

ANNUAL CONGRESS WINTER GARDENS BLACKPOOL
SUNDAY 11TH JUNE 2006 10.00AM-12.30PM
MONDAY 12TH JUNE TO THURSDAY 15TH JUNE 2006
9.30AM-12.30PM 2.00PM-5.00PM



FOR JUSTICE
AND EQUALITY

CEC SPECIAL REPORT 2006

PROGRESS UPDATE A FRAMEWORK FOR THE FUTURE OF THE GMB: MOVING FORWARD

TRADE JUSTICE

ANTI-CORRUPTION

GENDER EQUALITY

HUMAN RIGHTS

CIVIL RIGHTS

SEXUALITY

ECONOMIC JUSTICE

FAIR TRADE

ANTI-DISCRIMINATION

DISABILITY

SOCIAL JUSTICE

EQUAL PAY

EQUALITY

POLITICAL JUSTICE

AGE DISCRIMINATION

CORPORATE JUSTICE

DIVERSITY

RACIAL EQUALITY

LIBERTY

EQUAL OPPORTUNITIES

GLOBAL JUSTICE

CEC SPECIAL REPORT 2006: PROGRESS UPDATE

A Framework for the Future of the GMB: Moving Forward

In this Special Report to Congress, the CEC provides an audit of progress made towards implementation of the 23 recommendations set out in the CEC Special Report *A Framework for the Future of the GMB*, and carried by Congress 2005. The table reflects the position at the time of going to print. More detailed accounts of some of the actions reported can be found in the General Secretary's Report and other Special Reports.

	Recommendation	Progress at March 2006
1	<p>The CEC Communications Committee will examine how best to achieve improved communications at all levels throughout the organisation, and will incorporate into this examination an assessment of how best use can be made of information technology to assist with improving communications. Each Region should examine communications within the Region to inform the work of the Communications Committee.</p>	<p><i>Implemented: The Committee adopted a Communications strategy based on making GMB a more effective campaigning union – new initiatives include ‘GMB Official’ and ‘Public Eye’, and members campaign websites such as Asda and DHL.</i></p>
2	<p>The CEC recognises the strong consensus that retention and servicing of existing members should be given a higher priority, and will take proactive steps to ensure that this is reflected in the GMB’s priorities. These proactive steps will include developing a system to allow the CEC to monitor the success of the Union’s retention and servicing activities.</p>	<p><i>The National Organising Team are taking this forward.</i></p>
3	<p>The CEC will establish a special working group on young people, whose terms of reference will be to examine how to raise trade union awareness amongst young people, how to attract more young people into membership of the GMB and how to increase the participation of young people in the Union.</p>	<p><i>Still to be progressed.</i></p>
4	<p>The CEC Training Committee will progress the development of education and training for workplace activists on the basis of the proposal outlined</p>	<p><i>A plan is in place to develop core training provision across the union. Regional Education Officers and the National Organising Team will be working on this with the Training Committee</i></p>

	Recommendation	Progress at March 2006
5	<p>The CEC will ask for examples of the good practice that already exist at all levels throughout the Union (nationally, regionally, at branches and in workplaces) to be gathered and presented to the CEC. In particular, examples of recruitment and retention strategies that work should be identified. The aim should be to identify what works most effectively and implement it as best practice throughout the GMB as widely as possible.</p>	<p>Implemented: A consultation was conducted through Regions during November and December 2005 and the results presented to the CEC Recruitment and Organisation Committee in February 2006 for consideration.</p>
6	<p>The CEC will make arrangements for further consultation with members at branch, regional and national level, to ensure further discussion and debate about how to achieve increased membership participation.</p>	<p>Implemented: A consultation was conducted through Regions during November and December 2005 and the results presented to the CEC Recruitment and Organisation Committee in February 2006 for consideration.</p>
7	<p>[Developing new recruitment strategies]The CEC will refer these issues to the recently established Organising Working Group for its consideration.</p>	<p>Implemented: The strategy developed by the Organising Working Group is being delivered through the National Organising Team. National targets have been adopted and all Regions are pursuing a campaign of membership consolidation in existing workplaces.</p>
8	<p>The CEC recommends that the GMB should adopt and implement this increased workplace focus as policy, and will refer this matter in the first instance to the Recruitment & Organisation Committee for the Committee to identify how to progress this.</p>	<p>Implemented: A consultation was conducted through Regions during November and December 2005 and the results presented to the CEC Recruitment and Organisation Committee in February 2006 for consideration. The National Organising Team is progressing workplace focus as part of its approach to organising.</p>

	Recommendation	Progress at March 2006
9	<p>[Recruitment of GMB officials) The Task Group took into account that a Management sub-group had recently been established to examine the Union's recruitment process and procedures. The CEC recommends that this sub-group should continue its deliberations and to report its findings as soon as possible.</p>	<p><i>All parties have agreed that the 'Recruitment Officer' entry point will become 'Organising Officer'. Further changes to recruitment process and procedures are being progressed as part of a root and branch review of the union's HR function.</i></p>
10	<p>The CEC recommends that:</p> <p>(i) Midlands & East Coast region be asked to prepare a short summary document describing and defining the principles of a community branch. This document would then be distributed by the CEC to regions for onward distribution to branches in order to help develop understanding and inform and stimulate discussion and debate on the subject of community branches.</p> <p>(ii) Regions are asked to report to the CEC on progress to date to implement the GMB policy 'Fresh Start for Branches 2001,' and for each region's report to outline what steps will be taken to progress implementation further where this has not yet been achieved.</p>	<p><i>This is in preparation by Midland Region</i></p> <p>Implemented: <i>A consultation was conducted through Regions during November and December 2005 and the results presented to the CEC Recruitment and Organisation Committee in February 2006 for consideration.</i></p>
11	<p>There will be a full examination of all nationally serviced branches by the Recruitment & Organisation Committee. This examination will be conducted with full consultation with the members of the nationally serviced branches and the Regions.</p>	<p><i>Work is due to begin in April 2006 on this project but already the AA membership has been distributed between Southern, South Western, Northern and Birmingham Regions.</i></p>

	Recommendation	Progress at March 2006
12	<p>The CEC will examine the issue of “tidying up” some regional boundaries where any alterations to these could enhance and improve the service to GMB members.</p>	<p><i>Some work has already been done by Regions. Regional Secretaries are in regular dialogue to see how services can be improved.</i></p>
13	<p>The CEC recommends that:</p> <ul style="list-style-type: none"> (i) there should be a reduction to three sections based around Public Services, Private Services and Manufacturing, and that these sections should hold sectional conferences. (ii) the CEC Recruitment & Organisation Committee progresses this matter, and in doing so considers the creative use of industrial conferences under the new sectional structure to encourage greater participation by the members in the work of the Union. 	<p><i>Draft paper considered by March 2006 CEC and rule amendments prepared for Congress 2006.</i></p> <p><i>Committee to consider at next meeting.</i></p>
14	<p>The CEC recommends that there should be a return to an annual Congress and that the ‘traditional’ existing structure remains. Further, that Congress should debate the implications of this proposal, and consider a variety of options for the future running of an annual Congress, taking into account factors such as the location, timing and overall cost.</p>	<p><i>Implemented</i></p>

	Recommendation	Progress at March 2006
15	<p>The CEC recommends that:</p> <ul style="list-style-type: none"> (i) an examination should take place of the size and effectiveness of the CEC and Regional Councils and; (ii) the current system whereby only members of Regional Councils are eligible to stand for election to the CEC should be maintained. 	<p><i>Still under review by Regions.</i></p>
16	<p>The CEC will establish a working party to review the rulebook (at an appropriate time) following Congress 2005.</p>	<p><i>To be progressed – this was in abeyance pending the outcome of the King Inquiry.</i></p>
17	<p>The CEC has established an Election Working Group chaired by the Vice President to review GMB election rules for future elections, and recommends that any CEC decision should await the outcome of the Working Group's report.</p>	<p><i>This proposal is superseded by the King Inquiry report and the changes debated by the 2005 Recall Congress.</i></p>
18	<p>The CEC recommends that the Finance Committee and Senior Managers review all the financial restructuring issues identified by the Task Group with the aim of identifying appropriate reforms that can be implemented immediately and, in the case of reforms requiring changes to Union Rules, recommending detailed Rule Amendments for the CEC to propose to the next GMB Congress. Senior Managers have already taken preliminary steps so that the financial restructuring review can proceed quickly should Congress 2005 accept this recommendation.</p>	<p><i>In progress – much has already been achieved including new streamlined banking procedures, the repayment of bank loans, restructured budget systems, improved financial planning and a review of audit arrangements.</i></p>

	Recommendation	Progress at March 2006
19	The CEC will look at all areas of expenditure to identify those that are unproductive and to make recommendations that these practices are stopped, to free up resources for direct servicing of members and ensuring the growth of the Union.	<i>Implemented by Senior Management Team. Measures include a costs audit, co-ordinated purchasing policy and revenue and benefit review.</i>
20	The CEC considered the report from the NAU Review Group on 19 April 2005 and endorsed its conclusions and recommendations. Action is already under way to implement the recommendations, notably identifying a Regional Secretary to work with the NAU and Regions in encouraging employers to switch to direct debit and to increase the use of electronic data transfer.	<i>Implemented by Senior Management Team led by Andy Worth.</i>
21	The CEC Finance Committee will conduct a review of branch commission payments.	<i>Work is under way with a draft report due to go before the Finance Committee in April 2006.</i>
22	The CEC Finance Committee will conduct a full review of members' benefits to consider upgrading them. The review will be based upon all the relevant data and information available on current benefits.	<i>Discussions are under way with the Finance Committee studying benefits, qualifications and costs.</i>
23	Regions should examine how to increase the number of members paying by direct debit, and whether incentives to convert to direct debit should be offered in the Region.	<i>Regions are experimenting with various options including the use of incentives.</i>