collect email addresses and mobile telephone numbers is part of the new regional strategy to communicate the latest up to date news, views and information to members at the very earliest opportunity whilst at the same time saving members’ valuable contributions. Text messaging and emails are proving efficient and popular with members.

Industry specific journals and publications are widely circulated to branches, work places and members. The National Schools Support Staff binder is proving an invaluable tool for recruitment and communication in schools across the region. “GMB Direct” is the region’s latest communication to all members – launching our new regional website, our new Member Get Member campaign and distributing valuable Public Services Equal Pay information.

Southern Cross Newsletters and Public Eye have also been invaluable tools for communications and updating members on key workplace local and national issues.

Media training has also been undertaken by all Officers of the region and regular press releases are encouraged on national, regional and local issues using newspapers, regional and local TV and radio as well as live interviews on industrial matters. The region is currently reviewing its publicity material e.g. car stickers, leaflets to include the new regional website and join online availability.

The Regional Membership Handbook is sent out to all new members and the “Frequently Asked Questions” document is issued to all new shop stewards for their use and display on workplace notice boards.

Regional / Community Sponsorship for worthwhile causes is encouraged and supported through branches.

### 5 LEGAL SERVICES

#### (a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
945	921

Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
1091	354	0	737	0	
			£4,667,406.26	-	£4,667,406.26
Cases outstanding at 31.12. 2006			1406		

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	181
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Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
213	80	2	129	2	
			£383,438.34	£107.90	£383,541.24
Cases outstanding at 31.12. 2006			463		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2006
2	2	£3,218.78	-

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2006
21	7	6

Legal Services remain a crucial element of the Region's recruitment, organising and servicing objectives. By extending that service to also cover members' families this makes what we provide even more attractive.

Thompsons Solicitors continue to provide a full range of legal services to our members, including personal injury and employment law. We have also marketed that service as being the best, and it is now also completely free of charge to members as we have abolished once and for all, the administration charge on personal injury claims. Our solicitors regularly attend Branch meetings, Officers and lay reps seminars to update on the ever changing world of employment law, and areas recently covered include the new Age Discrimination legislation, TUPE and Equal Pay.

The 'burning' issue for 2006 has been, and still continues to be, equal pay. We have written out to our Local Authority and NHS members twice throughout the year to encourage them to pursue equal pay claims. Response was very slow at first but we are trying to keep up the momentum by encouraging new members, whilst recruiting in schools etc, to also pursue an equal pay claim. The returns have been encouraging.

The Free Will service continues to be very popular as does the advice helpline and conveyancing service.

The Region, in conjunction with Thompsons has run a poster and leaflet campaign to encourage members to pursue personal injury claims through Thompsons rather than through 'no win no fee' solicitors, who seem to be specifically targeting Union members.



There has also been an increase in the use of Thompsons' criminal law department in 2006, mainly due to the added pressure of our members who work in the care sector, facing allegations against them.

## 6 EQUAL RIGHTS

### REGIONAL EQUAL RIGHTS ADVISORY COMMITTEE

The Region's RERAC has met 3 times this year instead of the usual 4 times.

There has been a change of our Region's NERAC member from David Lascelles to Dorothy Mills. Unfortunately David had to resign due to ill health. RERAC and the Region thanked David for all his hard work, support and commitment over the years on equality issues. Dorothy was elected as the Region's NERAC member at the Regional Equal Rights Conference, and is already doing a sterling job.

Once again the NERAC and RERAC members, along with Bob Grimley, Branch Secretary of Leicestershire 2000, attended the Leicester Gay Pride event in June 2006. There was a lot of interest in the Employment Law Leaflet we have produced in different languages.

In 2006 the Regional Secretary, Andy Worth, organised training for all Officers and Staff on Diversity, which benefited all those who attended. There was also training for Officers on Equal Pay and Age Discrimination.

The Midland & East Coast Regional Committee sanctioned regional support for the ACTSA Dignity Period Campaign. Cheryl Pidgeon, Senior Organiser, will be co-ordinating the campaign across the Region with the assistance of the Equal Rights Committee.

Our Region's delegates and the Region's Equal Rights Officer attended the National Equal Rights Conference and they all did an excellent job, moving and seconding the Region's motions.

To conclude, NERAC and RERAC members, with the full support of the Regional Secretary and the Region, are very keen to keep equality issues high on all agendas and to promote equality in all workplaces.

### REGIONAL RACE ADVISORY COMMITTEE

The Regional Race Committee has met several times and has also elected a new Regional Race Committee in September 2006. Four of these Committee members were elected delegates to the National Race Conference which took place in October 2006 in Manchester. All were first time delegates and they performed extremely well and did the Region proud both in moving and seconding motions that were supported by the Conference and in achieving being elected to Congress, TUC Black Workers Conference and Labour Party Conference, see below:

Jeffrey Bull – TUC Congress and Labour Party Conference

Doris Benjamin – TUC Black Workers Conference

Thelsa Jackson- TUC Women's Conference

Danielle Clarke was not only a new delegate but at the age of 17 was the youngest member at the Conference. Not only did she second a Motion on Ethnic Monitoring exceptionally well but she was also chosen by the Chair and Vice Chair to close the Conference with a vote of thanks, which she did extremely well.

The new Committee met in January 2007 and welcomed several activists who were new to the Race Committee structure. The meeting was extremely positive with the Committee drawing up an agenda/action plan for the year which included:

BNP

- A review of the communications network and information to Branches regarding BNP activity
- Establishing a forum in each of our regional 'areas' that focuses on strategies to combat the BNP political activity or affiliate to an existing group that is already involved in this type of activity

**Migrant Workers**

- Seeking to establish 'English as a second language' as a campaigning strategy
- Exploring the potential for organising an event to celebrate the 200 years of the abolition of slavery
- To get agency/migrant workers and their rights permanently on the workplace negotiating agenda.
- The Regional Race Officer will be working with the Committee to assist them in these areas.

**Ethnic Breakdown of the Region's Equal Rights Advisory Committee, and Race Advisory Committee**

	Black	White	Asian	Other
Male	1	8	1	0
Female	6	7	1	0

**7 YOUTH**

For the Midland and East Coast Region 2006 marked a significant upturn in activity on behalf of young members which has certainly built on the GMB's commitment to engage with young people on the organising agenda.

On the basis that activity generates progress there seems to have been a shift in the GMB to actually involve young members and bring them into the union's organisational fold from single issue politics such as poverty and racism. This movement really has been long overdue.

This Region is proud to report that it supplied the largest delegation of young members to the GMB National Young Members Conference in London in November 2006. This event was a truly vibrant affair and the commitment shown by the attendance and participation of the General Secretary shows that youth issues were firmly back on the GMB's agenda.

In addition to various speakers and plenary sessions there were participative workshops to look at issues surrounding organising young people in the workplace as well as combating racism in the community. On the back of this conference this region was also able to field delegates to the National TUC Youth Conference. It was felt that really positive strides were made that could be built on in 2007 in which I am sure this Region will play its part such as the establishment of better networking and communication facilities for young members.

Age discrimination legislation came into force in October 2006 but unfortunately it does not remove blatant discrimination regarding the minimum wage for young workers. Discrimination is never justifiable whatever the law says and the GMB must continue to campaign for equality in pay for young workers.

Finally, a recently published report highlights the dangers faced by young workers in relation to health and safety in the workplace. It is estimated that workers in the 18-24 age group are 50% more likely to be injured than more experienced counterparts. The HSE states that over 4,000 young workers suffer major injuries in the UK every year. These are truly shocking statistics that are often the result of placing an inexperienced young worker in what is a frequently hostile and often hazardous workplace environment without the necessary training and supervision. Unfortunately, many employers give young workers jobs beyond their capabilities and they tend to be seen as a lesser priority in terms of risk assessments.

GMB's job is clear. Health and Safety Representatives must use the full extent of the law to protect our young workers and constantly remind employers of their obligations to everyone on health and safety issues.

## 8 TRAINING

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (2 days)	9	96	29	125	250
GMB/TUC Induction (5 days)	9	91	20	111	555
Branch Officers (please specify subject)	-	-	-	-	-

(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
General	3	27	6	33	165

(d) Other Courses (please specify subjects / weekdays/ weekends)					
	No. of Courses	Male	Female	Total	Total Student Days
Plum Conference (One Day)	1	28	20	48	48
Communicating with Confidence (weekend)	2	18	13	31	93
Discover GMB (weekend)	2	22	12	34	102
Union Learner Reps (Five Days)	1	9	3	12	60
Pensions (One Day)	1	10	5	15	15
Nottinghamshire General Branch Refresher (Three Days)	1	10	5	15	45
Northern College courses	12	11	1	12	36

(e) TUC (STUC & ICTU) Courses					
	No. of Courses	Male	Female	Total	Total Student Days
		83	29	112	

## 9 HEALTH & SAFETY SERVICE

### WORKPLACE ORGANISATION AND VISITS

In the period since the last report to Congress the RHSO has been involved in a number of visits to workplaces; worthy of particular mention are visits to:

- Holgate School, Hucknall; suspicion of school caretaker suffering RSI being caused by putting out, stacking and removal of chairs
- RAF Cranwell; control of Asbestos in plant rooms providing heating to buildings
- East Riding District Council; wardens at residential homes facing altered shift patterns and duties concerned with exceeding working time regulations
- East of England Services and Procurement Organisation Leicester; training inspection to assist two newly appointed Safety Reps
- Redhill School, Nottingham; inspection of dust from boiler facility following conversion to wood pellet

The workplace visit service is fully explained to all new reps on the Regional Representatives course. It is also advertised in a regional leaflet called "Call on Us for Your Health and Safety" which was revised and updated in May 2006.

A major dispute, involving GMB members took place at the Engineering Construction site at Cottam Power Station in early 2006. The dispute centred on the conditions under which contractors on site employed their workforce and in particular the failure of contractors based in Europe to provide the agreed health and safety awareness training for employees - a pre-requisite for any worker on any site covered by the National Joint Construction Engineering Council Agreement. The dispute was resolved following negotiations which ensured that the NJC Agreement would be applied in all cases.

### ENQUIRIES

Enquires into the Regional office which are sufficiently non-routine are entered into a database. In the period since the last report to Congress the database shows that the following subject areas were raised:

- Working Time Regulations and the training and qualifications required by trainers on lift trucks and other vehicles.
- Safety Reps rights and facilities
- Risk Assessment procedures in arboreal work
- Confined spaces
- Fork Lift Trucks training and licensing standards
- Surveys and Inspections by Safety Reps
- Manual Handling
- COSHH and Exposure to dust

### TRAINING

A new format for Reps training was introduced in January 2006. The new Foundation and Workplace Reps 1 course now lasts a total of 7 days and includes a single day devoted to raising the awareness of Workplace reps to their role as a Safety Rep. There then follows an approximate 6 month gap before the 5 day Safety Reps 1 course is attended by the same cohort of students. To date three such 5 day courses have been held.

### INFORMATION DISTRIBUTION

- During 2006 the following Health and Safety Matters have been distributed to Safety Reps and Branches:

- January 2006 Working at Heights
- Feb 2006 HSC Consult on New Proposals for Asbestos
- March 2006 New Noise at Work regulations
- April 2006 Obstructive Sleep Apnoea
- June 2006 Improving Worker Involvement – Improving Health & Safety
- July 2006 Considerations for the use of vehicles in the waste and recycling industry
- July 2006 Regulatory Reform (Fire Safety) Order 2005
- August 2006 Consultation on Legislation to Ban Smoking in Enclosed Premises and Vehicles
- October 2006 Managing Workplace Transport Risk – A Route Map
- November 2006 Working Outside in Cold Weather
- December 2006 Hand Arm Vibration

The Regional E-Mailing Service continues to be regularly used to distribute electronic versions of documents dealing with health and safety.

The Region's website continues to hold a great wealth of Health and Safety documents, including, in a members-only password-protected area, the full version of the GMB's Health and Safety Best Practice Guide, back copies of Health and Safety Matters, and a Safety Reps Toolkit.

A revision and update of the whole of the Regional Website is now complete including the health and safety pages.

## NORTHERN REGION

### 1 MEMBERSHIP AND RECRUITMENT

Financial Membership	73,167
Section Financial Membership (by each Section):	
COMMERCIAL SERVICES SECTION	21,722
MANUFACTURING SECTION	26,598
PUBLIC SERVICES SECTION	24,847
Grade 1 members	45,916
Grade 2 members	10,706
Retired, Reduced Rate and others	16,545
Male Membership	46,943
Female Membership	26,244
Total number recruited 1.1.2006 - 31.12.2006	6,921
Increase/Decrease 1.1.2006 - 31.12.2006	-736
Membership on Check-off	41,299
Membership on Direct Debit	12,604

### Economic and Employment Situation

The disease to transfer manufacturing industry offshore has spread to the service sector and reached epidemic proportions with banks, building societies and other financial institutions stampeding towards India and China in search of the cheapest labour available and without due regard to customer service let alone the regional and UK economy.

Redundancies in the Pensions Department of the Office of Works and Pensions whilst the employers are seeking volunteers to travel to India in order to train up those who will be taking on the responsibility of managing UK citizens' state pensions. Is nothing sacrosanct?

These jobs, like manufacturing, are good quality and relatively well paid.

Yes it could be argued that there are more jobs in the regional economy, but what value? The North appears to be heading towards a culture of hand to mouth existence without continuity and security. At the same time and when certain employers can't physically move the work offshore then they are resorting to their next best option ie to utilise migrant labour and in some cases at the expense of the indigenous workforce. In this process undermining long standing, well established, pay and conditions of employment. We see engagement, accommodation and representation as the means of ending the abuse of migrant workers.

### Recruitment and Organisation

The formation of the National Organising Team has provided an added boost to recruitment activity and success with our results improving month on month. The sharing of information, best practice and a co-ordinated approach is providing the focus and producing the results.

Gone are the days when recruitment was organised on an ad-hoc basis. The systematic approach is well under way in the Northern Region with growth as the main objective.

## 2 GENERAL ORGANISATION

Regional Senior Organisers	5
Membership Development Officers	2
Regional Organisers	15
Organising Officers (Recruitment Officers)	4
No. of Branches	136
New Branches	6
Branch Equality Officers	
Branch Youth Officers	

## 3 BENEFITS

Dispute	5,222.40
Total Disablement	NIL
Working Accident	4,806.85
Occupational Fatal Accident	NIL
Non-occupational Fatal Accident	NIL
Funeral	36,073.50

## 4 JOURNALS AND PUBLICITY

The media presence of GMB Northern Region continues to be very high. There have been a number of industrial issues that have had a lot of coverage in the press this year. Firstly the ongoing equal pay claims, as well as tribunal hearings that have been widely reported. There has been substantial press interest in the issues surrounding equal pay. Secondly there was a lot of publicity on the sad departure of an unfinished ship leaving Swan Hunter. Although this was not the type of story we ever want to see in the North, our members

came out of the publicity very well, with all concerned, including Government ministers, praising the skills of our members.

We have also had a considerable amount of publicity around cases we have pursued and won on behalf of our members. ASDA was one case in particular.

The Northern Star magazine goes out to all our members across the Region. The last edition covered the ASDA Wal-Mart case and the compensation we won for our members which gained media coverage both regionally and nationally; an update on the age discrimination legislation; articles on young members; the AA pensions, and recruitment to name just a few.

The Reps Report continues to go out to all of our reps in the Region (around 1,700) on a regular basis. It has covered topics such as new TUPE regulations; EOC women's pension campaign; legislation changes; ASDA case; health and safety updates, amongst many other issues. It is important that we keep our members informed of updates and changes to the law.

## 5 LEGAL SERVICES

### (a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
1,030	1,030

#### Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
1,445	476	0	£5,860,020.33		£5,860,020.33
Cases outstanding at 31.12. 2006			3,100		

### (b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	160 + Equal Pay (2,785)
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#### Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
350 + ASDA (332)	120	50	£1,177,383.12 plus £827,500.00 ASDA	80	£1,177,383.12 plus £827,500.00 ASDA
Cases outstanding at 31.12. 2006			662		

### (c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2006
NIL	NIL	NIL	NIL

### (d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2006
126	17	45

During 2006 we prepared and circulated several newsletters and fact sheets dealing with personal injury claims and health and safety issues in order to highlight the successes of the GMB legal service and the range of legal services available to GMB members. We actively promoted the reporting of successful GMB cases both personal injury and employment law in various newspapers throughout the Northern Region.



GMB played a crucial role in the campaign to overturn the effect of the House of Lords decision in the mesothelioma apportionment cases. The House of Lords decision which was given on 3<sup>rd</sup> May 2006 involved claims brought by the families of three workers who had died from mesothelioma. One of the widows in the case was GMB Northern Region member Mrs Murray, 84, from Sunderland. Her compensation payment was slashed by more than 50% by the Lords ruling.

At the GMB Congress in Blackpool the Prime Minister responded to a question from the GMB Northern delegate Michael Blench, GMB Convenor at Swan Hunter, who called upon the Government to change the Law to give mesothelioma sufferers and their families full compensation. The Prime Minister responded "I regret that [House of Lords} judgement. I'm looking at the moment to see the best opportunity for us to change it. If we can change it, we will. I hope to announce something on this in a couple of weeks". On 27<sup>th</sup> July 2006 the Compensation Act 2006 received the Royal Assent. Section 3 of the Act restored the right to full compensation for mesothelioma victims and their families, including Mrs Murray.

## 6 EQUAL RIGHTS

The Equal Rights Committee and the Race Committee met jointly last year. They discussed plans and priorities for the forthcoming year. The numbers attending these committees continues to decline, so I am looking at other ways to engage with our members on these issues to try to reach people who do not wish to attend committee meetings.

GMB Northern Region had a stall at the Middlesbrough Mela in July; once again this was a very successful event with many thousands of people attending.

In November we sent a delegate to the National Equal Rights event in Manchester. The motion that Northern Region put forward on discrimination and IVF treatment was passed and was chosen to go forward from NERAC as its motion to the TUC Women's Conference in the spring. Our delegate attended many sessions on a wide range of issues from LGBT issues, empowering and confidence building, domestic violence and progressing the equalities agenda.

We also had a delegate attend the National Race Conference in the autumn.

As a union we have had training in the past year on equality and diversity which was very good, and has broadened our understanding of the current issues.

A member of the Race Committee in the Northern Region has agreed to take the lead role in organising a joint race and equal rights event in the near future, tackling the growing equality and diversity agenda.

## 7 YOUTH

We have tried to strategically direct the Northern Region's young members group to build a secure solid base to ensure a long lasting engaged section of our Union by using the organising agenda.

We have aimed to give young members ownership of the section so it is not Officer led by the Young Members' Officer.

### Development of a Young Members Newsletter

We developed a Young Members Newsletter; this is in addition to our annual magazine. The first newsletter introduced young members to the Youth Officer, Regional Young Members Committee, National Seminar and our initiative with the Workers Beer Company. A questionnaire was also included to get feedback from our

members on why/how they joined, and an opportunity to express interest to be on a postal/email/text database for future information.

#### **Development of Young Members Postal/Email/Text Distribution Lists**

To communicate and engage with our young members; preferably via email and text message service to ensure a modern first rate cost efficient service.

#### **Speakers in Schools**

We made contacts with Connexions Officers to organise presentations and workshops to sixth formers (16-18 years old) in Northumberland High Schools. We have raised awareness of what a trade union is/does and their rights at work. We believe by educating young people at this stage will generate future members and representatives.

#### **Northumbria University Students Labour Club**

We are working in partnership with Northumbria University Labour Club to engage, educate and recruit students through various methods; literature, Q&A sessions, workshops, jobs fair. Members of the Labour Club are actively promoting the GMB as the trade union to join.

#### **Northumbria/Newcastle University Jobs Fair**

Through our relationship with Northumbria University Labour Clubs we have been able to guarantee a stall (charge discounted by 50%) at both the summer and autumn joint Northumbria/Newcastle jobs fairs. Each job fair is attended by approximately 2,000, on average we speak to 500 students advising them on the benefits of being a GMB member. When possible a GMB member from Northumbria University Labour Club has attended to assist our recruitment.

#### **Gateshead Industry Days**

Gateshead Education Business Link Services organise industry days for pupils in their final year at high school. We have engaged pupils through educational workshops on the benefits of GMB membership, again generating future members and representatives. This has been a fantastic opportunity for us as previously only businesses and personnel departments were involved.

#### **Working with Labour Youth Officers**

Contacts were made with Labour Youth Officers to promote the GMB through literature, Q&A sessions, and sponsored events. We have written articles for newsletters, and have literature included in all mail outs within certain constituencies.

## Engage existing Shop Stewards

We have raised awareness of the young members' activities to Shop Stewards to enable them to actively engage members at their workplaces. Young member Shop Stewards are also becoming active in our committee.

From the activity in 2006 we anticipate growth of our young membership and activism in 2007.

## 8 TRAINING

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (3 days)	10	146	28	174	522
GMB 5 Day Follow on Course	11	129	33	162	810

(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
GMB 5 Day Follow on County Hall, Durham	1	11	2	13	65

(c) Health & Safety Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
GMB 5 Day Health & Safety	9	106	21	127	635

(d) Other Courses (please specify subjects / weekdays/ weekends)					
	No. of Courses	Male	Female	Total	Total Student Days
3 Day Grievance & Disciplinary	10	112	45	157	471

3 Day Communication Skills	10	103	25	128	384
2 Day Bargaining Skills	7	77	18	59	118
2 Day Inspection Course	6	62	14	76	152

(e) Northern College Courses					
	No. of				Total

	Courses	Male	Female	Total	Student Days
5 Day Employment Law	1	8	0	8	40
5 Day Advanced Health & Safety	1	1	0	1	5
5 Day Industrial Relations	1	2	0	2	10
3 Day Advanced Health & Safety	1	3	1	4	12
3 Day Workforce Development	1	1	0	1	3
3 Day Understanding Pensions	1	3	1	4	12

### Shop Steward & Safety Representative Training

2006 saw a continued improvement in the development and provision of training in Northern Region. New courses included Bargaining Skills; Communication Skills and Workplace Inspection courses.

The number of Reps attending courses increased in every area although uptake by our female Reps is still far too low running at around 25%. Participation in the residential courses at Northern College has started to improve towards the end of 2006 and there are more Reps signing up to the 2007 programme there.

2007 will see more courses being developed. A three day refresher course is being developed for experienced Reps, many of whom have not had training for over ten years. A pilot will be run out at BNFL in West Cumbria in the Spring. This will lead to the course being offered in the rest of the Region.

Currently courses are run at Regional Office in Newcastle upon Tyne, Middlesbrough, Sunderland, Carlisle, West Cumbria and Durham. Almost all of the courses are run at the GMB offices. By bringing courses in-house we have saved around £7,000 per annum on room hire. All courses (except those being trialled) meet OCN accreditation standards and an accreditation programme is being considered.

Other courses planned for the second half of 2007 are: Employment Law; Risk Assessment; and Equality and Diversity. This means that in addition to the core course programme for new Reps eight further courses are now available in-house in the Region. In addition to this the Regional TUC and GFTU enhance the training opportunities to our Reps in the Region.

The Regional Education Officer is working with the Regional TUC and WEA to further expand and enhance training opportunities for our Reps.

### Regional Union Learning Fund Project

We are now over half way into the three year funded project. Over 30 workplaces are involved and it is intended to at least double this number by March 2008. There are now four Project Workers, two full time and two seconded by their employers.

This project not only provides real learning opportunities for our members and their families, it is complementing our recruitment efforts in the Region. We have made inroads where there are migrant workers such as Polish, Portuguese, Chinese and Hungarian. Our ESOL (English Spoken as an Other Language) Project has helped recruitment in this area and we now have Polish and Portuguese Reps in a few areas.

## 9 HEALTH AND SAFETY

Health and safety training has been covered in the Education Report. The main issues of concern in 2006 has been the continuing controversy relating to asbestos. A new Tyne and Wear Asbestos Support Group was

formed in 2005 and the GMB Regional Health and Safety Officer chairs it. This group has already been successful in a very important campaign.

Mesothelioma, probably the worst type of asbestos cancer has been at the forefront again. A drug was developed in the North East at Northumbria University that can prolong the life of mesothelioma victims. This drug is called Alimta. It is not prescribed universally in the UK. Individual NHS Trusts decide whether it will be allowed on the NHS in their areas. The NHS Trust in the North East refused to allow the drug to be used on the NHS and the GMB along with the Tyne and Wear Asbestos Support Group launched a campaign that the local media latched on to. A petition with over 10,000 signatures was presented to the NHS Trust and within three weeks the Trust backed down and allowed the drug on the NHS.

This victory, however, was short lived as soon afterwards NICE (National Institute for Clinical Excellence) announced that the drug would be withdrawn because it is not cost effective. We, along with the National Health and Safety Officer and other groups are continuing to campaign for this decision to be overturned and hopefully by the time Congress takes place we will have been successful.

The Regional Health and Safety Officer has been involved in many workplace interventions and the GMB approach to health and safety in the Region is looked up to and followed by the other unions.

## NORTH WEST & IRISH REGION

This report covers the confirmation of the new North West & Irish Region and covers the former Liverpool, North Wales & Irish and Lancashire Regions for the period January to December 2006.

Congress will be aware that there have been some boundary changes. It is therefore appropriate that we take this opportunity to thank all the Staff from both the former Liverpool, North Wales & Irish and Lancashire Regions, who over the past year have worked extremely hard in servicing the membership through a difficult period. We would like to put on record a thank you to all the Senior Representatives, Shop Stewards, Officers and Staff who have now transferred into the South Western Region. We wish them and their new Region good luck for the future and we know, having worked with them so long, that they are a credit to the GMB. We also said goodbye to other colleagues from the former Lancashire Region who, together with Staff and Officers have moved across to Yorkshire, Northern, Midlands & East Coast and Birmingham Regions. We wish them and their new Regions all the best for the future and would also like to thank them for their commitment over the years to the former Lancashire Region.

We would also like to put on record thanks to the NAU on behalf of the former Lancashire Region for their professionalism in dealing with some of the sensitive matters during this time.

### 1 MEMBERSHIP AND RECRUITMENT

Financial Membership	87,873
Section Financial Membership (by each Section):	
COMMERCIAL SERVICES SECTION	25,284
MANUFACTURING SECTION	26,543
PUBLIC SERVICES SECTION	36,046
Grade 1 members	61,000
Grade 2 members	16,733
Retired, Reduced Rate and others	10,140
Male Membership	52,628
Female Membership	35,245

Total number recruited 1.1.2006 - 31.12.2006	1,0278
Increase/Decrease 1.1.2006 - 31.12.2006	N/A
Membership on Check-off	57,755
Membership on Direct Debit	16,782

## RESPONSE TO THE ORGANISING AGENDA

Following decisions reached by Congress 2005 the Region has continued with its policy of freeing-up officers' time by reducing the number of officers that sit on committees and have been proactive in promoting lay representatives to take up these positions. Therefore allowing officers to concentrate on recruitment, retention and organisation and allowing lay representatives to gain valuable experience from sitting on these committees. This will further assist them in their development as lay representatives which will lead to a stronger, more active representative structure within the Region.

Given the on-going issue of single status and in particular equal pay, it is accepted that the regional organising agenda will continue to be dominated by Public Services and that the Region will maintain its position of promoting equality using all methods available to us, including the regional magazine, website, bulletins and mailshots to members.

Lay representatives are also actively encouraged at various meetings within the Region including Regional Council/Committee, sectional conferences and equality meetings to become actively more involved in the Region to assist recruitment either by joining up with Officers in teams or improving or recruiting and retaining members within their own workplace. The emphasis on lay representatives' involvement at all levels and the focus on recruitment and retention will continue on to the new Region.

In Northern Ireland it has been very necessary to go back to the drawing board in respect of ensuring that all officers, staff and lay representatives fully understand and are completely committed to our new organising agenda. In far too many instances in Northern Ireland, officers are involved in providing constant hand-holding support to lay members, which can best be provided by our team of lay representatives. It has been explained that we must achieve this objective, and in order to do so, we have to ensure that all of our lay representatives are suitably briefed and suitably trained, which will allow us to move away from this "dependency culture" on officers, who can best spend their time in developing the GMB organisation in areas where there is potential for growth and where we do not have a current infrastructure of lay representatives.

Upon early examination, it is self-evident that we have a number of very able and dedicated lay representatives, particularly in Public Services, and also in many other sectors of industry in Northern Ireland. It is therefore the intention to develop and nurture the full potential of this group of dedicated representatives, in order that they can become much more involved in the day-to-day support of our members and also so that they can play a vital role in recruitment, whilst also maintaining an effective GMB organisation within their workplace.

In Northern Ireland we have been able to secure the release of some of our more experienced lay representatives, a number of whom now play an important role in helping to assist members, and who also play a role in recruitment. We will continue to develop this approach in the coming year, as this will serve to underpin our plans for growth generally.

A further important additional aspect of our organising agenda in Northern Ireland is for us to carry out a comprehensive review of our branch structure. In far too many instances, officers are responsible for the running of branches. The branch review will be carried out in full consultation with members and present lay representatives, in order to ensure that we establish branches that are better aligned to supporting the needs of our members in the workplace, and branches that once again can be run and serviced efficiently and effectively by properly accredited branch officers.

## RECRUITMENT TARGETS AND CAMPAIGNS

This Region has adopted a policy on recruitment to consolidate the membership in every industry where we currently organise and where we have recognition agreements. Throughout the year there have been various meetings with officers and representatives across the Public Services Section as there has been continual activity within this area of local government over the last 12 months, most notably surrounding the Local Government Pension ballot in March 2006 and the ongoing issue of equal pay across the Region.

The Pension dispute was very well supported within the Region and a large number of new members were recruited around the time of the one day of action.

We have also seen a number of new members recruited into the organisation on the back of the launch of the equal pay claims. This has been particularly noticeable in Liverpool City Council and Sefton MBC.

As a Region we have followed on from the National Organising Team's recommendations on recruitment and have campaigned in G4S, Southern Cross and also schools, with varying degrees of success. As a Region we have also targeted such companies as Morgans and P.H. Jones, where we have now consolidated a membership base and it is our intention to increase that figure and move towards potential recognition.

Throughout 2006 the organisers have continued to operate in recruitment teams. This will continue into 2007 and will be used to complement the Regional Organising Team which has been set up as a result of the forming of the new North West and Irish Region.

Public Services, Southern Cross Residential Care Homes and G4S Securicor continue to be our prime recruitment targets in Northern Ireland also.

We are developing plans for a strategic recruitment campaign in Education. Regrettably our present database does little to provide us with the knowledge of where we have members in schools in varying parts of Northern Ireland, and it will therefore be necessary to develop not just a geographical knowledge of the schools we intend to target but also to identify issues that effect members of staff at those various locations.

As a first step to this recruitment campaign, we have embarked upon a media campaign whereby we have identified the fact that one in three schools is up for review in the future. The Government enlisted a review of future educational needs in Northern Ireland, and in doing so they have established what is now commonly known as the Baines Report. This report identifies 457 schools that could potentially close through this review process. Comments made to the media were to create public awareness and to empower local communities to participate in the debate in ensuring that future educational needs of young people in this area are properly provided for.

There is grave concern about the prospect of schools closing in remote rural areas, which would then make it very difficult for young children to travel long distances to attend school. We have also emphasised through the media the risk of job losses to our members who provide vital and dedicated support services for the needs of children attending these schools. We have also undertaken a mailshot to 4000 members of staff, creating further awareness of the GMB in advance of our forthcoming recruitment campaign.

We have secured recognition with Regency Carpets, which has lead to a significant growth in membership, and this forms part of an ongoing campaign to consolidate our membership to the maximum in this area.

We are delighted to report that the GMB in Northern Ireland is coming alive again. We have embarked upon many media campaigns raising the profile of the GMB in Northern Ireland. For example, we have made the public aware and drawn comparison between the average rate of pay in the UK to that of Northern Ireland, and it is clear to see that there is still a major problem of workers being undervalued and underpaid in Northern Ireland.

It is part of our role to ensure that the input of workers in Northern Ireland is better valued, and that we go through a proper skills audit, making comparisons with workers in the UK, in order to ensure that we get pay up to level of that in the UK. Presently the average worker is paid over £100.00 per week more in the UK than that of the average rate of pay applied in Northern Ireland.

Another of our most recent media campaigns has focused on Social Services and the provision of care in the homes for the elderly through the Home Help Service. Presently 25,000 elderly people benefit from the support of home Helps but there are many others in our local communities who are in equal need of this vital support service. All in all, these media campaigns have helped to raise the GMB's profile and the many links we have with the local communities, and most importantly the vital role that we can play in supporting the needs of the community and our members who are employed in the many support services in Northern Ireland.

A big thank you must also go to the former Lancashire Region Shop Stewards and Officers for the magnificent result achieved against JJB Sports at its Wigan Depot and across the country, assisted by National Office (media) and the other Regions who came to our assistance when bodies were needed during this dispute.

## ECONOMIC AND EMPLOYMENT SITUATION

The Region has adapted well over the years to the demise in manufacturing jobs which has seen the Region's membership shift considerably towards the Public Services Section. Within public services we continue to see local authorities transferring out services over to private enterprises and the Region has carried out a number of industrial action ballots against some of these contractors over the last 12 months.

The Region has been hit by a number of redundancies over the last 12 months, most noticeably the recent announcement at Liverpool John Lennon Airport with the loss of 110 jobs, with the transferring of the baggage handling service from the Airport's own ownership to Servisair. Within Northern Ireland we have seen that the clothing and textile industry has been completely decimated and there is only a fraction of the membership remaining in this sector. We have also seen losses in such high profile company as Shorts (presently known as Bombardier). It is anticipated that with the formulation of the new North West and Irish Region this will open up the number of opportunities and that throughout 2007 we will be able to grow the new Region.

As already indicated, we have seen a major decline in manufacturing in Northern Ireland, and this has given rise to growth in retail and the service industry generally. It is encouraging to see that unemployment has now gone down to 4½% and this is in stark contrast with previous years when it was as high as 16%. The present growth in jobs provide for new opportunities for the GMB to recruit.

Our present branch structure has been in place for many years, and has not kept pace with changes in industry, whereby we need to realign the roles and the function of the branch in a way that we will be best equipped to offer the maximum support to our members, particularly within an economy which is seeing a major shift from manufacturing to that of retail.

Now that the peace dividend has become permanent in Northern Ireland, we are seeing a massive increase in outside investment, and the GMB is determined to be at the forefront of these developments and the changing communities, which will provide for a major opportunity for growth, unlike nothing we have previously seen in Northern Ireland.

The current national unemployment rate is 5.5% and the national claimant rate is 2.9%. Across the region the claimant rate is as follows:

North West : 2.7%      Northern Ireland : 2.4      Wales : 2.4%

The Region has thirteen areas which have been identified as above the national claimant average:



Blackpool	3.9%	Rochdale	3.0%
Halton	3.3%	Salford	3.0%
Knowsley	4.4%	Sefton	3.0%
Liverpool	5.5%	Wirral	3.0%
Manchester	3.9%	Belfast	3.8%
Oldham	3.0%	Derry	4.5%
Strabane	4.7%		

## 2 GENERAL ORGANISATION

Regional Senior Organisers	4
Membership Development Officers	1
Regional Organisers	31
Organising Officers	-
No. of Branches	262
New Branches	3
Branch Equality Officers	26
Branch Youth Officers	6

### 3 BENEFITS

Dispute	23,180.00
Total Disablement	4,000.00
Working Accident	11,472.85
Occupational Fatal Accident	19,723.00
Non-occupational Fatal Accident	1,052.00
Funeral	32,708.00

### 4 JOURNALS AND PUBLICITY

Two editions of the Liverpool, North Wales and Irish Region magazine CoastLines were published in 2006 and mailed directly to all members in May and November. The Lancashire Region magazine Reunion was relaunched in summer 2006 and a new North West & Irish magazine with a new title is planned for summer 2007. There were two editions of CoastLines Cymraeg the Welsh language newsletter which includes stories from CoastLines of particular interest to members in North Wales and the range of publications in the Welsh language was extended with translations of a number of GMB Health & Safety leaflets. These were used for local authority workers in Gwynedd in particular. 'Protecting People at Work', an A5 booklet that includes information on benefits and services as well as rights at work and advantages of union membership, is used in the new members pack as well as for recruitment purposes. An updated and revised version is planned for early 2007. A wide range of in-house literature designed for particular workplaces or particular target groups was produced. This included recruitment fliers, leaflets, posters and a booklet aimed at dispelling some of the myths about migrant workers.

The Local Government Pensions dispute was by far the biggest press story with widespread coverage in the lead up to the strike and plenty of good photos on the day. The closure of both Mersey tunnels attracted national as well as regional media. Of the thousands of workers taking action it was the withdrawal of labour of this small group of workers that made the biggest impact on travel to work and received the highest profile coverage. The national Remploy demonstration in Liverpool in September was well reported including colour photos with GMB placards prominent. Thanks to Remploy workers from near and far who braved wet and windy conditions to swell the crowds. It is not always easy to quantify the impact of press coverage as much of this is to do with awareness raising and profile but in particular cases it can help get results. In North Wales strong press coverage brought pressure to bear on the Leader of Conwy Council to apologise for false accusations about refuse collectors and in Liverpool, accusations of bullying of street cleaners provided unwelcome publicity for the company that was helpful to the Union. When the European Court ruled in March that rolled-up holiday is unlawful it represented a very significant legal victory not just for the individual and the Region but for workers throughout the country. This decision was widely reported in specialist publications. The presence of Prime Minister Tony Blair and to a lesser extent Northern Ireland Secretary Peter Hain at Congress, resulted in more coverage than usual in the Region. This was a good opportunity for positive reports on campaigning issues such as asbestos compensation and bank holidays. Congress also generated publicity for the campaign for justice for Cammell Laird workers imprisoned for their part in an industrial dispute in 1984. Survey style national press releases continue to create interest and the Coach & Horses demonstrations in the Region provided eye catching coverage of the Asda dispute. National and regional press coverage has been monitored using individual websites.

The issue of equal pay has been highlighted in regional magazines and also on the regional website where a claim form can be downloaded. The equal rights section on the website has been expanded with additional pages for young members and LGBT members. The Liverpool, North Wales and Irish Region site has been amended to provide a temporary site for the North West & Irish Region while a new site is being developed. The national Asda website has been maintained by Lancashire Region and after a slow start has attracted regular

contributions from members in Asda stores and depots across the country. This very successful site was submitted for the TUC Media Awards 2006.

The Region has advertised in the Morning Star on a regular basis for conference editions and has also supported a wall planner produced and distributed by the Merseyside Coalition Against Racism and Fascism. Sponsorship of Salford Reds Rugby League team included advertising on shirts, at the ground and in match programmes.

The Northern Ireland Children's Hospice and Zoë's Place Baby Hospice in Liverpool have been supported through fundraising.

Two Women's Conferences have been held in the Region in 2006. The first in Bolton on 7th/8th March marked International Women's Day and subjects covered included adults with learning difficulties, women's health, racism and bullying. The second in Liverpool in October was the largest to date with sessions on palliative care, medical negligence, work-life balance, pensions and making resolutions. At this conference National President Mary Turner formally launched Learning Routes a GMB/ULF project that has seen a double-decker bus converted into a fully equipped mobile learning centre.

## 5 LEGAL SERVICES

### (a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
1275	1275

#### Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
1411	647	2	761	1	
			£4,086,559.42	£7,781.75	£4,094,341.17
Cases outstanding at 31.12. 2006			2425		

### (b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	241
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### Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
328	231	0	90	7	
			£304,958.99	£551,040.00	£855,998.99
Cases outstanding at 31.12. 2006			67		

#### (c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2006
4	1	£4,900.83	2

#### (d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2006
10	4	1

The Region undertook a review of the legal services and with effect from 12<sup>th</sup> June 2006 Francis Hanna & Co Solicitors were appointed to act on behalf of the Union and its members in Northern Ireland in connection with personal injury and industrial disease claims as well as the field of employment law. This complements the services currently provided by EAD Solicitors and Simpsons Solicitors.

## 6 EQUAL RIGHTS

The Region's Equal Rights and Race Committees have met regularly, with the majority of these meeting being well attended. Both Committees have prioritised the year ahead and have submitted action plans, which at the end of 2006, most of the priorities had been achieved, with only a slight overspill into 2007. The reason for this being the proposed Regional changes would almost certainly impact on particular objectives.

This year also saw the formation of a Regional SHOUT forum and plans to broaden this forum are underway with hopefully a campaign in 2007 to publicise around the local gay communities. Regional delegates have been elected to stand on the national SHOUT forum, and delegates report back to RERAC on their activities, delegates also supported the launch of the National SHOUT forum by participating in the 2006 Gay Pride event.

The Region organised its 5<sup>th</sup> Women's Conference, again education and empowering being a strong theme that still remain instrumental in all of our conferences past and future. This particular conference in a workshop raised the issue of formulating successful motions; it was particularly interesting how very little guidance there is, either nationally or regionally on this. As a result the Region has decided to publish a guidance booklet to send to all our women activists.

Women and Men's health awareness were promoted with a one day seminar and the Region again celebrated International Women's Days (also with a one day seminar).

The Regions also supported and promoted the following campaigns:

- Breast Cancer Awareness – raising £400
- Fylde's Women's Aid – raising £1000
- National Refuge Campaign recycling old mobile phones, which carry a donation of £3 per phone to aid women suffering against domestic violence across the country.

The Regions Race Committee has committed itself to supporting the national Stop the BNP campaign and promotes and publicises this wherever it can. Migrant workers are also high on the agenda. Regional and national publicity materials have been widely publicised to branches and are available for download on our website. Kerrygold in Leek saw an increase of members from a wide range of ethnic backgrounds, as English was not their first language, regional and national resources were extremely useful. Vision Associates Senior Diversity Officer, Barsit Shah has signed up to the GMB and hopes to work with the Region in promoting Equality/Diversity in the workplace.

Both Equal Rights and Race held Regional Conferences, the themes of which were overviews on the Women in Work Commission results given by EAD Solicitors and Stop the BNP Campaign given by Mick Rix. James Piper, a medical student at UMIST who is a member of both NUS disability and LGBT Committees gave an overview on the law and how this affects disabled and LGBT communities. A taster session on branch equality/race training was also put together and it is hoped to further extend this in 2007 with a one day training event. National Equal Rights and Race Conferences were attended and motions forwarded were all carried.

The re-launch of the Branch Equality/Race Officer position saw the Region revise and update its current database to pull together the link between its Committees and Branches. This re-launch did give an increase in the numbers of both Branch Equality/Race Officers, but there is still a great deal of work to do. Communications are now sent direct to these branch positions.

Both Committees have been strongly promoted in the Regional magazine and our website has been rejuvenated to show current Regional and National campaigns and links to other useful sites. It is hoped that we can further improve in 2007.

The ethnic breakdown – North West is as follows

17 Delegates:

2 Black

1 Asian

1 Irish

7 White male

6 White females

Northern Ireland is beginning to experience a very notable increase in the number of migrant workers now taking up jobs in many sectors of the economy. Migrant workers are mainly coming here from Poland, and we are presently pursuing an important recruitment initiative in the Mid-Ulster area. In order to take an effective and measured approach, we recognise the importance of bringing an interpreter onboard with our team to meet with the growing Polish community. We are presently seeking the release of a lead Polish representative from the Southern Region.

There is an Equal Rights Committee which consists of 8 representatives. There are 2 black female representatives on this Committee, and this equates to 25% of that combined representative group. The remaining 6 representatives are from Northern Ireland.

## 7 YOUTH

The Region has maintained its commitment to promote our Young Members Section in a year that has seen many changes.

A survey was undertaken to aid the Region in developing an active group of branch youth officers. Sadly, results of the survey highlighted the fact that even in the most organised branches there was a lack of activity in this role. In response to this branches were again written to and it was reiterated that this was a rule-book position. Again this seems to have made little difference to the total number of branch youth officers.

The Region's website has been updated and youth has been publicised in editions of the regional magazine and to branches. The Region further publicised young member services in sponsoring a parent/pupil handbook that went out to 25,000 students/parents and teachers across Liverpool.

On a more positive note the Region was represented at the TUC Young Members' Conference and initially participated in the GMB' National Young Members' meeting with Debbie Coulter which was convened in response to an earlier meeting with Debbie at the TUC Young Members' Conference. Unfortunately our delegate, Julie Sillito, has had to step down in the latter part of 2006. She was unable to commit the time due to her own changing circumstances in her chosen career to aid the Region any further at this time in its efforts to promote the Youth Section. Sadly this also left our Region unrepresented in the national relaunch of Young Members that took place in December. Despite our efforts to address this with further publicity on finding a replacement delegate in a relatively short space of time.

From regional and national feedback, this section in its current format, is virtually totally inactive and fails to grab the attention of our young members. The Region is aware that at last the GMB is taking steps nationally to address this with the relaunch and more importantly allowing young members themselves to write their own agenda in respect of how this is best progressed.

## 8 TRAINING

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (2 days)	15	139	31	170	340
GMB/TUC Induction (6 days)	5	53	13	66	396
Branch Officers (please specify subject)	-	-	-	-	-

(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
Women's Event	1	2	16	18	18
European Launch	2	29	13	42	84
Communication	2	9	3	12	24
Age Discrimination	2	19	5	24	24
Pensions	1	6	2	8	16
ULR	1	14	1	15	75

Tutor Review Day	2	12	6	18	18
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(c) Health & Safety Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
Health & Safety (2 days)	14	158	32	190	2,660
H&S Inspection (2 days)	4	30	5	35	70
H&S Worker Involvement (1 day)	1	29	2	31	31
On Site H&S (1 day) Workplace Training	1	7	5	12	12

(d) Other Courses (please specify subjects / weekdays/ weekends)					
	No. of Courses	Male	Female	Total	Total Student Days
Women's Conference	2	4	75	79	79
Northern College	7	26	0	26	182

(e) TUC (STUC & ICTU) Courses					
	No. of Courses	Male	Female	Total	Total Student Days
Combination of 10 day & short courses	192	788	169	957	
ICTUC / NW TUC	22	15	7	22	220

## 9 HEALTH & SAFETY

All courses including Health & Safety representative induction courses are delivered around the organising agenda. Recruitment/retention specifically organising around Health & Safety issue in the workplace, using contact with members/non members through workplace inspections to organise and educate also building on safety representatives successes.

Inspection courses, best delivered in the workplace, deal with real issues in the workplace ensuring representatives and are seen as proactive and raising the awareness to members/non members of what we do. Delivered at Henry Wincanton where we raised the profile of representatives on site both with members and managers.

Another initiative to cross the Atlantic, Behavioural Safety Programmes are being rolled out by consultants and to a degree supported by HSE. The role of the Education Officer has been to raising the awareness around the down side of such programmes and to date have been involved after such initiatives have been consulted to representatives and managers. It is important that representatives are forewarned about BSP's and what they are about i.e. blame the worker not the system. Hierarchy of measures turned upside down and big emphasis of PPE rather than elimination. It is felt that BSP's should have alongside them a public health warning to all representatives.

A number of Safety representatives attended Hazard 06 and submitted reports back on activity they were involved in. This was a successful event.

Workplace inspections are very time consuming but useful in raising profile of GMB in the workplace. Many other unions do not seem very active in this area, but we continue to support representatives at the coal face, meeting management and a big emphasis on ensuring safety representatives are enforcing their rights. The feed-back we get from representatives is that the course gives them an opportunity to develop their practical skills, which allows them to be more effective in their workplace role.

Workers Memorial Day 06 was held in Manchester City Centre for the second year running. This has been a well attended and publicised event with speakers ranging from MP's, trade unions and victims' families. GMB has played a major part in the organisation of the event in partnership with Manchester Hazard Centre, which was well attended by activist members and the public. This event is growing year on year, being organised around health and safety and Safety representatives' rights. This day is also acknowledged at offices across the Region and workplace Health & Safety representatives are encouraged to introduce initiatives in their workplace which coincide with the day.

Mesotheloma Day 06 was held in Manchester Town Hall on 27<sup>th</sup> February, an event bringing together trade unions, victims' families and government bodies to discuss issues around legislation and compensation for victims' families. GMB have supported this event and will continue to do so to promote the work GMB are doing and to fight for better controls – i.e. enforcement.

All officers receive updates and fact sheets on health and safety and other employment related topics on a monthly basis. Representatives receive information specific to health and safety through their branches.

Health and safety Induction courses are provided to equip representatives with knowledge and skills to effectively organise in the workplace and provide representation/communication skills.

The Region responds positively to requests from representatives who want specific health and safety training related to their workplace and we have delivered this course in 2006.



A one day Health and Safety Worker Involvement seminar was delivered at the Columbus Quay Office to respond to the HSE briefing document on worker involvement. This was well attended.

A Men and Women's Health Awareness course is positively promoted and delivered within the Region and is proving to be beneficial and well received. This has been a recent initiative that it is intended to develop further.

Safety and Welfare at Work is delivered also through our women's conference, which help to raise awareness of different issues that affect not only women, but men at work.

A Bullying & Harassment training seminar continues to be offered to workplaces within the Region.

## GMB SCOTLAND

### 1 MEMBERSHIP AND RECRUITMENT

Financial Membership	62,071
Section Financial Membership (by each Section):	
COMMERCIAL SERVICES SECTION	16,112
MANUFACTURING SECTION	10,885
PUBLIC SERVICES SECTION	3,5074
Grade 1 members	43,324
Grade 2 members	13,972
Retired, Reduced Rate and others	4,775
Male Membership	34,046
Female Membership	28,025
Total number recruited 1.1.2006 - 31.12.2006	7,542
Increase/Decrease 1.1.2006 - 31.12.2006	+133
Membership on Check-off	51,265
Membership on Direct Debit	6,325

#### Response to Organising Agenda

GMB Scotland continues to prioritise the Organising Agenda as our principle strategy for growth and is fully embracing the CEC Special Report to Congress 2006 GMB @ Work Workplace Organisation. The Region is working to ensure the embedding of the strategy, drawing up Regional recommendations while ensuring that the National Organising Team's adopted three targets are integrated into GMB Scotland's Workplan.

Some reorganisation and restructuring within the Region has been undertaken following the resignation of an Organiser 2006. This coupled with long term absence continues to impact on resourcing.

Our campaigning agenda during 2006 on Public Sector Pensions resulted in one of our biggest ever monthly increases within the Region proving that a proactive Campaigning Agenda responding to our members issues, and taking these issues out into their communities was significant in capturing the hearts and minds of the members.

Developing stronger workplace organisation remains a key priority in delivering the Organising Agenda underpinned by the training, development and mobilisation of our key resource, our Shop Stewards.

Servicing our membership is now seen as part of an holistic approach in ensuring that this is seen as an opportunity within the workplace to ensure that our organisation is robust and ensuring growth with retention.

The National Meeting of all Organisers held in Birmingham on 1<sup>st</sup> December 2006, and addressed by the General Secretary was met with a positive response by GMB Scotland Organisers. This was followed up with a further meeting held in the Region by Martin Smith, National Organising Officer, Organisation, taking us all through the role of the National Organising Team and setting out the significance of the changes endorsed by Congress 2006, again this received a positive response.

Currently all recruitment activity in the short term is focused on the National Organising Team's adopted three targets of Southern Cross, G4S and Schools. Southern Cross is now starting to deliver membership growth within the Region following a slow start and given this initiative is fresh the Region has implemented the Organising model within Southern Cross by ensuring that we have created over a dozen Shop Stewards, created a dedicated Southern Cross Branch and are driving an issue based agenda which is membership led. Schools in Scotland fall within a different structure from the South and as such we do not have the same opportunities however, we are now picking up on this area as a growth target with ongoing induction recruitment being undertaken within G4S.

Branch Structures continue to be reviewed within the Region encouraging Branch Activity within the area of growth and organisation. Branch development plans have still to be fully implemented and established across all Branches.

Equal Pay continues to dominate the employment landscape within Scotland as stated in my report to Congress last year. Falkirk Council has been in the news significantly as GMB members combined with Unison and TGWU members continue as of the time of writing to embark on industrial action following the Local Authority implementing the imposition of a new pay package which we believed continued to preserve pay inequalities between men and women including the continuation of pay protection led GMB with Unison into seeking a Judicial Review against the Council for failing to carry out a full equality impact assessment of their proposed new pay and conditions package. However, the Court of Session in Scotland ruled that the matter was primarily one of a contractual employment dispute and as such should be pursued by the Tribunal process. Again we have been using this key issue as a recruitment opportunity within the Region.

Representation to the Scottish Executive supplied by way of evidence by GMB, TGUW and Unison put forward the proposition that additional funding should be made available from Central Government given the financial implications of the local authority "Single Status Agreement".

The Region has also recently completed Diversity Training as has all GMB Regional Organisers and Staff, this awareness training will assist in our growth agenda for the future.

One of our hidden assets within GMB Scotland has been the Scottish Professional Football Players Branch which has not been fully promoted to date as part of the GMB Brand. 2007 will see a high focus on using football and football players as a marketing brand for GMB to assist in focusing on youth within Scotland and in creating a Sports Development Section which will encompass all sports and ancillary areas within the world of Sports across Scotland. This is a longer term strategic development which should add a significant value to GMB Scotland's strategy for growth and contribution to the National Targets.

### Recruitment Targets and Campaigns

Recruitment Targets within the Region are presently focused on the three main National Organising Team targets of Southern Cross, G4S and Schools. These, combined with the Community District Nurses Association as a Regional Target with Community Integrated Care are being targeted.

Consolidation within existing workplaces where we are recognised is a major initiative in delivering our contribution to a National Growth Target. Training and developing local Shop Stewards and the creation of supporting local hubs of stewards are vital in ensuring growth. A mid to longer term Growth Strategy for the Region is currently being developed involving all our Organisers in determining the future areas of potential. Cluster areas are being set up across Scotland due to the geographical spread of the Region.

Migrant Workers are another area where we are currently trying to tap into this group however; this is an area where all the Unions are seeking growth. Significant Polish migrants have moved to Scotland over the passed 12 months however statistics have shown to date that the majority of these workers only stay in Scotland for a short period of time before returning home to Poland. However, this is one area of our campaigning at Regional level which we hope to generate membership growth.

Communicating our Campaign on workplace organisation is being highlighted to members and stewards through the Regional Magazine and also implemented through the delivery of Training for all new Shop Stewards within the Region.

The Region's Action Plan for growth continues to adapt to a changing industrial landscape within Scotland where the shift away from Manufacturing into the Service Sector of the economy continues to grow at a pace.

Public Services may well receive less investment following the Local Council elections and the elections of Members of the Scottish Parliament, the Political Landscape may well also change creating some difficulties for us.

The Public Services and NHS are areas where there still exists opportunities for growth as the level of Trade Union Density is still nowhere near its potential.

Developing our network of lay activists will be key in developing and extending our targets and campaigns for growth and will include the delivery of Organising Seminars aimed at improving both Organisers understanding of the National Organising Strategy and our Shop Stewards in moving them sequentially from a servicing to an organising model, developing their collective skills.

Workplace mapping needs to be universally adopted across the Region as a means of empowering our reps to ensure that they are in control of workplace information by ensuring we have Health Checks for each and every workplace as a process to deliver growth through our brand GMB @ Work. This approach will play a major role in delivering Congress endorsement of the Special Report.

### Overview of Region's Economic & Employment Situation

Recent redundancies across Scotland have served to highlight the ongoing fragility of manufacturing employment in Scotland. GMB have however not been exposed to major membership loss as a result of these recent announcements, and indeed has seen major investment by Diageo the world's most profitable spirits company of £100 million a significant amount of which has been invested in GMB recognised plants.

Currently manufacturing provides employment for some 225,000 people which is a reduction from 2006 of roughly 8000. Exports in 2005 accounted for over £13billion however recent years has shown a continual decline in our manufacturing base with the shift to the Service Economy, though it appears clear from recent figures that the decline in Trade figures for manufacturing have not been compensated by the growth in Services. It is currently estimated that 93,000 jobs in non-manufacturing industries are related to the manufacturing sectors purchasing.

Manufacturing within the Scottish Economy is still important and has been highlighted by Scottish Enterprise as one of 6 key priority industries with Food & Drink, Energy, Aerospace, Shipbuilding, Marine and Chemicals being

strategically important. Tourism & Leisure industries, notorious for its transient labour force still offers potential growth as does Commercial Services in Scotland.

The Scottish Executive have focused on meeting the productivity challenge through skills and innovation however concern is being expressed by GMB that the CBI and the Federation of Small Businesses continue to promote the arguments that the public sector is “crowding out” the private sector and that businesses are hamstrung by levels of new regulation and that business taxation is too high. Evidence however flies in the face of these claims as the UK is ranked sixth out of one hundred and seventy-five countries, in the World Banks ease of doing business, with the UK being ranked by the OECD as the most flexible economy and other surveys have indicated that the UK has the fourth lowest total tax burden out of twenty-two OECD countries. The evidence therefore does not support these claims by the business community.

Scotland’s productivity challenge is still significant in the face of globalisation with figures produced to date indicating that to meet the measures of labour productivity commonly used Scotland’s workforce would need to increase their GDP per hour worked by seven per cent.

The focus on promoting the skills development is being championed by GMB Scotland as investing in skills is a necessary condition for higher productivity in today’s knowledge based economy. However, Scotland’s main explanation for the productivity gap with Germany, France and the USA is our poor record on investing in physical capital, R&D and infrastructure.

Within the Public Sector we continue to challenge public sector bodies to ensure that women workers are paid fairly and to address within Single Status the persistent undervaluation of women’s work. The GMB is engaged with the Scottish Executive along with other affiliates of the STUC with regard to ongoing discussions to deliver high quality public services.

GMB Scotland is also playing a key role in promoting a Balanced Energy Policy for Scotland based on a diversity of fuel sources in order to ensure security of supply. The investment in wind, wave and solar power should provide GMB with additional opportunities for growth as a major part of protecting the environment in the face of Climate Change.

Scotland faces many potentially serious economic and social challenges, a declining and aging population, a low rate of R&D investment, retaining its manufacturing base in the face of increasing global competition, tackling the levels of persistently high levels of people economically inactive. Combining this with a major investment in upskilling today’s workforce will be the only way forward for a vibrant Scottish Economy.

A strong public sector coupled with a vibrant manufacturing base and dynamic commercial services sector is what GMB Scotland is promoting in discussions with the Scottish Executive.

### Commercial Services Section

Scottish Power, Longannet Conveyor Housing Failure - On Sunday afternoon, 21 January 2007, Longannet Power Station's main coal conveying system into the main boiler house suddenly failed. The station's full emergency plan was executed including evacuation and shut down, and emergency services were present. Fortunately, all staff and contractors were safe and accounted for and there were no impacts on the environment. The cause of the incident is not yet known. A Panel of Inquiry has been convened and is investigating. The region (southern Fife in Scotland) had been experiencing storm winds in recent weeks although it is not yet known whether this was a significant contributory factor. Failure was reportedly sudden and is likely to have commenced at a non-redundant point, ie at a connection with foundations, connection to the top of the supporting trestles or at a mid-span connection of the conveyor gantries. As a precaution, ScottishPower is progressing structural surveys of similar equipment and facilities.

Scottish Power, Iberdrola - The following is the text of a letter sent to Jack McConnell MSP, First Minister at the Scottish Parliament by the Senior Organiser. I write to express extreme concern over the potential takeover by the above Spanish company of Scottish Power UK. Over a number of years we have faced difficult situations on behalf of all the employees regarding restructuring of the Scottish Power Businesses and protecting the job security of those involved. The GMB along with our respective Trade Unions, UNISON, PROSPECT, AMICUS and T&G have built up a relationship and understanding which is in the interest of a cost effective business. The GMB now feels that this is under serious threat. Scottish Power is one of the most successful UK companies within the energy market and really is in a position not only of continuing growth but are strong enough to look elsewhere for potential mergers within the UK. Once again however we see ourselves subject to a foreign competitor being allowed to make a move on a UK company which for the first time in years has now established itself within the market that it covers. The GMB and other Unions following a presentation by the Company on the necessity for a restructuring exercise to be carried out to give Scottish Power a competitive edge within its businesses and the need for change accepted the position which would allow several hundred employees to leave on voluntary severance terms between 2005 and 2007. Alongside that, there have been negotiations of the closure of the final salary scheme to new employees. There has also been long term pay arrangements taking place and job evaluation and performance pay exercises carried out. This we believed was to give Scottish Power another competitive cutting edge. However, like some of my other colleagues, who no doubt will be in correspondence with yourself, this now stinks of betrayal and goes against totally the working relationship that we had for the businesses and all the employees.

#### Energy Retail Limited, New Bargaining and Consultative Framework – 2006

Introduction - The Integrated Approach to Pay and Performance Management Agreement, July 2005 created a new collective bargaining structure for employees with the Energy Retail Business. Section 7 of this agreement sets out the requirement for the cessation of existing arrangements and the introduction of a new framework for bargaining and consultation. A key principle for Management is to ensure that the Business is compliant with the Information & Consultation of Employees Regulations 2004 ("ICR"). Accordingly a new framework will be introduced which will provide facilities for all employees, regardless of their contractual status to be represented for the purposes of collective consultation. The elected employee representative will represent all employees within the constituent area, who are not affiliated to one of the signatory Trade Unions. The Trade Unions will be represented by the shop stewards in each of these areas for whom the employees who are trade union members have already had an opportunity to vote. The Trade Unions faced the problem of non-union employees being at the table it was understood this would be for information purposes only and they would not be involved in any form of negotiations this will be monitored by the Trade Unions.

Scottish Power, Energy Retail Collective Agreement. Negotiations on terms and conditions of employment for employees covered by the Business Sales, Manweb, Dataserve UK (also known as the Metering Agreement), Professional and Staff Grades Agreements. As a result of a number of meetings with the Energy Retail management team and the signatory trade unions to the proposed Energy Retail Collective Agreement, the following agreements were reached relating to the machinery of negotiation and consultation along with the single agreement. In order to comply with the Information and Consulting Employees Regulations (ICE Regs) it was agreed that all current business councils eg, Business Sales, Staff Grades, Manweb will cease to exist. To replace them a negotiating and consultation Council (JNCC) and four Joint Consultation Councils (JCCs), to include Customer Services, Customer Collections, Operations Sales & Marketing Finance & Commercial/BT, will be formed. The Energy Retail JNCC will provide a forum for both consideration and communication of matters of common concern or interest to Business Management, employees and the Unions with a view to reaching agreement with the recognised Trade Unions on all aspects of terms and conditions for staff covered by this Agreement. The JNCC will be the single recognised negotiating forum for the business and employee elected representatives will therefore only actively participate on items of consultation.

British Energy - High performance workplaces through culture change - terms of reference. The Company/Trades Unions Joint Working Group is to be formed to help identify ways to a High Performance Working Culture in BE Nuclear Generation. The purpose/style of these discussions will be: open and

exploratory, to ensure a full understanding is achieved by those involved based on overcoming existing obstacles to improve productivity and personal development. Will take into account barriers to high performance and remove them. Will consider the use of employee focus groups to ensure input from the widest spectrum to ensure all views are captured and considered. Will focus on identifying recommendations and improvements in company procedures and working practices to deliver the perceived outcomes from the Terms of Reference. Will form a report to be considered by the Trades Unions at a senior level and the BEGEN Board.

British Energy - Joint Company and Trades Unions Statement, Good progression on new agreement talks. Company and Trade Union Officers/Representatives in the forum known as the Negotiating Team have continued discussions on proposals for a single New Agreement to replace the NEJC, SNJC, SNJIC and SNJB Agreements, which cover staff employed in the Nuclear Generation part of the business. Further progress has been made and many issues have been addressed to the satisfaction of both parties. As previously indicated, the New Agreement will involve; a new pay structure which combines NEJC and SN pay structures. Much wider application of Competency Based Pay which is also supported by an Appraisal Scheme. A single approach on overtime payments, shift payments, holidays, etc (they are currently different in the NEJC and SN Agreements). Understandings to ensure no detriment. Updated procedures, such as disciplinary, capability, grievance, etc. The discussion has also involved specific proposals as a result of the Operate & Maintain Technician Review, and once these have been finalised and agreed, further information will be published. Similarly the Negotiating Team has been considering the most appropriate committee structure to support the New Agreement and wider aspects of consultation, etc. In order to finalise the key aspects of Competence Progression, a joint team, reporting to the Negotiating Team, are meeting regularly. They will also, in due course, be drafting briefing material which will be used as part of staff briefing.

DHL – Now that the three year agreement has been signed and accepted by our members we hope that the Company can turn things round and fully consolidate the business going forward. It has been a very difficult time over the last two to three years with the UDW trying to encourage GMB members to leave and opt for them. We had to get some stability and confidence into the business going forward and now believe we have been successful in achieving that. The Shop Stewards have played a major part in delivering the message across the depots in GMB Scotland and have to be congratulated on their hard work and endeavours.

Group 4 Securicor – The new structure for the Company will be in place over the next few months within GMB Scotland. The Company has been particularly helpful in our attempts to maximise recruitment within the Security Industry. We have in GMB Scotland got an opportunity to have a membership application form in the hands of every security employee within G4S. We will be utilising the Company to do this for us hopefully sending out the right message that will encourage security guards to join in the future. As G4S is one of the targets for the NOT team it is believed this approach will be very helpful in meeting our targets in the future.

Aviation – British Airways decision to sell of the BA Connect routes to Flybe has caused some great concern amongst our members within the Company. There is a real uncertainty as to what the future may hold for all the BA staff in the four airports affected in Scotland namely; Glasgow, Edinburgh, Aberdeen and Inverness. There are upwards of four hundred jobs at risk with no guarantees that TUPE transfers will apply. The situation will hopefully be resolved to a satisfactory conclusion and redeployments could be the answer to that.

Servisair – The Company are restructuring their business needs in Scotland which could mean a mixture of job opportunities and redundancies. It's likely that there will be more redundancies than job opportunities though their plans will unfold over the next few months. They have been going through quite a difficult period with the loss of a few contracts in some of the Scottish Airports.

Asda Distribution – The new Agreement between GMB and Asda was well accepted by our members in GMB Scotland. It will be through good working relationships and satisfactory achievements within Grangemouth the sister Distribution Centre that will effectively ensure that the employees in the Falkirk Site will see that the only way to enjoy any successes through negotiations or consultation is going to be only with GMB Scotland.

Asda Stores – We welcome the Agreement between the Distribution Centre and Asda and hopefully that will extend to a better relationship with Asda and GMB Officers across the country. This would obviously allow more flexible access into Stores in order for us to recruit. We know the National Secretary and the General Secretary are involved in trying to get a firmed up agreement to allow us this facility. It would be a blessing for all if we were given the opportunity to recruit heavily within Asda and it has to be seen as a major target for the future.

Casinos – GMB Scotland was particularly disappointed that the award for the Super Casino did not come to Glasgow. It would have been seen as a major investment within the area of Glasgow which could be seriously developed creating job opportunities and prosperity. The only worrying thing would be the possibility of a migration of casino users who might well fancy the two or three hour trip down to Manchester to use the Super Casino facilities which could in turn see the casino industry in Scotland suffering greatly with the loss of jobs in the process.

Whisky Industry – the major announcement over the last twelve months within the Whisky Industry was the merger between Chivas and Allied Domecq. This was a major business decision which in the long term could see great benefits for the company and hopefully for our members. Like all major acquisitions and mergers there are normally casualties along the way. It is hoped that this does not impact on any of the members of the two former companies and that operations can and will run smoothly over the years to come.

Burton's Biscuits – The venture capitalist; Hicks, Muse, Tate and Furst are at this moment in time looking at the possibility of selling on the business. This would be of obvious concern to GMB Scotland where we have a major plant employing more than 600 people in Edinburgh. It is hoped that if there is a buyer that investment will come into the Sighthill Plant in Edinburgh which may lead to some job opportunities. Burton's has a long history and association with Edinburgh and it is hoped that whoever takes over the business continues in that basis.

United Biscuits – There is current speculation as well as to the future of UB and who may or may not be running the business in years to come. Again speculation is that the business could be sold on though we will just have to wait and see how things develop over the piece. When announcements like this are made there's a great uncertainty for our members and their futures.

The Clothing & Textile industry in GMB Scotland has as everyone will know went through a very difficult period with mass redundancies over the last five – ten years. Things seem to have quietened down and the industry has stabilised and is running at its current level without any major redundancy announcements. GMB Scotland is still involved in the Scottish Textile Forum where we have input into the future of the industry with an obvious interest to protect the niche markets that we currently enjoy. This will be an ongoing situation as we will do everything that is possible to maintain a textile manufacturing base within GMB Scotland. Textiles still remains one of the Scottish Executives targeted areas within their Manufacturing Strategy.

BAE Systems (Sub-Contractors) - Following the recent wage settlement with BAE Systems negotiations then took place to achieve the rate of pay for the sub-contractors. This was achieved through separate negotiations with the following companies:-Interserve, Vinci, On-Plan and Tycon. One company, Frankin, have still to comply with the other sub-contractors and the Organiser is still pursuing this company. The yard settlement was 3% this year, and 5% come October. There was a further increase of £1,000 for the alteration of the tea break arrangements. There will be a 3% increase in January 2007 and this completed the 2 year deal for BAE Systems Sub-contractors will not receive the lump sum payment of £1,000; however, our members will receive an additional £15.00 per week for the length of their Contract. We have just recently signed a new recognition and partnership agreement. Currently both yards have a full order book and are progressing in all areas financially. It would be fitting to say that for the first time in many years that employment in the yards on the upper reaches is secure.

Ferguson Shipyard - The yard accepted a pay freeze for 2005/06 because the company showed losses of £900,000 in 2004 and £750,000 in 2005. The management have decided to change the role of the yard. Whilst still being a shipyard they intend to break the yard into various divisions – steelworks, electrical engineering, construction, etc. This will allow the company to tender for outside work in the Engineering Sector. The shop stewards have now submitted a wage claim for 2006/07. The company had intimated that because of the change in strategy they wish to review the out working allowances which the workforce currently enjoys. The Organiser has informed the company that depending upon the work and location of the work they may have to apply the National Agreement in Engineering which will be the NAECI Agreement in some cases. Wage negotiations 2006/07 have been resolved. Members accepted 3% across the board increase. However, some allowances on the periphery were negotiated away as part of the wage increase.

Henry Technology - Following recent wage talks the Organiser has managed to increase the welders claim for parity to bring their rate up to £8.43 per hour.

Innovene (Previously BP Grangemouth Oil & Chemical) - Failure to Agree on the issue of shares valued at approximately £6000 per year, Ballot result was over 90% in favour of industrial action (Unions – GMB, T&G & AMICUS) management requested talks and the issue is now resolved. The agreement is for 1 year, taxable payment of £3000 this year, £3000 next April & £3000 onto the basic rate of pay for unions members only as from 1<sup>st</sup> April 2007. Annual equity plan also put into place with a minimum payment of £1200 investment.

Wood Group (Mossmorran) - AMICUS & GMB recognised by the company for all negotiations and procedures covered under NAECI.

Offshore – Wood Group - A meeting is to take place in Aberdeen to discuss redundancy procedure and other associated issues. A further meeting took place to discuss redundancies on the Apache rig and a new Redundancy Policy for the Wood Group was agreed

Offshore – Amec - A meeting is to take place in Aberdeen to discuss a wide variety of outstanding issues. Offshore Contractors - Two meetings have taken place in Aberdeen. There are no formal proposals from Management yet. Discussions are mainly on the Working Week (Annual Holidays).

Faslane/Coulport - The management of this Company intend to introduce in their words “a suite of policies”. It is their intention to consult with the Unions and then implement their policies. The Trade Union Side take the view that were the policies to impinge upon our members, consultation is not adequate. It is required to have consultation and agreement. Further that the procedural arrangements must be triggered. The management reject this view; consequently they refuse to accept the status quo ante.

Sullen Voe (Shetland) - The Organiser has recruited a number of new members and has sought recognition with the Wood Group. We are now awaiting a response. Unfortunately, AMICUS have refused us a place on the negotiating table. Further discussions will take place.

Clydeview Precision Engineering - We have gained recognition within this Company. A meeting took place with ACAS, the Company, and GMB in late October and the Recognition Agreement was resolved. The election of shop stewards will take place once the Recognition Agreement is signed off.

Mitsui Babcocks - This Company will be taken over by the end of the year by Doowah Engineering of South Korea. The Company state that they will complete the consultation period with the recognised Trade Unions. Company H.R. state at this time the Company does not envisage any changes or job loss.

Mod/Babcocks Naval Services – Faslane and Coulport - We have difficulties in two areas. Firstly, the Company’s approach to the agreed procedures. There will be a meeting involving the National Officers on this matter. Secondly, wages 2006/07 - Negotiations are ongoing. Company offered 5% with strings, i.e. productivity



and flexibility. However, our members are of the opinion that the flexibility required is too far for the money offered. Talks still ongoing.

Rosyth Dockyard - Members placed in Devonport and the West of Scotland are hopeful of some movement in the Carrier Programme, they are also bidding for the Longannet job.

Longannet (Contractors) - Project Joint Council to be held monthly. Two bidders are in for the fabrication job (1 year's work) Rosyth and Burntisland.

UKAEA - 2006 Pay Settlement - following negotiations between UKAEA management and unions, agreement has been reached on a pay settlement which covers the basic rates of pay for all UKAEA employees except Senior staff.

Dounreay, NDA Funding - At the Dounreay Stakeholder Group meeting on Wednesday 24<sup>th</sup> January 2007 a statement was read out from members as follows: "Over the last fifty years the local community has supported the nuclear industry in the good times and the bad. All the people that work on the Dounreay site – from the hard working catering and cleaning staff to the operators, support staff, tradesmen, scientists, managers and all the contracting staff – that support the decommissioning on the site have all fallen into line with the new way of working introduced by the Energy Act and the formation of the NDA. The move into this new world of privatisation has not gone by without some pain to all the parties concerned. It has involved companies merging and new partnerships being formed. A new way of working has come into play with deadlines, milestones, targets set, fee earned against plans set out. UKAEA and other contractors have met the targets set by the NDA and performed well over the last year. Therefore it came as a great shock to all of us on the Dounreay site a few days before Christmas that we learned via an article in the Times that there were shortfalls in the NDA funding. The fact that we heard this through the media is beyond belief. The shortfall in funding has come about as the planned income stream from the generating reactors and the THORP plant has not materialised. This has the potential to have a devastating affect on all the hard working and loyal people that work on the Dounreay site with redundancies a strong possibility. This will have a knock on effect on the local community with the butcher, baker and the candlestick maker all suffering. The brain drain that has already started with workers and families relocating down south into other industries which offer a more secure and stable future will now gather pace if the funding issues are not addressed. This issue has been raised at previous meetings. Whilst the NDA have supported the infrastructure in other communities, reference to the £18 million to the Cumbria Health Service, they were not seen them knocking on our door when our community campaigned for support for the Maternity Unit and the lack of NHS Dentists. There were no bags of money delivered in helicopters to support our community.

Hunter Rubber (Dumfries Rubber Company) - We have had further redundancies within this company. They have also sold off the Diving Suit Division with the work going to Lithuania. As previously reported, we have serious concerns about the future of this company. All redundancies became voluntary following negotiated enhanced payments (Eighteen in total).

Interfloor (Dumfries Distribution Centre) 2007 Pay Offer - Following negotiations; base rates increase 6.2%, Salary scale - £6.45 factory/warehouse worker, £6.20 trainees/cleaners, shift allowance increase from 10% to 12.5%, annual holiday entitlement increased by 2 days from 20 days to 22 days (plus statutory holidays of 8 days), Reduction in the working week to reduce hours from 50 hour week to 46 hour week, no loss of earnings.

The Public Sector in Scotland has seen further growth in Financial Membership since the last Congress Report. Whilst there has been a continuing Campaign of Recruitment within the Section the real drivers this year have been the issue led initiatives around Pensions and Equal Pay. The Section is also working in the areas targeted by the NOT Team such as Schools and Southern Cross Homes. The Section will continue this work in the months ahead.

The year started with the Industrial Action on 26<sup>th</sup> March 2006 on Local Government Pensions and the removal of Rule of 85. Following that very successful day a series of meetings were held with COSLA, SPPA, the Scottish Executive, and the Trade Unions. Agreement was finally reached that all Scheme members who qualified for Rule of 85 could still take that option up to 2020. The Trade Unions are currently in discussions about a new Scheme to commence by April 2009.

Without doubt the big issue for the Section this year has been Equal pay, Job Evaluation, and negotiations on new Pay Models and Terms and Conditions packages. GMB Scotland has negotiated with every Local Authority on historical pay inequality with every Council making Offers to predominantly women Occupational Groups for past inequalities. GMB Scotland was the main driver on this issue and our action has resulted in thousands of women receiving tens of thousands of pounds for past inequality. We still pursue Equal Pay claims for those Occupational Groups where we believe there is inequality and have not received an Offer. GMB Scotland has also lodged Equal Pay claims in every Health Board where we have members subject to Pay inequality.

Organisers are involved in negotiations in every Council on a new Pay and Grading Structure under the Single Status Agreement. The Employers on every occasion have included Terms and Conditions and have made proposals that in the main reduce the current package of Conditions. This has made negotiations difficult for Organisers and Stewards. We continue to negotiate for non discriminatory pay systems that have the least impact on current Terms and Conditions, but deliver equality for those predominantly female Occupational Groups that have been denied that in the past.

## 2 GENERAL ORGANISATION

Regional Senior Organisers	3
Membership Development Officers	0
Regional Organisers	19
Organising Officers	2
No. of Branches	184
New Branches	2
Branch Equality Officers	32
Branch Youth Officers	0

Changes have been implemented as to the inputting of information providing more up to the minute information as to membership recruitment providing a more robust process than had previously existed. Reaction time is improved, measurements are delivered more speedily, we can assess successes earlier and in doing so adapt and demand.

## 3 BENEFITS

Dispute	0
Total Disablement	0
Working Accident	5,819
Occupational Fatal Accident	0
Non-occupational Fatal Accident	0
Funeral	22,452

## 4 JOURNALS & PUBLICITY

Insight, GMB Scotland's Magazine will be going out direct to all our members prior to the local authority council elections and also the Scottish Parliament elections. This is to maximise the voting of GMB members in these

elections and to remind them of the links between Labour and the Trade Union. The journal will also be updating members as to Equal Pay within the Public Sector and of GMB's position. The journal will ensure that our agenda and vision reaches out to all our members.

5 LEGAL SERVICES

(a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
572	572

Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
750	261	0	488	1	
			£4,360,643	£2,372	£4,363,015
Cases outstanding at 31.12. 2006			1,095		

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	1,593
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Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
109	45	6	54	4	
			£192,000	£32,063	£224,063
Cases outstanding at 31.12. 2006			2,339		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2006
1	1	£0	0

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2006
25	17	29

Equal Pay Campaign - Throughout 2006 there was heavy demand on the Regional Legal Service in relation to the issue of Equal Pay and Equal Pay claims to the Employment Tribunal from members in the public sector.

Through negotiations many members' claims for back dated Equal Pay settled by Compromise Agreement or COT3. However we still received an unprecedented number of Equal Pay claims which we were required for most of the year, to process to the Employment Tribunal, in house. Currently we have just under 2,000 live Equal Pay claims for members mainly employed in Local Government and NHS Trusts or who are leavers. These claims represent just the start of a mass campaign of litigation that we have embarked on to tackle pay inequality for our members. Processing such a high volume of claims was extremely difficult and time consuming. However towards the end of 2006 our Solicitors Digby Brown introduced a highly sophisticated computer system to enable them to process our claims see comment from Solicitors below:

"We have continued to support and assist GMB Scotland to deal with the challenges faced with the wave of equal pay claims. The administrative burden of dealing with equal pay claims has been transferred from GMB Scotland to Digby Brown. We have developed our case management system to deal with the large volume of equal pay claims GMB Scotland has received from members. In doing so we have developed our system to enable the automatic production of fully completed Forms ET1 appropriate to either Local Authorities or NHS cases with accompanying letters to members and to the COET. The system is paperless".

This new case management system for processing Equal Pay claims has eased the burden on the Regional Legal Service as we approach the end of the internal administration of wave 1 (backdated Equal Pay claims) of the Equal Pay Campaign.

Ahead in 2007 however we will need to continue to litigate "interim" claims, that is claims that cover the period between the date of settlement/compromise up until the implementation date of the new pay and grading structures. Also given this Region's concerns that any job evaluation scheme and or its implementation is not equality proofed, we expect to litigate many more Equal Pay claims post single status on behalf of thousands of our members. We are confident that the new computerised system will enable our members' claims to be processed quickly and efficiently.

Regional Solicitors - In September 2006 GMB Scotland struck an excellent three year deal with Regional Solicitors Digby Brown for them to deliver exclusively a Regional Legal Service to all our members in Scotland covering new claims for personal injury, employment tribunals (including all equal pay claims) social security, and the extended legal service. Regarding the latter, it is proposed as part of the deal, to widely and actively re-publicise the extended legal service and its provisions to encourage greater take up by existing members and to assist in recruiting new members. By instructing only one firm of Solicitors rather than two, to deliver our legal service we will need to ensure that a high quality, professional and successful service continues to be delivered to our members and that monitoring task will be the responsibility of the Regional Legal Officer. GMB Scotland continues to promote GMB membership and services as an ongoing commitment to the organising agenda.

## 6 EQUAL RIGHTS

In Scotland we continue to be at the fore in Equal Rights campaigning, others will report on GMB's high profile Equal Pay Campaigns in both NHS and Local Authority, which is wholeheartedly supported by our Equal Rights Committee. St Andrews Day Anti-Racism event on 30<sup>th</sup> November 2006 has now established itself as a Trade Union supported celebration in Scotland's proud vibrant culture, a culture recognising the contributions of all Faiths, Colours and Nationalities that make up "the greatest wee country in the world". Last years event was stronger than ever with hundreds of people attending and GMB Scotland's Pipe Band leading the delegation. The STUC organised this event to unite against Racism and Fascism and to celebrate our diversity and shared humanity. Entertainment was provided after the Rally from "Makossa" an Edinburgh group playing Reggae, African, Latin, Funk and Rock music. A range of exhibitions and solidarity stalls including "Show Racism the Red Card" with participation from GMB Scotland.

The Regional Equal Rights and Race Committees now meet jointly bi-monthly as it was agreed by the Committee members that it would be more beneficial. The Committee recognise the need to be more active in

Recruitment and Organisation issues where the Committee have an interest and hopefully encourage more Black and Ethnic Minority members to become more involved.

The main topics the Committee will focus on will be Challenging Racism, Race Awareness, Domestic Violence and Equality in the Workplace. Cathy Murphy, Committee member, Chair of the National Equal Rights Committee and CEC member was one of the GMB delegation that went to Costa Rica to visit the Banana and Pineapple Plantations. She reported to the Committee the scenes she witnessed, it was so dreadful that she cried at night when she go back home. The plantations are so massive that the workers, some still in there teens, had to wake up at three am to walk to work for a five or six am start. They get paid for an eight hour day around £4.50 but work around eleven or twelve hours to meet targets, most not returning until at least eight in the evening. The working conditions being so awful it was hard to believe a country where lots of tourist visit still treat worker like slaves. Cathy has built up a friendship with one of the workers and as most workers travel to work cycling, she actively collects money in her workplace, where she works as a Shop Steward, to help purchase a bike for her new friend and the Committee will also help out.

Regional Equal Rights Conference - The Equal Rights and Race structure responsibility within GMB Scotland was taken over early last year by Louise Gilmour. Due to the timescale difficulties Louise was unable to organise the 2006 Conference. It was agreed however that the current Committee would carry on for the forthcoming term. The delegates to the 2006 Equal Rights and Race Conferences were elected by the Committee.

National Race Conference 2006 - GMB Scotland had a full delegation present with Georgia Cruickshank, Regional & National Race member, as Vice-Chair. The delegates were; Elizabeth Debruyne, Food & Leisure; Caroline Campbell, Public Services; Annette Drylie, Public Services; three being of Ethnic Origin. The delegation made excellent contributions Friday 27<sup>th</sup> October morning session had motions on "Show Racism the Red Card" with GMB Scotland delegation wearing Show Racism the Red Card Scotland t-shirts to highlight our very successful campaign in Scotland.

National Equal Right Conference - GMB Scotland had a full delegation with Cathy Murphy Equal Rights member chairing the conference, the delegates were: Senga Hodgson, Cathy Lavery, Patrick Quinn and Cathy Quinn. Cathy Murphy chaired the Conference for the first time and was so good I think in the future she will be asked again.

## 7 YOUTH

The responsibility for the Youth Committee had been taken over by Louise Gilmour early last year, Louise found her self in the position of the members moving on as they had reached an age that they would like to hand over to younger members. Just now with the help of the old committee we are kick-starting and looking to Branches and others to rebuild and continue the good work the youth committee undertook in the past. We will be seeking to establish a campaign to recruit, retain and organise young members into the GMB.

## 8 TRAINING

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (2 days)	12	107	31	138	276
GMB/Induction (5 days)	4	48	12	60	300

GMB/TUC Induction (3 days)	2	30	6	36	108
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(b) On Site Courses (please specify subjects)					
N/A	No. of Courses	Male	Female	Total	Total Student Days

(c) Health & Safety Courses (TUC)					
	No. of Courses	Male	Female	Total	Total Student Days
Accident Investigation & Reporting (5 days)	3	6	1	7	35
Health & Safety Stage 1 (10 days)	10	22	5	27	270
Health & Safety Stage 2 (10 days)	2	4	0	4	40

(c) Health & Safety Courses (continued)					
	No. of Courses	Male	Female	Total	Total Student Days
Risk Assessment (3 days)	1	0	1	1	3
Health & Safety Update 2006 (3 days)	1	1	0	1	3

(d) Other Courses (please specify subjects / weekdays/ weekends)					
	No. of Courses	Male	Female	Total	Total Student Days
N/A					

(e) TUC (STUC & ICTU) Courses					
	No. of Courses	Male	Female	Total	Total Student Days
Union Learning Reps (5 days)	3	1	3	4	20
Union Reps Stage 1 (10 days)	1	3	1	4	40
Stepping Up Adv. Course for Reps (10 days)	4	3	3	6	60
Handling Disciplinarys & Grievances (3 days)	2	2	0	2	6
TUC Certificate in Employment Law (36 days)	1	1	0	1	36

Trade Unions & the Environment (3 days)	1	1	0	1	3
Introduction to Italian For Trade Unionists (15 days)	1	1	0	1	15

## 9 HEALTH & SAFETY

Due to the long term sickness of the Region's Health & Safety Officer, we have been operating on the basis of communications, briefings on Health and Safety and the importance that we should all place on Health and Safety.

None more so than in the workplace where our Health and Safety Reps are daily contributing to ensuring that our members see both the relevance and importance of Health and Safety and that it is integrated into the Organising Agenda.

The Region's work with the Clydebank Asbestos Group and our involvement in discussions with the Scottish Executive concerning Corporate Culpable Homicide has been significant.

Continuing on these matters are taken into the Workplace ensuring that there is a visible sign of GMB making a difference and making the workplace a healthier and safer environment.

The message being that only a well organised workplace can ensure a safe working environment.

## SOUTHERN REGION

### 1 MEMBERSHIP AND RECRUITMENT

Financial Membership	73,221
Section Financial Membership (by each Section):	
COMMERCIAL SERVICES SECTION	22,361
MANUFACTURING SECTION	9,841
PUBLIC SERVICES SECTION	41,019
Grade 1 members	46,641
Grade 2 members	20,785
Retired, Reduced Rate and others	5,795
Male Membership	37,478
Female Membership	35,743
Total number recruited 1.1.2006 - 31.12.2006	10,517
Increase/decrease 1.1.2006 - 31.12.2006	-2,032
Membership on Check-off	48,516
Membership on Direct Debit	17,364

### Response to Organising Agenda

In 2006 the Region established a Regional Organising Team headed up by a Senior Organiser. For the first time the Region also appointed two Membership Development Officers who were attached to the Organising Team. Each Membership Development Officer taking responsibility for half of the Region. The Organising Team is supplemented by an additional Organiser and two members of Staff.



The Organising Team has primarily worked in the Public Sector and has continued with considerable success in organising School Support Staff.

Following on the success in establishing County Local Authority Branches, the Region's top priority in 2006 was the organising of a Hampshire County Branch. This campaign has already produced considerable results and has established the GMB firmly in the County. This same process will now be applied to a Dorset County Council Branch.

A three-day seminar was organised for all Officers to establish the priorities of the Organising Agenda. A further follow-on meeting was held at the end of the year. In addition, the Education Department using Project Workers and the Organising Team have met and established organising priorities for 2007.

### Recruitment Targets and Campaigns

At 2006 Congress, the Region reported that it faced considerable problems by attacks from disgruntled former officials. During 2006 the Region was able to consolidate despite that and has now effectively neutralised the challenge within DHL. There has also been considerable success in the fight back against the AA and its renegade Union. A number of members have now returned to the GMB. As part of this campaign, the Region has spearheaded an attack on Venture Capitalism which has attracted considerable media attention.

In 2006 the Region targeted migrant workers and commenced a successful organising campaign. Part of this campaign was the setting up of a Migrant Workers Branch in Southampton which has already resulted in significant recruitment. The Region has also successfully bid for a Migrant Workers Project in the South West and has appointed a Project Worker.

After a very sluggish start to recruitment within one of the national targets of Southern Cross, the re-focusing of the campaign did bring about some significant improvements towards the end of the year which has been developed into the New Year.

## Overview of Region's Economic and Employment Situation

As in 2005, the Region's membership base saw a continuing increase in public service membership with a decline in engineering and manufacturing jobs.

### 2 GENERAL ORGANISATION

Regional Senior Organisers	5
Membership Development Officers	2
Regional Organisers	15
Organising Officers	5
No. of Branches	108
New Branches	3
Branch Equality Officers	22
Branch Youth Officers	9

### 3 BENEFITS

Dispute	NIL
Total Disablement	4,000.00
Working Accident	3,980.00
Occupational Fatal Accident	4,000.00
Non-occupational Fatal Accident	1,100.00
Funeral	15,277.00

### 4 JOURNALS AND PUBLICITY

The Region has issued hundreds of press releases throughout the year; in particular in regard to campaigning on the AA and Venture Capitalism. This has caused considerable interest within the media in terms of newspaper, radio and television coverage.

The Region re-launched its magazine under the title of 'Vision'. So far, three editions have appeared.

### 5 LEGAL SERVICES

#### (a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
533	513

### Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
682	263	3	415	1	
			£5,412,897	£5,587	£5,418,484
Cases outstanding at 31.12. 2006			743		

#### (b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	158
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### Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
187	5	3	169	10	
			£962,951	£787,522	£1,750,473
Cases outstanding at 31.12. 2006			79		

#### (c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2006
175	-	£1,271,964	53

#### (d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2006
4	2	-

### Innovations and Changes to GMB Southern Region Legal Services between 01.01.2006 and 31.12.2006

As a result of the attack from certain solicitors in regard to equal pay, the Region has transferred the responsibility for all equal pay claims within the Public Sector to Thompsons Solicitors.

#### 6. EQUAL RIGHTS

It has been a very successful year for the Southern Regional Equal Rights Committee.

As regards the commitment to train Staff and Officers in diversity through the Union, this was achieved by the Southern Region before Christmas.

The Southern Equal Rights Committee has been extremely busy sending delegates to the South West TUC Conference, TUC Women's Conference and also the TUC Black Workers' Conference which raises the profile of the needs of black workers within the Region, builds alliances with Race Equality and Community groups, and also encourages local BME activists to participate. We also sent three delegates and one observer to the National Equal Rights Conference in Manchester in November. The feedback from this was very positive and the delegates found the workshops very useful.

The Committee took part in London Pride, Plymouth Respect Festival and Brighton Respect. All of these events brought new members into the GMB. This all links in with the Organising Agenda.

The Equal Rights section of the Region is still not functioning to its full potential, as not all Branches have yet filled the post of Equal Rights Officer. Hopefully with the recent Branch Audit being done in the Region we will have a clearer picture of what exactly needs to be done.

The Committee we will continue to prioritise in all areas of Equal Rights and maintain the practice of regularly informing Branch Equality Officers in the Region.

In 2007 the Equal Rights Committee is committed to highlighting the Equal Pay Gap and Age Discrimination in Workplaces by promoting Equality in every aspect of working life.

## **Race**

The Regional Race Committee consists of twelve members, and is chaired by Dotun Alade Odumosu, supported by Lorraine Parker as vice chair.

The Committee has met bi-monthly during the year and most of the meetings have been well attended.

## **Regional Race Conference**

The Regional Race Conference planned for October 2006 was rescheduled for spring 2007 to fit in with the national conferences.

The Committee operated to a Plan of Action for 2006-7 and continued to meet bi-monthly with guest speakers making presentations when they were available. Guest speakers in 2006 included Mick Rix on the work of "Stop the BNP" and Alan Fraser, Southern Region Education Officer on the new regional education strategy.

## **Political Activities**

Members of the Regional Race Committee were active during the local and European elections throughout the Southern Region and were also involved in events to commemorate Black History Month in London and in Plymouth, and attended the London Mayor's Rise Festival in London.

## **Branches**

The number of branches informing the centre of race officers has risen slowly and a region wide audit of branches conducted by officers should give a much clearer picture.

The Committee intends to visit branches to explain the role of the Race Committee and to promote the work of race officers.

## **Future Plans**

The Committee will continue to meet on a bi-monthly basis with a conference in spring 2007 and plans to play a full and active part within the Region and the National Race Committee.

In addition, the Committee is drawing up a Plan of Action for 2006-7 which will guide the Committee's work, ensure Southern Region participation in a number of important Regional and National events, and provide information to enable resources to be made available when required by the Regional Secretary and Regional Committee.

## 7. YOUTH

Throughout 2006 the Southern Region Young Members helped participate in a number of events. This has included helping with the Workers' Beer Company at events across the country between March and August.

### GMB Young Members National Conference

The National Young Members' Seminar took place on 4/5<sup>th</sup> November in London. About 80 young people attended and the weekend was an informal mix of a wide range of topics. The session included workshops on 'Organising Skills', 'Fighting Racism and Fascism', 'GMB Young Members – The way forward'. The Region fully participated in the Conference.

### Billy Bragg's Hope Not Hate Tour

The penultimate event of Billy Bragg's 2006 tour was in the Brighton Dome on the 16<sup>th</sup> December. Southern Region Young Members helped out on the stall and both the Tour Manager, Jeff Martin and Billy, commented that GMB's presence was eye-catching and that it was good to see some younger members.

### Target BNP

Young Members in the Brighton area gave their support to the launching of "Target BNP" in Brighton. The Young Members' Section aims to build further links with Love Music Hate Racism.

### Young Members Website

The above website which was established in 2005 has continued to prove popular and members are able to view events, activities and campaigns. The website also gives employment advice directed at young workers.

## 8 TRAINING

(a) GMB Activists Basic Courses					
	No. of Courses	Male	Female	Total	Total Student Days
5-Day Induction Part 1	17	127	53	180	900

(b) GMB Activists Courses					
	No. of Courses	Male	Female	Total	Total Student Days
5-Day Union Learning Reps	5	32	17	49	245
5-Day Union Learning Reps Follow-on	5	22	19	41	205
5-Day Industrial Relations Part 1	2	14	2	16	80
5-Day Industrial Relations Part 2	1	6	1	7	40
5-Day Introduction to Employment Law	2	16	3	19	95
5-Day Advanced Employment Law	2	16	2	18	90
3-Day Recruitment & Negotiation	1	10	1	11	33
5-Day Negotiating Skills	4	34	9	43	215
5-Day Stress at Work	1	17	2	19	95
2-Day Leadership Skills	1	8	3	11	22
5-Day Accompanying Reps	1	13	3	16	80

(c) GMB Activists Health & Safety Courses					
	No. of Courses	Male	Female	Total	Total Student Days
5-Day Induction Part 2 (H&S)	12	88	38	126	630
5-Day Health & Safety Part 1	2	20	8	28	140
5-Day Health & Safety Part 2	2	16	7	23	115
2-Day Health & Safety Update (LAS)	1	4	4	8	16

(d) Other GMB Courses					
	No. of Courses	Male	Female	Total	Total Student Days
5-Day Access Course Trade Unions & Politics (residential)	1	8	5	13	65

(e) GMB Officers Courses					
	No. of	Male	Female	Total	Total Student

	Courses				Days
2-Day Tackling Inequality Part 1	1	5	1	6	12
2-Day Tackling Inequality Part 2	2	18	4	22	44
2-Day Tackling Inequality Part 3	1	10	2	12	24
2-Day Recruiting & Organising	1	9	3	12	24
2-Day Employment Law Update	1	11	3	14	28

	No. of Courses	Male	Female	Total	Total Student Days
<b>TOTALS</b>	66	504	190	694	3198

## 9 HEALTH AND SAFETY

### Introduction

The Region continues to engage more productively with our members' and activists in terms of raising the profile of health and safety, building and improving relationships as well as providing an enhanced service both technically and of a practical nature. As a result the region has witnessed better health, safety and welfare standards in the workplace, visible development and more importantly greater union/worker involvement in organising for health and safety.

### How are we doing this?

- Providing comprehensive/up to date information.
- Offering bespoke training/education tailored to our members' needs delivered in a way that best suits them.
- Engaging with employers' i.e. joint union/management initiatives, partnerships, working together and offering guidance, advice and support regarding workplace structure and organisation and most importantly promoting the value of worker involvement which is at the heart of effective health and safety management.

### Examples

1. Richmond Borough Council – we have been working closely with the reps assisting in establishing an agreed workable structure that can deliver real improvements in the interests of all concerned i.e. meaningful and productive consultation, a joint management/union safety committee that meets on a regular basis working to an agreed agenda with minutes taken. The reps have been encouraged to get involved in workplace inspections/reporting and take the lead in developing greater membership participation.
2. We have facilitated specific training/courses during the early part of the year i.e. Teaching Assistants at Hastings and at Dorchester for our members' working for the local council.

As a region we facilitated both these requirements by us going to our members' rather than them coming to us. This demonstrates and reinforces how we are addressing our members/activists needs in a more flexible and organised way.

3. During July productive discussions took place with Management at Horsham District Council, where our members are predominantly employed in the refuse collection industry. The employer initially approached the Regional Officer with a view to raising the profile of health and safety and to get the workforce more involved in this respect. The R.O. invited a resource from the education and health and safety department to also attend a meeting with management to discuss how to facilitate both the employer's needs and that of our members'. During discussions the employer did highlight that an accident had taken place on one of their sites with the HSE being involved and offering advice as to how they should move forward in terms of managing health and safety. Management were keen to include the GMB in this process and welcomed any further assistance.

Subsequently it was agreed to enter into a joint GMB/HDC health and safety initiative and deliver health and safety forums over a two-week period during October with a focus on the following:

- Raising the profile of health and safety.
- Improve worker involvement.
- Improve workplace health and safety.

It became abundantly clear right from the start that the workforce had become frustrated, fed up and apathetic. As far as they were concerned the only reason the said forums had been set up was as a result of an accident with the majority believing that management were using this process simply to tick boxes going through the motions to protect them.

Historically the attitude to health and safety was one of "here's your PPE get on with it". The union had no real connection or involvement. Things have slowly improved, there are some safe systems of work in place, an induction process of sorts however communications and union involvement is minimal with the workforce not being directly involved in matters of health and safety.

Whether management are serious or not, or are going through the motions, the forums provided an opportunity for the GMB to raise the profile of workplace health and safety and the value of organising and more importantly worker involvement with GMB representation.

As far as the latter is concerned the forums were a success. Over the two weeks all the participants were involved in activities/group work and two way feed back on the following:

- What's health and safety all about?
- What are the rights and responsibilities of employers/employees?
- Overview of health and safety law.
- Reviewing health and safety at work.
- Organising for health and safety

The region quickly backed the forums up by providing management with comprehensive feed back in the form of documentation and a power point presentation. The current situation now is that we have two more health and safety reps in place, management are reviewing their health and safety policies/procedures, and communications have improved with the reps and the workforce being more directly involved. This situation will be supported further with a strategy that represents greater visibility from the GMB, offering assistance and support where necessary, rebuilding confidences in the union, and in turn demonstrating the value of collectiveness and the organising agenda. This process can only assist in retaining members but also recruiting others as well as encouraging membership participation.



In general terms the use of forums/workshops can provide an excellent and effective way of delivering the union's agenda, it facilitates flexibility and can address the needs of both our reps, members' and that of the employers'.

### Worker involvement

Whilst continuing the focus on worker involvement, which is at the heart of sensible health and safety management, and trade unions providing the mechanism by which workers have a voice in the management of their health, safety and welfare, employers need to be constantly reminded and encouraged to give it the attention that it deserves. This was reinforced at the National Hazards Conference during July of last year. The Southern Region sent along 6 delegates who enjoyed the numerous workshops and debates on offer. One of the many discussions that took place was the key issue of worker involvement, improving health and safety and increased rights for safety reps.

The Health and Safety Commission produced a consultation document in this respect and in turn welcomed the unions' comments and submissions on all the issues raised in the document. The HSE arranged various meetings to facilitate this process.

Due to clashes with Congress arrangements were made to set up our own meeting at the regional office in September to facilitate John McClean GMB National Health and Safety Officer to present the key issues contained in the consultation. Health and Safety Reps throughout the region were invited to attend, which gave them an opportunity to meet up and to participate and contribute to the debate. The day was a great success; over 20 reps turned up and clearly enjoyed the interaction and discussion as well as an excellent presentation by John, which was supported by handouts, and the HSC Consultative Booklet.

Key issues were discussed in groups and through report backs i.e. strengths/weaknesses of the document and what improvements would we want to see, the main issues being:

- Improving current legislation and enforcing it.
- Enforce the consultation process on employers to consult within definitive timescales.
- Enforce the consultation and involvement of reps/workforce being fully involved in the risk assessment process.
- Legal backing for roving safety reps to cover small firms and workplaces.
- Give safety reps the right to stop the job if there is serious or imminent danger.
- Give safety reps the right to issue PIN's - provisional improvement notices, this would ensure that employers are legally required to remedy a problem within a specific timescale.

All those attended agreed that they would submit a formal response to the HSE on behalf of the GMB and their respective organisations.

Worker involvement is an essential part of health and safety management coupled with the enormous and vital contribution made by union safety reps in the workplace. For the GMB this means improvement in worker involvement and improvement in safety reps' effectiveness and ultimately more support and rights for safety reps'.

### GMB National Health and Safety Reps Conference

It has been agreed to hold the said conference on Wednesday 28<sup>th</sup> March 2007 at Hamilton House London. Details were discussed at the most recent RHSO's meeting. The day will consist of speakers and Q&A sessions in the morning followed by workshops in the afternoon. The theme of the conference will be worker involvement. Thompson's our sponsors have agreed to put up an award for a GMB Safety Rep of the year.

The Southern Region like others have circulated the relevant details regarding the conference with nominations being invited for 10 delegates to attend from each region which will include a nomination for the said award.

## Education

Trade union education is an important and integral part of many trade union activists lives. It is a necessary and fundamental aspect of developing key activists within the labour movement. The Southern Region is proud of its bespoke educational programme and continues to develop it which now includes further courses i.e. access to H.E. namely Trade Union and Labour Studies, Advanced Employment Law, Occupational Health and Safety. Other courses being developed are Race and Organising and Women and Organising including a health and safety element.

## Conclusion

In essence the region is making a conscious effort to work much closer with our reps and members'. Health and safety is not merely an add on, its an integral part of the industrial relations process and collective bargaining. It is essential to ensure that health and safety is given the utmost priority and attention it deserves. The most effective tool we have in achieving this and ensuring good health, safety and welfare at work is trade unions and being organised. By working together and resolving collective problems on a collective basis is the way forward to achieve our goal.

# SOUTH WESTERN REGION

## 1 MEMBERSHIP & RECRUITMENT

Financial membership	45,386
Section Financial Membership (by each Section):	
COMMERCIAL SERVICES SECTION	12,434
MANUFACTURING SECTION	11,737
PUBLIC SERVICES SECTION	21,215
Grade 1 members	31,947
Grade 2 members	9,268
Retired, Reduced Rate and others	4,171
Male Membership	26,065
Female Membership	19,321
Total number recruited 1.1.2006 - 31.12.2006	5,789
Increase/Decrease 1.1.2006 - 31.12.2006	+5,116
Membership on Check-off	32,189
Membership on Direct Debit	7,761

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 Regional Staff. Thanks to the efforts of all, the Region has again been able to consolidate its financial membership and produce a break even budget.

The Regions' Workplace Representatives continue to be highly valued and the Union could not function without the army of voluntary representatives which make up our great Union.

The protection of our members' health in the workplace, the fight for equality, better pay, decent pensions and challenging unfair practices which some employers' continue to attempt to impose must continue to be the priority for the GMB. The Region will continue to offer support and assistance in the challenges ahead, including further resources being made available in the area of education and training to build on what already

is a first class provision. The South Western Region has always been rightly proud of its education provision and Bro. Clive James, Regional Education Officer, has again developed a Training and Education Programme that is "second to none" for Regional Activists.

Following the Central Executive Councils decision to restructure the regional boundaries of the GMB nationally, the Region was pleased to welcome our colleagues from North Wales, as the changes to the regional boundaries result in the creation of a GMB South Western Region that includes the whole of Wales.

The good news is through a lot of hard work and strategic planning, the Region produced excellent recruitment figures for 2006.

It's clear for everyone to see the GMB has really changed itself during the period of Paul Kenny, the General Secretary's leadership into a campaigning Union. Delegates may recall the 2005 Congress told us to become a campaigning Union, and we have!!!

Just ask ASDA, the AA, Morrisons, Remploy, Burberry or any of the hundreds of workplaces where the Union have and are challenging injustice and inequality.

The success or failure of the Union rests on our belief in its core values. We all know that organising can be very difficult. New challenges face many of us as the economy is shifting at an alarming rate. One point two million manufacturing jobs lost since 1997 – three million service sector jobs created in the same period.

### Campaigning

GMB members and activists were out in force campaigning on March 18th 2006 protesting against the Governments attacks on the Local Government Pension Scheme.

The strength of feeling displayed by South Western GMB members was influential in persuading the Government and the Employers to concede further negotiations on the future of the scheme, with a commitment to recycle savings towards protection and benefit improvement provisions.

The GMB had fantastic news regarding ASDA. The Region won its battle for union recognition and bargaining rights in ASDA Chepstow, winning more than 90% of the votes in a secret ballot. Congratulations to all those who strived long and hard trying to bring about this result.

A Remploy Rally took place in the City of Cardiff. Demonstrators congregated outside Cardiff City Hall and marched through the Cardiff Queen Street shopping precinct, culminating in a rally outside City Hall. The Rally was addressed by National and Regional speakers.

The GMB South Western Region is committed to fighting for every job being held at present and also to ensure that there will be future employment under the umbrella of Remploy for future disabled workers, to provide people with disabilities the dignity that useful employment will bring to their lives and that of their families. The message from GMB South Western Region is Remploy jobs are not for sale.

In September 2006 Burberry, the last major clothing manufacturer in Wales of any considerable size, announced they would cease manufacturing with the loss of 300 jobs.

The campaign to keep Burberry British, led by the GMB, the workforce and elected Representatives, attracted international coverage. The GMB co-ordinated demonstrations in London, Paris, Strasburg, New York, Chicago and Las Vegas. The response of the workforce took on a global dimension following the companies own globalisation moves.

Support was given by celebrities including Tom Jones, Sir Alex Ferguson, Ioan Gruffed, Charlotte Church, Emma Thompson, Rhys Ifans, Bryn Terfel, Tanni Grey Thompson and many others.

The clear message from the GMB South Western Region is – Stop Globalisation becoming Global-exploitation.

The Region continues on the campaign train with regard to the Special Report “GMB at Work,” adopted by last years Congress. The report recognised the overriding different strategy on recruitment and organisation in order to ensure the growth and prosperity of our union into the future. Fundamental to the report was recognition that the development of a more effective organising culture must become a top priority and that membership growth has to become the measure of every aspect of our work.

The “GMB at Work” campaign will involve the need to re-build the link between recruitment, representing and retaining members and will be focused upon the objective of creating effective, active and strong levels of organisation in every workplace where the GMB has a presence.

It is a fact that four out of every five GMB members first joined our union because a GMB representative where they worked asked them to. It follows quite logically then that we must ensure that they are trained, supported and given the resources that they require to recruit, organise and represent members.

The South Western Region has an organising team which determines the optimum methods by which the GMB might grow in every workplace. An integral part of its strategy is to achieve stronger workplace organisation in areas where our membership is weak, but where the GMB is recognised. The role that lay representatives can play in realising our aims cannot be over-emphasised. The Region’s education training programme – which is second to none amongst the trade union movement in Wales and the South West, will be reshaped to ensure that representatives are mobilised, trained and supported to use existing recognition and facilities agreements to recruit and organise new members. The focus will be upon improving communication, campaigning, influencing and research skills, thereby giving representatives the wherewithal to create an effective, sustainable recruitment and organising culture at their places of work.

These are challenging but exciting times for the GMB as we set about the tasks of reversing past trends of membership decline and of making sure that the GMB is seen as a positive, active and vibrant union which takes its future into its own hands.

I promise you this; the GMB will go where the people work. We will organise, and we will fight for better pay, conditions, justice, equality and respect. That’s our business and we will continue to keep the GMB flag flying!

## 2 GENERAL ORGANISATION

Regional Senior Organisers	2
Membership Development Officers	2
Regional Organisers	11
Organising Officers	0
No. of Branches	177
New Branches	2
Branch Equality Officers	35
Branch Youth Officers	0

## 3 BENEFITS

Dispute	15,300.00
Total Disablement	Nil
Working Accident	2,352.70
Occupational Fatal Accident	3,870.00
Non-occupational Fatal Accident	1,100.00
Funeral	8,581.00

#### 4 JOURNALS & PUBLICITY

The Region has maintained its established contact with all areas of the media through press releases, interviews, newspaper articles and appearances in radio and television. The Region has sustained its focus, through the TUC, Labour Party and the National Welsh Assembly for Wales, on the need to retain manufacturing within Wales and the South West. The Region endeavours to ensure, via various publicity routes that Public Services and all other regional issues affecting GMB members are given full exposure via the media as and when possible. The Region has been extremely active in the affairs and business of the Wales TUC and the Wales Labour Party. Similarly, the Region maintains its activity in the business of the South West TUC and South West Labour Party.

The Region continues to produce its bi-annual Regional Magazine which is always well received our members. NEXUS is a well balanced journal covering topics of interest to our members such as equal rights, legal and health an safety issues, along with news from the branches. The magazine which is now into its fifth year is delivered to all members within the Region and also used extensively as a recruitment tool.

#### Sponsorship

The Region has maintained its policy of using determining factors with regard to sponsorship being granted, the main factor for sponsorship requests are publicity for the Union and the promotion of Union membership. The Region has continued with a reduced budget for sponsorship.

#### 5 LEGAL SERVICES

##### (a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
632	626

##### Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
650	282	3	365		
			£	£	£1,969,107.32
Cases outstanding at 31.12. 2006			946		

##### (b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	145
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##### Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
120	71	4	45		
			£173,991.82		£173,991.82
Cases outstanding at 31.12. 2006		126			

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2006

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2006

## 6 EQUAL RIGHTS

Since the South Western Regions report to Congress 2006, the Regional Equal Rights Advisory Committee and Race Advisory Committee has continued its practise to hold joint meetings as we believe that this is both beneficial and the way forward to progress all equality issues within the Region.

The Region has always encouraged Equal Rights and Race Branch Officers, along with Committee members to become involved in the wider aspect of equalities and a lot of our efforts have been channelled through regional projects and issues. We have several committee members serving on the Wales TUC, South West TUC, Labour South West and the Wales Labour Party and this allows us to be at the heart of these projects. We continue to encourage new shop stewards to attend various regional conferences, one in particular being the Wales TUC Women's Conference where it is always a good venue for new delegates to be encouraged to speak to debates and motions in a welcoming environment.

Through the Women's Committee of the Wales TUC, where three of our Committee sit as members, the GMB has been involved in several pieces of work undertaken in 2006. Jill Richards the Region's National Equal Rights Representative did a piece of research and produced a paper on Domestic Abuse Issues in Wales which was initially presented to the Wales TUC. This included the issues surrounding various barriers and cost implications for working women when trying to obtain injunctions and non-molestation orders and the lack of core funding available for Women's Aid special child workers. Although money has been made available to implement a Wales Domestic Abuse Strategy, the majority of funds allocated were being utilised to roll out perpetrator programmes. This paper was circulated to all our MPs and Welsh Assembly Members and we are pleased to say that we received many positive replies with offers to take those concerns on board and Jill must be congratulated for the hard work she had put into this piece of work for the Region.

With regards to other areas of equality in the Region, we carried out an extensive survey of our representatives in line with the Race and Diversity Project and we received a better than average response to this survey which has provided us with an overview of the make-up of our representatives. The result was much as we had expected as within this Region and Wales in particular the percentage of Black and Ethnic Minority groups are on average three per cent of the population and this is reflected in our branch representation, but we will continue to encourage a better participation within the branch structure.

As with the Equal Rights Committee, the Race Committee continued to participate in regional events and we sent a good delegation to the Wales TUC Challenging Racism Conference held in October 2006 in Swansea, Mick Rix was invited to be part of our delegation and he took participated in the debate on combating the BNP.

We have Committee members involved in the Race Committees of the Wales TUC and the South West TUC and the GMB continues to hold the Black and Ethnic Minorities seat on the Wales TUC General Council and we are pleased to report that our representative Vaughan Gething has now been elected as the first Black and Ethnic Minorities member to sit on the Wales TUC Executive Committee.

We also have members of the Committee on the Race Equality First Committee and have involvement in an initiative, VALRAC, covering three of the main valleys in South Wales.

The South Western Region sent a delegate to the TUC LGBT Conference in June 2006 and he prepared an in-depth report on the Conference which was circulated to members of the Race and Equal Rights Committee.

The South Western Region Equalities structure will continue to support all equality events within the Region and raise the profile of the GMB.

Regional Equal Rights Committee has 11 members:  
8 Female and 3 Male

Regional Race Advisory Committee has 16 members:

10 Male – 2 of ethnic minority

6 Female – 1 of ethnic minority

## 7 YOUTH

There is a requirement for a positive relationship between young people and the Union.

Union structures need to provide for a defined role for young people. How best this can be achieved is a matter for continuing debate, but will only be achieved when young people are integrated in the process.

There is little doubt issues exist that young people would wish to be connected with, for example, inequality in wage rates, discrimination on grounds of race, gender or sexual orientation, victimisation or bullying are all issues that young people care passionately about, and are issues that effect young people on a daily basis.

The Union has to find a way of reaching out and involving young people in truly progressive policies.

## 8 TRAINING

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (10 days)	4	30	18	48	480
GMB/TUC Induction (5 days)					
Branch Officers (please specify subject)					

(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
2 Day RTC Grievance and Disciplinary	1	8	3	11	22
2 Day Drain Aid	1	9	3	12	24

(c) Health & Safety Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
5 Day Health & Safety	2	12	9	21	105

(d) Other Courses (please specify subjects / weekdays/ weekends)					
	No. of Courses	Male	Female	Total	Total Student Days
2 Day Grievance and Disciplinary	1	10		10	20
3 Day Representing Members	2	14	8	22	66
5 Day Employment Law	4	35	16	51	255



3 Day Risk Assessment	2	13	6	21	63
3 Day Asbestos Awareness	1	10	4	14	42

(e) TUC (STUC & ICTU) Courses					
	No. of Courses	Male	Female	Total	Total Student Days
TUC Various	8	36	12	48	480

The South Western Region prides itself in continuing to provide a valued health and safety service to our Representatives and members.

The Region also continues and strives to improve our close working relationship with our education providers, regularly meeting to update our teaching materials which ensures at all times that the GMB message is maintained.

The Region have successfully encouraged our Health and Safety Representatives to train to a very high standard which has resulted in an even higher increase in attendance at IOSH and NEBOSH courses than the success we achieved in 2005/06.

Workplace visits supporting our Representatives and Officers have certainly achieved the Regions objective of raising our workplace profile which has resulted in assisting recruitment campaigns.

The Regional Health and Safety Officers continue to play an active roll in supporting the Regional Organising Team in all recruitment initiatives.

## YORKSHIRE AND NORTH DERBYSHIRE REGION

### 1 MEMBERSHIP & RECRUITMENT

Financial Membership	59,294
Section Financial Membership (by each Section):	
COMMERCIAL SERVICES SECTION	16,271
MANUFACTURING SECTION	15,945
PUBLIC SERVICES SECTION	2,7078
Grade 1 members	35,014
Grade 2 members	14,727
Retired, Reduced Rate and others	9,553
Male Membership	31,560
Female Membership	27,734
Total number recruited 1.1.2006 - 31.12.2006	6,822
Increase/Decrease 1.1.2006 - 31.12.2006	+523
Membership on Check-off	38,845
Membership on Direct Debit	10,036

THE REGION

2006 has been a “game of two halves” in terms of performance and membership growth. Having restructured the region’s approach to organising activity in 2005 a sustained period of recruitments growth followed. This saw the regional rolling average reach a high of 699 in May 2006.

This general growth continued throughout the first 6 months of 2006, Indeed for the first time in Public Services, Yorkshire region saw a month on month growth in membership in that period.

Unfortunately this growth was not sustained in the second half of 2006 and this was a major disappointment; officers, staff and activists are committed to a return to “winning ways” and towards the end of 2006 each of the three Organising Teams within the region was re-focused on the GMB National Recruitment target.

The regional economy continues to change and this has been reflected in the region’s membership levels and profile. The manufacturing sector continues to shrink, a GMB analysis showed that in the period from 1997-2006 337,900 new jobs had been created in Yorkshire – and over the same period the total number employed in manufacturing fell by 96,600. So although Cities such as Leeds, Sheffield and Rotherham could claim to be areas where most new jobs were created – Leeds lost 12,300 jobs in manufacturing, Sheffield 11,500 and Rotherham 4,700. Kirklees lost 10,600 jobs in manufacturing, Bradford 12,700, York 5,300 and Barnsley 2,400.

There have been some notable redundancy and closure announcements within the region. Following on from the loss of the Terry’s chocolate plant in York we have seen the run down and closure of the British Sugar plant announced and the unveiling of a major restructuring by Nestle which could lead to a loss of around 500 jobs through redundancy.

The GMB local officials and activists have spearheaded the campaign against these job losses taking the fight to Europe, the Prime Minister the Labour Party 2006 Conference and using every available media opportunity to decry the employers’ proposals.

GMB members have fought hard to maintain and improve their terms and conditions. There have been some important industrial disputes within the region in the past 12 months. At the Initial Laundry in Bradford a predominately female workforce took action to secure dignity at work. At Chep UK in Pontefract our members took on one of the biggest and richest global employers in an effort to improve their terms and conditions. Both disputes received widespread media coverage, attracted huge support from across the community and sent out a message about the importance of trade union solidarity to working people.

We have built on our organising efforts to secure recognition at a number of workplaces including Kerry Foods in Barnsley, Lloyd Fraser in Wakefield, Linpac Flexible in Featherstone, ABN Foods in Northallerton, Rhodia in West Yorkshire.

Recognition campaigners continue at Ahed Engineering, Vokera, TK Max, Sheffield Teaching Hospitals and others. We hope to report that recognition has been achieved in due course.

Within the region we have re-launched our education programme for GMB activists. Our 1100 representatives now have a higher number and wider variety of training opportunities available to them. This has led to a “tangible” boost in interest and confidence within our teams of shop stewards and safety representatives.

We have re-launched a campaign to attract more union learner representatives to come forward.

We have secured the services of around 15 accompanying representatives across the region. We have spent time with them providing support, training and ongoing communication and they as a team have proved to be a great source of support for the region and individual members within it faced with disciplinary action or with a grievance to raise and no established trade union recognition to support them. Our accompanying

representatives have been magnificent over the past 12 months taking trade unionism into unrecognised workplaces and offering protection against bullying and unscrupulous employers.

Our activist base generally has responded to the many challenges of the past 12 months. In Public Services in particular our local authority 'Core Group' of senior representatives has continued to meet every two months to co-ordinate GMB strategy within local government equal pay, pay and grading, outsourcing and membership growth.

In the NHS our NHS representative's forum responded to the emergence of the giant Yorkshire and Humberside Strategic Health Authority by joining forces with representatives from neighbouring Midlands and East Coast region. Two very constructive joint meetings were held in 2006.

We have re-launched the RLPA. The Union learning fund project "Conversion to Learning" aimed at preparing those involved in sport – particularly Rugby League and boxing for life outside the game via access to life skills, training, education and learning, has given the GMB a new impetus within the game.

We have re-focused our political activity within the region taking a more active approach to communication with local MP's and elected Councillors to further the interest of GMB members. Some MP's have responded, some have not. Those who have can look forward to the ongoing support and solidarity of the GMB.

## ECONOMIC & EMPLOYMENT SITUATION

### COMMERCIAL SERVICES SECTION

Membership within the section continues to increase slowly for which our workplace and full time organisers deserve full credit.

In line with national organising targets, the private security industry continues to yield rich pickings in terms of recruitment and organisation with every induction session within the region being attended by recruiters who maintain a steady success rate. Access is freely given by the two main players G4S Security Services and Securitas Security Services following recognition agreements in recent years. Organising weeks where dedicated resources are directed towards national and regional targets enable teams of full time Officers supported by local activists to concentrate their efforts which are reflected in growing membership. The regional plan also provides for new workplace activists to be identified, nurtured and trained and for the GMB benefits and services package including our partners at Whittles and GMB Financial Services to be promoted. Industrial responsibility for the industry transferred to Doug Cooper at the Brighouse office during the last six months who will concentrate on the organised employers with the smaller unorganised workplaces being allocated to the three geographical teams based in Brighouse, Wakefield and Sheffield facilitating a sharing of the workload and more localised targeting of workplace campaigns.

Within the former energy and utilities sector, the trend towards increasing out sourcing continues with the electricity distribution companies keeping a tight grip on costs. The largest coal fired power station in Europe at Drax continues its remarkable turnaround in fortunes with credit due to the workforce who in the past had to endure savage attacks on terms and conditions of employment. Members in UK Coal also deserve praise for their hard work in preserving employment now that coal appears once more to be on the agenda despite environmental concerns. One further encouraging piece of news over the last year was that flue gas desulphurisation (FGD) equipment was to be fitted at Ferrybridge power station, albeit by a Polish contractor utilising its own workforce. Efforts continue to recruit and organise amongst the migrant workers as a worker is a worker regardless of the country of origin.

Mixed fortunes within the former food and leisure sector can be reported with a successful campaign to secure collective bargaining rights within the two Asda Distribution sites in Wakefield. The dispute increases GMB membership by over 100 new members which continues to be built upon by local activists. On a downbeat note, York was particularly hard hit by job losses with British Sugar announcing the closure of its sites in Alscott and

York resulting in over 330 redundancies. Nestle Rowntree also announced major job losses in York stating that the site was uneconomical. At the same time notice was served on terms and conditions of employment for those that remained. A successful local and international media campaign resulted in the company agreeing to suspend the termination of terms and conditions. An exit agreement was also negotiated by the local officer to ensure that as many members as possible retained GMB membership with the region's support team consisting of local Officers, solicitors, financial advisors and the education team were on hand to give advice and assistance.

Hard work in the sports section continues to spread the GMB word amongst the local professional and amateur sporting community with the Region's ULF supported "Conversion to Learning" project at the forefront of raising awareness of what GMB can offer. At the same time, the last year saw the re-launch of the Rugby League Players' Association and Rugby League Coaches' Association giving GMB new and fresh impetus within the game, the aim being to build on the already high profile within the sport to better organise players at all levels.

## MANUFACTURING SECTION

### Remploy

The campaign continues to support our members in Remploy. Over the last 12 months demonstrations have taken place throughout the region and we hope we are making headway with the Government to secure our members jobs.

### Clothing and Textiles

The only surviving quantity producers of garments is Burberry, but the Company is looking to close the sister factory to Castleford and Rotherham in Treorchy in South Wales. We are actively supporting the campaign to keep Treorchy open. Low wages are still a major factor, the National BCIA/GMB rise of 2.25% was poor but with local argument around the National Minimum Wage and the impact on Piece Work rumbling on at Burberry things are not looking good for the future of this once proud industry.

### CFTA

The Production of furniture in the region is under pressure from imports from Europe and the Far East.

Redundancies have taken place at:

- Magnet Joinery, Bingley
- Flexiform, Bradford
- Carlton Furniture, Pontefract
- Abseal, Leeds
- J T Ellis, Huddersfield

### Other Manufacturing

The future of manufacturing looks bleak with the continuation of most retailers to source production from outside the EU.

The once massive textile industry in the region is now in ruins.

The Government is for what ever reason not backing UK manufacturing and unfortunately the situation is not going to improve in the near future.

There has been a bitter industrial dispute with pallet manufacturer Chep UK regarding the imposition of the 1% pay increase and the amount of Polish agency workers employed. I would personally like to thank the Shop Stewards' Committee and Colin Burgon, MP for his involvement and support in this dispute. Fortunately the membership at the company is still strong even after the decision to return to work without victory.

The only bright spot in the wilderness of gloom is Kalon Paints (Jonsons), Birstall who are increasing the amount of paint produced and have intimated that they are competing at all levels in the Industry.

## PUBLIC SERVICES

### Local Government

Equal Pay/Single Status continues to dominate our activities within the region.

Equal Pay campaigns on behalf of women workers across our local authority have seen hundreds of ET cases lodged and 'settlement' back pay offers put to our membership. Equal Pay compensation has been secured in Leeds, Rotherham, Doncaster, Barnsley, Kirklees, Sheffield and York.

Pay and grading negotiations are ongoing in all authorities. Few authorities were on course at end of 2006 to meet the 1 April 2007 deadline for the introduction of a new equality proofed pay and grading system.

Regional membership with Public Services continues to grow and now stands at 27,078.

Our Local Government Core Group of senior representatives continues to meet to oversee and co-ordinate GMB campaigns within the region.

### West Yorkshire Police

We have consolidated our presence within West Yorkshire Police. Our membership and activist numbers continue to grow. The merges of forces has receded as a threat – although across force co-operation is having a direct impact on our members jobs as forces seek to "rationalise" the service.

## NHS

This report is made during a time of unprecedented unrest within the NHS. Much of the unrest is due to Agenda For Change. However, the real cause of this unrest is a direct result of management attempts to deal with their projected financial crisis. Agenda For Change should have been the vehicle that addressed the anomalies in pay, and to a certain degree it has done so. It was never intended to be used as a driver for change, nor should it be used to deliver organisational change or financial overspend. It is agreed that almost every Trust has projected an over spend this financial year and this is causing major problems not only to our members, but also to the long term provision of service to patients, which makes a mockery of the D o H Patient Led NHS document. I would challenge any member of the public who would accept treatment at the cost of an NHS job. The public value NHS staff – what ever their role

- At Barnsley Hospital, due to a projected over spend, the Trust made a decision to implement cost cutting measures;
- Down grading of posts: Band 6 & 7 posts to be down graded to 5. It is important to note that these people include Operating Department Practitioners, specialist nurses, lead nurses whose job requirements include, lead nurses running minor injury clinics, paediatric asthma nurse specialists. The option that was offered is to accept down grading or leave. We are in the process of balloting for industrial action for both groups of staff.

Leeds Teaching Hospitals, their ongoing financial crisis stands at £56million. To cut costs, they want to reduce services to Wharfedale Hospital, a brand new state of the art hospital. This PFI hospital ties the trust into a 25 year contract. The plan is to change the provision of services to a 5 day week/day care site. No mention of the Patient Led NHS. No mention of the impact on staff. GMB members who work week ends have been given the ultimatum of travelling to Leeds. However, buses do not run until 8.45am at week ends. Better still it adds an extra hour each way travelling time to the working day. Hardly suitable alternatives!

York Hospitals; 40 medical secretaries have submitted a collected grievance regarding their pay banding. The Trust argues that this cannot be done and we await further discussions on the matter.

Sheffield Children's Hospital have opted to save some money by stepping outside of National Agreements by refusing to pay student rates as contained in the Terms & Conditions Handbook (A 4 C, annex u). The case has been referred to employment tribunal. We continue to pursue formal recognition and it remains the case that this is blocked by colleagues from other trade unions. We are meeting with some Sheffield MP's on 16<sup>th</sup> February 2007 to discuss the 'financial crisis', and David Blunkett to discuss the recognition issue.

Rotherham Health branch secretary, Brian Milnes has retired from his position as branch secretary. Our thanks to Brian for his hard work in the past and his determination in ensuring GMB recognition at Rotherham Hospital. The new branch secretary is Les Dickinson and we welcome him and offer full support.

### Private Contractors

Within the NHS; none of which have begun the process of implementing Agenda For Change. ISS staff at Rotherham Hospital have submitted a collective grievance against the Trust who should provide the funding (or part of). We are optimistic of an outcome in the very near future for this group of staff who have had no pay rise for 2 years!

- ISS at Barnsley have yet to implement the interim agreement. Again we are confident of an outcome soon.
- Whilst this report makes grim reading, membership levels continue to increase consistently. We have a group of well organised, very capable, and hardworking reps in all NHS Trusts. In all areas where we are active, we continue to build strong work place organisation and continue to raise the GMB profile. Our members know the GMB is the best union for NHS employees.

### Yorkshire Ambulance Service

In July 2006 Tees East and North Yorkshire Ambulance Service, South Yorkshire Ambulance Service and West Yorkshire Ambulance Service merged to create the Yorkshire Ambulance Service.

This is one of the largest Ambulance Services in the country.

One of the first actions of the Yorkshire Ambulance Service (YAS) was to send out 400 redundancy notices to staff just before Christmas, this was done without consultation. Thankfully after pressure from the GMB the notices were withdrawn in early January 2007. This is not the end of the possible job losses as we believe the redundancy notice will be served again in April 2007.

### Meal Breaks

Meal breaks are a major issue within the service, with each of the Trusts having different procedures. There is a lot of confusion as to whether staff are protected under the Working Time Directive. Many staff do not get a break within the 6 hours; some never get a break at all. Discussions are now taking place at national level with the unions and the Ambulance Trusts to try and get a national agreement.

### NHS Professionals

We are in discussions with management about the transfer of the National Finance Centre to NHS SBS (NHS Shared Business Services) this is a fifty, fifty joint venture with the Department of Health and Xansa. The transfer will affect employees at the Tingley and Sheffield sites.

Technically speaking, staff will transfer into NHS Shared Employee Services (NHS SES) which is a dedicated employment vehicle irrevocably linked to NHS Shared Business Service but part of Xansa's employment group.

### Bradford District Care Trust

We have managed to find two new shop stewards, which has been a great help in organising our members in the mental health side of BDCT. However, we have two shop stewards who are retiring in March 07' from the learning disabilities side, work is ongoing to find replacements. A big thank you to Marjorie Jones and Geoff Glassbrook for their commitment over the years to the GMB and for their help in keeping the GMB at the forefront within the Trust.

#### Airedale PCT

Airedale PCT has now merged with other PCT Trusts in the Bradford area. We have managed to find a shop steward who is busy lifting our profile within the new Trust.

#### Airedale NHS Trust

The Trust is thinking of outsourcing the kitchen contract. However, after a meeting with us the Trust is now putting an in-house bid in, unions are working with the Trust on this.

Equal Pay claims have been lodged and a date has been set for them to be heard at the tribunal - July 2007.

#### ISS Halifax Hospital

The porters are now working to a new shift system; I have had no reports of any problems.

Finally, I would like to record my thanks to all NHS branches, and representatives for their continued hard work and dedication. Their efforts are very much appreciated.

Thank you all.

## 2 GENERAL ORGANISATION

Regional Senior Organisers	3
Membership Development Officers	0
Regional Organisers	16
Organising Officers	1
No. of Branches	128
New Branches	1
Branch Equality Officers	24
Branch Youth Officers	25

## 3 BENEFITS

Dispute	4,391.00
Total Disablement	0
Working Accident	6,811.00
Occupational Fatal Accident	2,200.00
Non-Occupational Fatal Accident	0
Funeral	20,980.00

## 4 JOURNALS & PUBLICITY

The region continued to publish journals on a six monthly basis. Many charities and organisations were sponsored during 2006:

- David March Testimonial – Wakefield Trinity Wildcats
- Columbian Tour
- The Wooden Spoon Charity
- 80<sup>th</sup> Anniversary. of the General Strike & 70<sup>th</sup> Anniversary of the Spanish Civil War

- South Yorkshire Festival
- TUC Regional Project/Support Worker
- Children with Leukaemia
- Bosom Friends & Cancer Support Fashion Show
- Rothwell Town AFC
- National Assembly of Women
- UNO World Tour 2007
- Jon Nickolls – Tri Nations Championships
- White Rose Initiative
- Kevin Till 0 Tri Nations Championships
- St Basil Charity
- Heart Research UK
- Adil Qurban
- Circus Starr
- BARLA National Cup
- Real Appeal
- The Centenary Woods Campaign
- Medical Aid for Palestinians
- RTS Support Group
- Liaison Committee for Defence of Trade Unions
- Castleford Tigers
- Rotherham Hospice & Bluebell Wood
- Stephen Wilkinson - PDSA

## 5 LEGAL SERVICES

### (a) Occupational accidents and diseases (including criminal injuries)

Applications for Legal Assistance	Legal Assistance Granted
878	878

#### Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
804	185	1	617	1	
			£2,534,719.24	£24,512.00	£3,559,231.24
Cases outstanding at 31.12.2006			2,449		

### (b) Industrial Tribunals (notified to Legal Department)

Claims supported by Union	152
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#### Cases in which Outcome became known



Total	Rejected	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
139	35	15	2	70	17	£699,048.87
				£222,719.22	£476,392.65	
Cases outstanding at 31.12.2006			164			

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2006
-	-	-	-

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2006
57	18	57

Having a good package of legal services is an essential service for members and a valuable tool for recruitment and retention of membership. The regional legal department is responsible for overseeing the legal services provided through the region's solicitors, Whittles. Although the biggest requirement for legal assistance continues to be in the area of personal injury and disease members can access an initial free legal consultation on most legal issues. A criminal law advice line has recently been added to the service. This is particularly useful for members in professions that are vulnerable to complaints of wrongdoing. The free will service is also popular with members.

Most of the region's employment law work is conducted by the legal department. A professional and efficient system of employment tribunal casework management is in place which provides a first class successful service to members. Having a dedicated team responsible for tribunal cases frees time for regional organisers to concentrate on recruitment and retention goals.

'In-house' knowledge and practical experience of handling employment tribunal cases is utilised to provide organisers with regular employment law training courses as an integral part of the region's training agenda. Organisers are also kept abreast of new developments in employment law through the use of regular bulletins and e-mailed briefings. The department runs a monthly introduction to GMB legal services and a basic employment rights course as part of the induction of new workplace representatives. Training is also provided to the regions' workplace representatives and volunteer accompanying representatives.

The legal department provides an employment advice and consultancy service and is extensively used as an immediate source of employment rights information and advice by officers, activists and members.

The regional legal department provides assistance to members in need of welfare benefits advice. Every year hundreds of GMB members are offered advice and assistance, for example with help filling in DLA application forms. The legal department provides representation at appeal tribunals.

## 6 REGIONAL RACE COMMITTEE/EQUAL RIGHTS

Coordinating activity on the above committees had been dormant in the early part of 2006 due to sickness. Having re-established activity in the late summer/autumn numbers attending the committees have increased.

The objective of the committees is to progress the aims of the union from National level guided by the National Race and Equality Committees respectively.

National concerns identified at conference in October 2006 were the lack of activism in both areas. However, despite this, from our region there were 7 delegates at the National Race Conference (26<sup>th</sup> and 27<sup>th</sup> October 2006) and the Equal Rights Conference (14<sup>th</sup> and 15<sup>th</sup> November 2006). Both conferences were successful

and have the added bonus of informing members of the national perspective on equalities issues and encouraging the sharing and networking of information and good practice, which is invaluable.

In Yorkshire and North Derbyshire region we have held our scheduled meetings and discussed a way forward in terms of increased activity. The December meeting was significant in that the Committees were combined and agreement was reached that this would continue to be a sound model for *alternate* committee meetings in the future. The December meeting also agreed that a regional newsletter would be produced as a joint exercise with input from both committees and other appropriate organisations and MP's. A timeline for completion of the format and any funding has yet to be agreed.

The threat of the BNP and communications around this is at the forefront of our minds and planned activity. Anti BNP campaigning and activity is part of an ongoing process involving the Officers across the Union and the TUC. Information is constantly disseminated throughout our organisations in respect of particular events, rallies and leaflet drops. Anyone requiring information on any ongoing activities can contact regional office for this information.

The Race/Equality Committee at the December meeting nominated Naheed Arshad Mather to take up the Regional Race Advisory Committees Women's Reserve Seat on Regional Council. We are hopeful that this is ratified and that Naheed is elected at the February Regional Executive Council.

## 7 YOUNG MEMBERS' REPORT

On taking over responsibility for young members in Yorkshire & North Derbyshire region in August 2006, a team of 14 GMB young members were sent that month to represent the Union at the Leeds Festival. The team volunteered their services to work behind the bars run by the Workers Beer Company and raised over £1,500 in the process. It is our intention to use such money along with funds raised later this year when the festival season gets underway - to support a number of campaigns. Such activity will include the union's challenge against the BNP to give just one example. Our purpose is to strengthen the links between political campaigns and trade unionism. By strengthening such links it's hoped that we can attract more young people to our organisation both inside and outside the workplace.

In the region's intouch magazine published prior to Christmas 06 - a one page advert called for young members to contact myself and to get active. The ad encouraged all those under 27 to come forward and to play a role in the Young Members Committee and future political and recruitment campaigns. It also called for our existing members to ensure that trade unionism is kept alive in subsequent generations by taking GMB into schools, colleges and workplaces. Whilst only a small number have come forward to date, I feel we have made a positive first step to increase our activist base. Two of our leading activists Kath Owen and Lucinda Yeadon attended the National Young Members' Conference in November - the first held in a number of years, and both contributed to and led the debate on developing our under 27's membership. Earlier in the year Lucinda had been elected Vice Chair of the TUC National Young Members' Forum and attended Labour Party conference as the GMB Young Member delegate and both Lucinda and Kath attended the TUC Young Members' Conference as GMB delegates. With the support and commitment of two great activists, I am confident that we have a great foundation on which to build this vital section of the union.

In early December we embarked upon, what we hope will transpire to be a series of seminars to sixth form students on Business Studies 'A' level courses. Here we talked to students about the role of trade unions in the 21<sup>st</sup> Century with the intention of both informing their studies and raising the profile of our organisation in the region.

Regional meetings are planned for early February and initial discussions have secured support for working in tandem with NOT targets and in addition, campaigns around colleges to attract working students. It is also intended to re-establish contact with branches and stewards in order to involve all in our campaign to increase

membership amongst the young in our workplaces. I am confident that significant progress will be conveyed in the next report.

## 8 TRAINING

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (2 days)	9	72	40	112	224
GMB/TUC Induction (5 days)	8	n/a	n/a	99	495
Branch Officers (please specify subject)	n/a				

(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
Accompanying Reps	1	7		7	7
Disciplinary Training	9	37	6	43	43
Grievance Training	7	7	20	27	27
Health & Safety Inspection	8	18	6	24	24
Statutory Dispute Procedures	5	19	12	31	31

(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
FTO Training					
Insolvency & Benefits	1	14	7	21	21
TUPE Training	1	14	7	21	21
Age Discrimination	1	14	7	21	21
Employment Law	1	14	7	21	21

(e) TUC (STUC & ICTU) Courses					
	No. of Courses	Male	Female	Total	Total Student Days

## 9 HEALTH & SAFETY

The exercise of raising the profile of the health and safety resource in the region continues. Contacts on the regional health and safety database continue to receive, on a regular and sustained basis, information and updates by mail-shots and email.

Support and guidance is regularly provided to our activists and organisers. We are now receiving a steady flow of health and safety related telephone enquiries on a daily basis. The health and safety resource is receiving regular requests to attend workplaces, to conduct inspections, sit in on health and safety committee meetings, and provide further support in an advisory capacity, proving an effective means of highlighting and gaining recognition of workplace health and safety issues.

Throughout 2006, the regional health and safety officer delivered an additional element of training to our workplace representatives on GMB workplace inspections. From the beginning of January, this training will now take place bi-monthly, with a new risk assessment course filling the vacated space. In addition, tailor-made training in specific areas, or on specific topics, will be offered to representatives to aid them in representing their members' interests, safety and welfare at work more effectively.

Given that workplace health and safety has always been and remains one of the foremost concerns amongst members, and is given as one of the main considerations by those who join, or remain members of a trade union, an ongoing commitment is made to be actively involved in recruitment campaigns and promotions. Assisted by the use of GMB published information tailored to the target workplace, the health and safety officer will support our organisers and workplace activists in the consolidation and retention of existing members, and recruitment of new members and securing recognition.

## 10 POLITICAL

The region is involved with several key political campaigns; at this present time firstly Leeds City Council. It is imperative that Labour loose no more ground to the Tory's and we are assisting with targeted mail shots in the Leeds are.

In conjunction with our national campaigns we are involved with Searchlight to fight the BNP in several areas in the region including Calderdale, Keighley, Kirklees, Morley, Castleford and Pontefract.

As I wrote in my political column in the intouch magazine it is important we support Labour MP's who fight for GMB principles and study carefully the way your MP votes on trade union issues, if you are not sure then give me a call on 01484 720 088 and I will answer your questions.

Don't forget the GMB in our region wants a Labour Party in power to support any other party would be unthinkable.

Our job through branches, activists and members is to ask the difficult questions on where you MP stands on the issues that effect working people and make sure that the voice of GMB members is heard loud and clear.

You can make a difference. Votes of GMB members and the hard work at elections return Labour MP's to parliament.