

CONGRESS 2023 ACTIONS ON MOTIONS

JANUARY 2024 UPDATE

UNION_ORGANISATION: CONGRESS

1. BANNER CEREMONY SONG

This Congress believes that the song Jerusalem being used during the banner ceremony is non-inclusive. We understand that the words to “Jerusalem” were written by the radical and visionary William Blake, and have been interpreted by many as a pledge to fight for a better society. However, we feel that their original meaning has maybe become lost over time. The song can nowadays often come across as narrowly nationalistic and contains religious references which might exclude many – especially as in the most recent census of England and Wales less than half of the population described themselves as Christian. Also, it could be misinterpreted as insensitive towards Palestinians and Muslims that support the Palestinian right to self identify and until there is a peace settlement it should not be held up as an example of unity and utopia.

We are calling GMB to stop using this song during the Banner Process and request a new song is adopted which is inclusive to all.

We suggest a suitable option would be Bob Marley’s “Get Up /stand Up, Stand Up for your Rights or Don’t Worry About a Thing”.

L26 RICHMOND & WANDSWORTH BRANCH SOUTHERN

Congress Decision: REFERRED

Progress: Following a discussion around a replacement for Jerusalem, the CWP agreed to continue with Jerusalem, but as an instrumental version only, with no words.

UNION_ORGANISATION: CONGRESS

3. UPDATING BRANCHES AND MEMBERS ON CONGRESS MOTIONS

This Congress requests that the CEC provide earlier updates on the progress of motions passed at the previous year’s Congress so that required action can be taken.

The updates are to be provided no later than the deadline of the 31 January of the following year which is the deadline for branches submitting motions for the next Congress.

This is to potentially avoid a stockpile of motions but also so that members who have had motions passed, can be reassured that where a motion requires action immediate or otherwise that action is being taken. Issuing a regular motions update would be hugely appreciated.

I36 ISLINGTON APEX BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Progress to date on the carried motions from Congress 2023 are published here no later than 31st January

UNION_ORGANISATION: CONGRESS

4. CHILDCARE SUPPORT AT CONGRESS

This Congress notes that there are 2.8 million single parent families in the UK today. We as a union, need to give them a voice and allow for equal representation at Congress by lessening the barriers that prevent this happening.

Congress believes that this group of members has an important role to play within this great union and we need to give them the same chance as other members have, to take part. Most have had a difficult time through their lived experiences and would have much to bring to our union family.

Therefore, we ask for an undertaking that creche, or childcare facilities are made available at Congress for those single parents, whose barrier to attending is the care of their children.

These could be provided by sourcing spaces in established facilities, local to where Congress takes place. This would reduce the cost implications of specific insurance and hiring qualified staff, particular to each Congress.

We believe the benefits would far outweigh the costs.

We therefore instruct the CEC to ensure that these members are given an equal chance to be heard at Congress.

We stand for equality; therefore it is time to practice what we preach!

L10 LEICESTERSHIRE BRANCH MIDLANDS

Congress Decision: CARRIED WITH QUALIFICATION

Progress: As in previous years notice of the creche facility is included in the internal Congress Guidance to Regions. Wording has been strengthened for 2024 to request Regions to directly notify their branches of this facility. The standard delegate nomination form sent to Branches again includes the wording “Creche facilities are available for children of unaccompanied delegates at Congress”

Following discussion at the Congress Working Party for 2024 both the internal Congress Guidance to Regions and to National Office staff also states that this facility is also open for staff to use.

As in previous years Regions are requested to ask at their pre-delegates meeting in April 2024 if any delegate requires the creche facility, and to notify National Office accordingly. Nipperbout, who provided the creche facility in Brighton 2023, have been put on standby for Bournemouth 2024 should any creche requests be received.

UNION_ORGANISATION: GENERAL

11. ID PASSES

This Congress notes that when visiting other workplaces to attend meetings to represent our members, it's important to have a GMB ID. Just showing a business card with a name and email on is not enough when going into elderly care/children's homes due to safeguarding policies and going into vulnerable sectors. Having a GMB official identity for the employer to check is more professional as it gives the rep a better standing in front of our members. We would ask the GMB to look at giving our Accompanying Reps a better form of ID, other than a business card. An official ID can be discretely show to the companies on arrival.

K19 SOUTH LONDON GENERAL BRANCH SOUTHERN

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

UNION ORGANISATION: RECRUITMENT & ORGANISATION

12. GMB APP FOR SMART PHONES

This Congress wish to request the GMB to fund and develop an application for use in conjunction with smart phones for members.

With a hopeful incoming Labour Government and a repealing of anti-trade union laws, developing an app for smart phones that would allow members to electronically vote in ballots, have access to GMB information, issues and campaigns and contact their union, would be an advantage for reps and officers to be able to organise workplaces.

B76 BRIERLEY HILL BRANCH MIDLANDS

Congress Decision: REFERRED

Progress: Following on from the transfer to the new GMB website and the move to an online membership card, a developer has been instructed to produce costings and a timetable for the implementation of a GMB App, which will then be supplied to the F&GPC for consideration.

UNION ORGANISATION: RECRUITMENT & ORGANISATION

13. RECORDING MEMBERS' NEXT OF KIN DETAILS

Sadly, we recently lost a member who passed away. The member was not known to any Work-Place Organisers. We were informed of her passing by the company. We do not have any details of the family or next of kin for our member. Therefore, we are unable to contact any one to pass on our condolences or for us a Union to pay The Funeral benefit as per Rule 53 to the family or next of kin.

We ask Congress, to consider the way in which we recruit members and specifically ask that we request details of next of Kin when joining. The Member who passed away had been a member for over twenty years. Its extremely unfortunate, that Our Union will not be able to show the family that we not only can provide them something to help towards expensive costs for a funeral. We can't even show our respects to a long-standing member as we have no details of Next of Kin recorded.

WESSEX WATER BRANCH X46 WALES & SOUTH WEST

Congress Decision: REFERRED

Progress: Action on this motion will be reported ahead of Congress 2024.

UNION ORGANISATION: RECRUITMENT & ORGANISATION

15. A MEMBERS INTER REGIONAL TRANSFER POLICY FIT FOR PURPOSE

This Congress acknowledges that there are different protocols regarding transferring members between Regions. For example, if a member is already involved in a grievance, legal case or disciplinary it makes sense for the Region that is dealing with it to finish dealing with it.

When there is no outstanding or continued need for representation and members are put in the wrong Region it can be difficult and time consuming getting them transferred into the correct Region.

It causes frustration for the member as they are passed from pillar to post in their quest to get representation.

It is not clear if members who put down their place of work (outside the Region) instead of their employer (within the Region) are to be represented by one Region or the other.

Pistols at Dawn situations between Regions stemming from enquiries and discussions over which Region a member is in could be avoided.

Benefits could include:

1) improved optics for the GMB, members do not see or feel like branch and regional organisers are unsure or conflicted over who takes on their case.

2) less time wasted involving organisers at levels up to and above branch level.

We call for a review of these protocols as to whether or not they can be improved.

We believe that Regions and Branches should be consulted on new proposals and procedures for transferring members for full transparency.

C30 CITY OF LONDON BRANCH LONDON

Congress Decision: REFERRED

Progress: Action on this motion will be reported ahead of Congress 2024.

UNION ORGANISATION: RECRUITMENT & ORGANISATION

18. ORGANISING YOUNG WORKERS.

Congress notes:

- Young people are not joining Trade unions like they used to, and it is harder to recruit young people into the movement.

- For GMB to thrive and continue to be the bargaining force we must recruit Young people and bring them through into both lay-member and staff structures, to make work better in the future and in the present.

- Young people have too long been ignored and to be a second thought when recruiting, and we try to recruit out-dated techniques or do not know how to approach them.

Congress believes:

- Successive Government's have waged war against the Trade union movement, starting with Thatcher, and Labour not reversing this legislation when they had the chance. They changed the way society viewed us, and helped push the idea we are "scroungers" and those who do hard work are the rich people as opposed to those at the bottom wanting a fair deal for the wealth they have created.

- We must take drastic action to organise young people into GMB and then encourage them to become shop stewards, and other lay member roles within our democracy. As without them, GMB will soon die off and we must do all we can to protect the structures.

- GMB can make work better by organising young people and representing their interests, at work and inside our union, and at a national level including TUC.

Congress resolves:

- For the Central Executive Council and National Organising unit and GMB National Young Workers Network Committee to propose a report to Congress next year on the steps we can take to recruit young members, and how we can target those specifically.
- For the CEC as part of this task, to consider where required any additional resources at a national level so that can be utilised to organise young workers.

A50 BRANCH WALES & SOUTH WEST

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB regions and branches continue to focus locally on the best methods to recruit and retain younger workers in a difficult climate. Efforts are boosted by national events including the Young Workers Summit (Autumn 2023) and participation in the TUC Young Workers Committee and Conference.

UNION ORGANISATION: REPRESENTATION & ACCOUNTABILITY

23. SUPPORT FOR BRANCH REPRESENTATIVES (COMPOSITE 1)

This Congress recognises and celebrates that GMB Union has reps in thousands of workplaces across the country in every region and nation. Being a GMB union representative can be a really enjoyable activity, fighting for PPE to keep members safe, representing in grievances and meetings and being able to make a tangible difference to our members' work lives.

However, like 1 in 4 in the general population who have difficulties with their mental health and wellbeing, union representatives are not immune from the everyday stresses of everyday life and the impact it can play upon mental health and wellbeing and whilst some employers have good support and employee assistance programmes in place for their employees, many do not.

This motion calls for the introduction of an annual review process for representatives, including branch role holders to identify any training needed whether new or refresher, any support needs and the opportunity to have a conversation about wellbeing.

B23 BOLTON BRANCH NORTH WEST & IRISH

Congress Decision: REFERRED

Progress: The CEC has yet to convene the proposed Working Group at time of writing (January 2024), so this motion is unlikely to be discharged by Congress 2024. This has however given time for an informal scoping exercise looking at provision by other unions and organisations. Advice and support lines are operated by NEU, Unison and Unite, with Unite offering an extension of their Employee Assistance Programme to Postholders only (i.e. not the entire lay membership).

Non-Union support lines includes the Ambulance Staff Charity, of which GMB is a partner, and the Education Support Line. Both bodies are charities. ESL costs approx. £2.5M each year, whilst the ASC Helpline, which appears to employ 3 counsellors, cost around £250,000 per year.

Some initial work is ongoing to consider whether we can provide a helpline service – this is in highly formative stage at present, and may not be viable, but we are considering all potential options to improve the support for GMB postholders.

UNION ORGANISATION: REPRESENTATION & ACCOUNTABILITY

24. SUPPORT FOR GMB REPRESENTATIVES (COMPOSITE 1)

This Congress calls on the CEC to support GMB representatives.

K28 branch would like to voice that our active reps within the branch are supporting a lot of members with not only workplace issues but members' personal issues, which at times has become quite distressing and emotional for the reps involved.

Apart from the reps communicating and supporting one another in the office, there is no additional support for our GMB reps beyond this.

Our members come to us for advice and guidance which we do to the best of our ability, however, now covid cases are becoming less frequent and a lot of members have now returned to offices, we are being contacted and deal with numerous cases including cases around bullying and harassment, sexual harassment, cost of living crisis, members struggling financially, suicide, self-harm, poor mental health, substance/alcohol misuse, death in the workplace plus death amongst colleagues within the branch.

Although some of these cases are traumatic, which not only impact our emotional and mental wellbeing we as reps are expected to carry on regardless.

As reps, we provide advice and guidance to members around health and safety and make recommendations to members and their managers to refer to Occupational Health which includes referrals to counselling services.

To conclude, our reps are not only under pressure at work, but they are also under pressure supporting and representing an increasing number of members with all the above issues. It is pivotal that GMB reps receive the right support to safeguard their own mental health and wellbeing. Does this raise questions as to what support systems and training are available for our GMB reps? GMB also has a duty of care to our reps under the health and safety laws and good practice.

K28 KNOWSLEY BC BRANCH NORTH WEST & IRISH

Congress Decision: REFERRED

Progress: The CEC has yet to convene the proposed Working Group at time of writing (January 2024), so this motion is unlikely to be discharged by Congress 2024. This has however given time for an informal scoping exercise looking at provision by other unions and organisations. Advice and support lines are operated by NEU, Unison and Unite, with Unite offering an extension of their Employee Assistance Programme to Postholders only (i.e. not the entire lay membership).

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UNION ORGANISATION: REPRESENTATION & ACCOUNTABILITY

25. REVITALISING BRANCHES

This Congress notes that it has been some time since the CEC Special Report on Branches and the Branch Working Party was set up. Much has changed in the world of work and we need to ensure that our Branches are fully functioning and recruiting members. We call on Congress to revitalise our branches to ensure full democracy and participation and we call for a National health check of all our Branches to ensure that we have fully active lay member structures in all Regions.

W17 THREE VALLEYS WATER BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: The Rulebook Review Working Group will consider the motion when they look at any potential changes to rule 35.

UNION ORGANISATION: REPRESENTATION & ACCOUNTABILITY

26. REVITALISING GMB BRANCHES

This Congress recognises our member led Branches are the building block of this Union. Without these we would not have an effective organisation and leadership nor be able to draw on support for democratic Regional structures.

Workplace activity does not always translate into getting members/activists to stand for the full range of Branch Officer positions. Therefore, in some incidents some Branch Officers are needing to double up with many undertaking other roles - such as accompanying reps or being a workplace steward within a workplace.

Congress calls on the CEC and SMT to produce videos and materials to encourage Members to become more involved with Branch activities AND stand for elections to become a Branch Officer.

E12 EAST DEREHAM BRANCH LONDON

Congress Decision: REFERRED

Progress: The Campaigns and Communications team are working on a video that can be used by branches to raise awareness of different roles in the period before branch elections take place.

UNION ORGANISATION: REPRESENTATION & ACCOUNTABILITY

28. GMB MEMBER SURVEY OF MENTAL HEALTH PROBLEMS

This Congress is aware that it has become very clear to Branch Secretaries and GMB Reps in particular that there has been a big increase in mental health problems amongst our members, notably anxiety, stress and depression.

This in turn leads to frequent long-term sickness absence, causing further distress to our members and affects people across all sectors, but seems particularly high amongst those working in the NHS and the care sector, but also in education and the private sector.

No doubt recent adverse events (i.e. Covid 19 infections, the cost of living crisis, possibly staff shortages due to Brexit), have played key roles in these developments.

The national media (newspapers, TV, radio etc) have also reported these unfortunate developments. A recent survey found that about 50% of GPs suffer from such problems now, and so apparently do young school children, but for different reasons seemingly (i.e. global warming, pollution etc).

We call on GMB to carry out a Health and Well-being Survey amongst members, to ascertain how many do suffer from these problems.

This may also be an opportunity for staff talking about the GMB and thus may increase membership.

R27 REDBRIDGE BRANCH LONDON

Congress Decision: CARRIED

Progress: Work is underway to produce an all-member poll to discover the extent of the issue. At time of writing we are aiming to either put a voting mechanism on the front page of the GMB website, or contact every member via text message.

UNION ORGANISATION: FINANCES & CONTRIBUTIONS

39. ADDITIONAL BRANCH SUPPORT FOR LOCAL AUTHORITY MEMBERS

This Congress calls upon branches to offer additional support for Local Authority campaigns in the form of promotional rates and financial assistance for campaigns by purchasing materials.

Local Authorities should be a target for all branches who hold members and as such there should be a live campaign to increase membership especially in Labour controlled authorities.

B06 GMB ORGANISING BRANCH NORTH EAST, YORKSHIRE & HUMBER

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

UNION ORGANISATION: UNION BENEFITS & SERVICES

40. COST OF LIVING CRISIS

This Congress has noted that during the pandemic, as a result of us all working from home, if that was possible, and the resultant sudden downturn in demand for oil and gas, energy companies were briefly paying refineries to take the oil they produced. The pandemic also shut down air shipments of freight in the belly hold of passenger aircraft destroying the ability to provide a next day delivery service of some goods. As a result, the shipping lines were able to massively increase the cost of shipping anything by sea or by rail from the Far-East to Europe.

Additionally, following Brexit, the cost of importing and exporting any of the products required or produced also increased as we were no longer able to avoid tariffs and the additional cost of the bureaucracy.

On top of that we have had the increases in the cost of energy that has impacted individuals and businesses across Europe as a result of Russian aggression and eventual illegal invasion of Ukraine, expanding their illegal occupation of the Crimean Peninsula.

The result of all this has been in December 2022, a 16.9% increase in food and non-alcoholic beverages, a 11.7% increase in the cost of housing and household services, a 11.4% increase in the cost of hotels and restaurants causing RPI to 13.4% from a high of 14.2% in October.

During that time the Average Weekly Earnings (AWE) only rose by 6.5% in the 12 months to November 2022. This means that the average worker in the last 12 months has suffered a real term 7.7% cut in their wages.

Over the nearly 13 years since Tory government came to power, the cost-of-living RPI measure of inflation has witnessed a 60.2% increase in prices yet the Average Weekly Wage has not kept pace rising by 40.5% (a 19.7% cut in the standard of living). In the public sector the average wage increased by 37.7% and manufacturing wages only rose by 32.4%. Even in the Finance and Business services industries, wages increased by an average of 48.1%. This government has made discovery of company profits harder by relaxing the reporting obligations of big business and made it easier for businesses to avoid paying tax to provide the coffers to pay people in the NHS, fire services, police, local authorities and other government departments a decent wage, while some top bankers can again receive an unlimited bonus for making the bank yet more money. This deregulation of banker's bonuses was what led to the global financial collapse in 2008/9; hasn't the government learnt from past mistakes?

Is it any wonder that we now have more people in food poverty than before they came to power. This government has systematically made it harder to protest and be part of a trade union and now the government even attacks the human right to strike so that its backers can reap the rewards of this latest crisis.

Privatisation caused the rail industry to build up a £40 billion debt mountain and privatisation of the water industry has allowed the private owners to sell land and assets, reduce overheads and yet build up a £50 billion+ debt mountain, between them they have paid most of this money to private shareholders in dividends instead of reinvestment. It has also given the ownership of our energy and utilities to foreign investment.

We call on Congress to:

- Fight for the end to this government and the end to efforts to subjugate the workers through a regime of fear so that their friends can buy yet another yacht from their dividends while workers queue at food banks.
- Fight to renationalise our critical public services so that it can rebuild and reinvest, allowing the UK to be energy self-sufficient and not impacted by global politics in the future.
- Enhance the hardship fund to help those in need should they lose their employment through no fault of their own.
- Call on the Central Executive Council for the creation of a strike pay so that no worker fears the loss of wages.
- Assist low paid members by freezing all subscription increases.

M23 GMB UNITE BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: This motion is being discussed at the February F&GPC

UNION ORGANISATION: UNION BENEFITS & SERVICES

44. TO SEEK A 24 HOUR LEGAL HELP LINE FOR MEMBERS (COMPOSITE 3)

This Congress acknowledges that Unionline hasn't been able to service all of the needs of our members, in particular Police Staff who may become involved as a witness or interested party in a post incident procedure (PIP).

A PIP can happen if a police member of staff is involved or is a witness in a death or serious injury to another person. This can involve any of our members across police forces from Detention Officers to Control Room staff. It is a very frightening experience and there is the potential that things can lead to a criminal matter and a conviction.

How many of our members can go to work at the beginning of their shift and potentially lose their jobs or have a criminal conviction from something which has happened that day!

Unison are very organised and give all their members a card with a 24 hour dedicated legal help line which they can carry around with them all the time, our members and our Reps and Branch Secretaries have nothing!

Over Christmas 2022 I received a phone call on bank holiday Tuesday from a control room Chief Inspector in charge of a post incident management (PIM) stating that one of our members had been part of a process where a missing person was found dead. It was bank holiday Tuesday, Regional Office was shut, Unionline were closed. I reassured the member and decided to get legal help for a PIP which was due on the Friday where the member would have to give a stage four statement with a solicitor. I managed to phone Unionline on the Wednesday but they wanted the member to contact them, 'why I asked they are very upset, and usually Regional Office arrange all this so there is no need to speak to the member'. I was told 'it's GDPR'. Yet again this is Unionline not understanding what is needed for a PIP.

I'm afraid I took matters into my own hands because I couldn't leave the member with no legal representation two days later, I emailed everyone including Gary Ruben at Blackfords and he saved the day, I just had to make sure he got the code from Unionline so he would be paid.

If this had happened in the middle of the night there would have been no legal support.

Unison use the fact that they have a 24 hour legal help line as a recruitment tool and there are many occasions where I've been to an induction for new starters knowing full well that they join Unison because of this, I can't offer them that support and reassurance.

I ask Congress to look at this matter of urgency mainly to protect our members but this would also be a fantastic recruitment tool. I'm sure other members in this Congress across our workforces would also benefit from this.

N81 GMB EAST MIDLANDS POLICE STAFF BRANCH MIDLANDS

Congress Decision: REFERRED

Progress: Referred to Legal Director - looking in practicalities. Awaiting legal response
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UNION ORGANISATION: UNION BENEFITS & SERVICES

45. 24-HOUR LEGAL SUPPORT (COMPOSITE 3)

This congress acknowledges that many Police Staff members work shift patterns that cover 24 hours over 7 days a week, 52 weeks a year, not just Monday to Friday 9 to 5.

Police Staff members, particularly those working in operational policing roles such as PCSOs, Custody Detention Officers and Control Room staff, can find themselves subject to formal investigation as a Key Police Witness by their Professional Standards department or the Independent Office of Police Conduct at any point during their working day whenever a Post Incident Procedure (PIP) is arranged. A PIP is arranged whenever there is a death or serious injury following police contact. If this happens during the normal working day their local GMB rep will do all that they can to provide them support including when necessary,

organising legal advice. But, if this is outside of normal GMB working hours the member may be faced with going into an investigation interview or giving a statement with little or no support, currently within the GMB there is no provision to provide this support outside the normal working day. This is not right!

Having a 24-hour legal provision will also allow us to grow our GMB membership within the Police Service, because we will be able to use this service as another reason why they should join our great union a lack of this service is currently used against us by other unions as part of their recruitment process.

This congress calls on the GMB to setup a 24-hour legal support for these members which will provide them with the service they need and deserve.

SOUTH WALES POLICE STAFF BRANCH (S62) WALES & SOUTH WEST

Congress Decision: REFERRED

Progress: Referred to Legal Director - looking in practicalities. Awaiting legal response

UNION ORGANISATION: UNION BENEFITS & SERVICES

46. GMB LEGAL SERVICES (COMPOSITE 4)

This Congress agrees to fully relaunch our legal services through Unionline.

Between GMB and CWU (including members families) we should realistically have access to over one million people, most of which will be employed in a workplace.

A significant number of GMB members would be employed in workplaces using chemicals, such as in the textile, rubber, leather, dye, paint, and print industries; some naturally occurring chemicals; and chemicals called aromatic amines and others which can also increase the risk of bladder cancer.

As with other campaigns, GMB should consider a thorough national and regional strategy to identify members and their families who may be adversely affected by their occupation, so we are adequately providing pro-active legal support for any personal injury or industrial disease which may be inflicted on our members through no fault of their own.

B10 BARKING BRANCH LONDON

Congress Decision: REFERRED

Progress: Action on this motion will be reported ahead of Congress 2024.

UNION ORGANISATION: UNION BENEFITS & SERVICES

47. MAKE UNIONLINE GREAT AGAIN! (COMPOSITE 4)

Congress believes that Unionline is a great idea, a firm of solicitors owned by GMB and CWU, where the benefits flow back to union members.

Congress notes however, that the experience has sometimes been disappointing. In particular, it is challenging to deal with Unionline for many GMB members who perhaps don't speak English as their first language, or who struggle to explain themselves to solicitors.

Congress believes that for some members it would be appropriate for their branch secretary or Regional Organiser to support them in presenting their case to Unionline, rather than expect the member to deal direct with the solicitors from the start.

Congress notes that branch secretaries, and other shop stewards, often have a need to clarify a point of law, and that Unionline doesn't easily support this.

Congress resolves that Unionline should provide a dedicated service for GMB branch secretaries to gain advice, where appropriate.

Congress further resolves that Unionline should support a process, where employment cases on behalf of members, can also be raised with Unionline, in the first instance, by GMB branch secretaries or Regional Officials.

W15 THREE SHIRES BRANCH SOUTHERN

Congress Decision: REFERRED

Progress: Action on this motion will be reported ahead of Congress 2024.

UNION ORGANISATION: UNION BENEFITS & SERVICES

48. UNIONLINE NORTHERN IRELAND (COMPOSITE 4)

This Congress urges that action is taken to address the level of concern and dismay felt by the Northern Ireland membership regarding the standard of service and unacceptable level of inaccurate information being provided to them by Unionline. We feel that despite assurances that the matter would be addressed, the service being provided to Northern Ireland is not fit for purpose, is disrespectful and potentially damaging to recruitment and retention in our area.

We call on Congress to agree that Northern Ireland members will be referred directly to a local service provider, who is familiar with the differences and intricacies of Northern Ireland Legislation, without having to liaise, in the first instance with an advisor that has demonstrated repeatedly its deficiencies in this area of law.

U88 ULSTERBUS BRANCH NORTH WEST & IRISH

Congress Decision: REFERRED

Progress: Action on this motion will be reported ahead of Congress 2024.

UNION ORGANISATION: UNION BENEFITS & SERVICES

50. NATIONAL SUPPORT FOLLOWING A FATAL ACCIDENT IN THE WORKPLACE

On the 3rd of December 2020 there was a tragic explosion at the Wessex Water site in Avonmouth, near Bristol.

The lack of safe systems of work in place led to four people losing their lives and not coming home from work that day. Three employees of Wessex Water (one being an apprentice) and a contractor. Brian Vickery who was 63 Years of age and vastly experienced, was a GMB Union member.

Brian was survived by his Widow and three sons. He was their rock, and also a very much missed friend and colleague to many of us.

Thankfully the death of a member in the workplace is a rare occurrence. It is though extremely stressful for Work-Place organisers to deal with the aftermath. Reflecting on our efforts to support the bereaved family, whilst the Branch Secretary received excellent support from the FTO and regional staff - we as a branch feel that instances such as these are so serious and emotional that families should receive support from GMB National Office.

Allowing for a more detailed and cohesive response from the union and ensuring that the families have access to support, assistance in claiming from the funeral benefit, fatal accident benefit and providing them with a detailed explanation of what they are likely to face in the future and the level of support that can be given to them by the Union and its legal partners.

We ask that this support be provided by the Union until all legalities are concluded.

WESSEX WATER BRANCH X45 WALES & SOUTH WEST

Congress Decision: REFERRED

Progress: Work has commenced on a comprehensive suite of materials and training for both GMB Organisers and lay members on responding to workplace fatalities, both in the short and longer term. This is a major piece of work that will cover dealing with Regulators; parameters around investigation and legal privilege; support for bereaved families and members; and implications for pensions and benefits. We aim to have draft materials available for Congress 2024, but it is critical to get this right, so will take the necessary time to ensure that the materials are appropriate, and the training is rolled out as widely as possible.

UNION ORGANISATION: UNION BENEFITS & SERVICES

51. RACE AND EMPLOYMENT TRIBUNAL CASES (COMPOSITE 5)

Congress notes the current process of how an Employment Tribunal case is assessed by UnionLine. The prospects of success are determined and if the assessor believes the case has 51% or more chances of success the case is supported by the Union.

Anecdotally, we are seeing race discrimination cases being turned down by Union line.

As members, we would like to seek assurances that the cases are not being subjected to a higher bar of determining success than say for example, other discriminatory cases not involving the issue of race.

Black, Asian, Minority, Ethnic members must feel confident that goods and services offered are accessible and currently there is a perception amongst some Black Asian, Minority, Ethnic members that this is not the case.

Congress is asked to:

1. Consider conducting a sampling exercise of race discrimination cases that have not been supported with the involvement of the National Race Network in conjunction with the National Race Officer.
2. Consider looking at Race cases over the last 5 years.
3. Submit a report, as far as is as is practicable at Congress 2024 with findings and recommendations.

E10 EALING BRANCH LONDON

Congress Decision: REFERRED

Progress: Action on this motion will be reported ahead of Congress 2024.

UNION ORGANISATION: UNION BENEFITS & SERVICES

52. ENSURING EQUAL ACCESS FOR GMB UNION'S SUPPORT OF BLACK MEMBERS IN RACE DISCRIMINATION CASES (COMPOSITE 5)

This Congress notes that the current process of how an Employment Tribunal case is assessed by the GMB, via Unionline. The Unionline assessors will determine the prospects of the case succeeding. If the assessor believes the case has 51% or more chances of success, the case will then be supported by the GMB Union.

Congress notes that we are anecdotally seeing race discrimination cases being turned down by Unionline. Therefore, the GMB's National Race Network is seeking assurances that the cases are not being subjected to a higher bar of success than other discriminatory cases not involving race.

Congress believes that Black members of the GMB must feel confident that there is equal access to the Union's services, thereby overcoming a perception amongst some Black members of unequal access.

Congress instructs:

- The GMB Union to perform a sampling exercise for race discrimination cases that have not been supported over the last 5 years to understand the reasons why
- The National Race Network to oversee this process in conjunction with the National Race Officer Tyehimba Nosakhire
- The GMB Union to present a report to the GMB Congress 2024 with findings and recommendations

K19 SOUTH LONDON GENERAL BRANCH SOUTHERN

Congress Decision: REFERRED

Progress: Action on this motion will be reported ahead of Congress 2024.

UNION ORGANISATION: UNION BENEFITS & SERVICES

53. ET CASES LINKED TO RACE DISCRIMINATION (COMPOSITE 5)

This Congress Conference notes the current process of how an Employment Tribunal case is assessed by the GMB, via Unionline. The prospects of success are determined and if the assessor believes the case has 51% or more chances of success the case is supported by the Union.

Anecdotally, we are seeing race discrimination cases being turned down by Unionline and the GMB's National Race Network is seeking assurances that the cases are not being subjected to a higher bar of determining success than say for example, other discriminatory cases not involving race. Black members of the GMB must feel confident that goods and services in the their Union are accessible and currently there is a perception amongst some black members that this is not the case.

Conference therefore agrees that a sampling exercise shall take place of race discrimination cases that have not been supported. The National Race Network (is that our correct name??) shall oversee this process in conjunction with the National Race Officer Tyehimba Nosakhire. This process will look at race cases over the last 5 years and a report will be presented to GMB Congress 2024 with findings and recommendations.

**X20 LEEDS GENERAL BRANCH
NORTH EAST, YORKSHIRE & HUMBER**

Congress Decision: REFERRED

Progress: Action on this motion will be reported ahead of Congress 2024.

UNION ORGANISATION: UNION BENEFITS & SERVICES

**54. EMPLOYMENT TRIBUNAL CASES LINKED TO RACE DISCRIMINATION
(COMPOSITE 5)**

This Congress notes the current process of how an Employment Tribunal case is assessed by the GMB, via Unionline. The prospects of success are determined and if the assessor believes the case has 51% or more chances of success the case is supported by the Union. Anecdotally, we are seeing race discrimination cases being turned down by Union line and the GMB's National Race Network is seeking assurances that the cases are not being subjected to a higher bar of determining success than say, for example, other discriminatory cases not involving race. Black members of the GMB must feel confident that goods and services in their Union are accessible and currently there is a perception amongst some black members that this is not the case.

Conference, therefore, agrees that a sampling exercise shall take place of race discrimination cases that have not been supported. The National Race Network shall oversee this process in conjunction with the National Race Officer Tyehimba Nosakhire. This process will look at race cases over the last 5 years and a report will be presented to GMB Congress 2024 with findings and recommendations.

**K19 SOUTH LONDON GENERAL BRANCH
SOUTHERN**

Congress Decision: REFERRED

Progress: Action on this motion will be reported ahead of Congress 2024.

UNION ORGANISATION: UNION BENEFITS & SERVICES

55. ET CASES LINKED TO RACE DISCRIMINATION (COMPOSITE 5)

This Congress notes the current process of how an Employment Tribunal case is assessed by the GMB, via Unionline. The prospects of success are determined and if the assessor believes the case has 51% or more chances of success the case is supported by the Union. Anecdotally, we are seeing race discrimination cases being turned down by Unionline and the GMB National Race Network is seeking assurances that the cases are not being subjected to a higher bar of determining success than say for example, other discriminatory cases not involving race. Black, Asian and Ethnic Minority members must feel confident that goods and services in their Union are accessible and currently there is a perception amongst some members that this is not the case.

Congress is asked to agree:

- That a sampling exercise should take place of race discrimination cases that have not been supported

- The National Race Network should oversee this process in conjunction with the National Race Officer
- This process will look at race cases over the last 5 years and a report will be presented to GMB Congress 2024 with findings and recommendations

C17 CUMBRIA GENERAL BRANCH NORTH WEST & IRISH

Congress Decision: REFERRED

Progress: Action on this motion will be reported ahead of Congress 2024.

UNION ORGANISATION: EDUCATION & TRAINING

56. ANTISEMITISM AND HATE CRIME AWARENESS TRAINING

Our union was co-founded by Eleanor Marx in 1889 who, after seeing the dire conditions of Jewish factory workers in London's East End, and led by her sense of justice, fought for a more compassionate world. It is in this great tradition that we have listened to our members and supported their efforts to launch a specialist faith branch for those working for Jewish faith employers. Workers' interests are best served when people organise themselves, from the bottom up, not the top down. This branch will allow that story to continue and give Rabbinic staff across the community an important voice on their workplace conditions. Today this bond endures, stronger than ever, written in over 130 years of standing shoulder to shoulder. There is a long history of the Jewish community being part of the trade union story.

GMB London's new Jewish Faith Workers' Branch which aims to represent Jewish faith workers and improve the terms and conditions of their employment had its inaugural launch event last Summer attended by founding members. Since then, they have held Branch elections and elected important Branch officer posts.

At the event Gary Smith, General Secretary of GMB, spoke about the central role in labour movement history played by Jewish workers and how the new specialist branch will help to improve the lives of members who fulfil a religious function in the Jewish community. Over several years, the Jewish Labour Movement (JLM) have supported this initiative and assisted in the launch of our ground-breaking branch.

It is in the JLM values as an organisation to champion trade unionism in the Jewish community and beyond. Rabbis and Jewish faith workers, just like all workers, deserve trade union representation that advocates for them. Jewish faith workers include rabbis, rebbetzins, student rabbis, chaplains, youth leaders and all those employed to carry out a religious function by synagogues and Jewish faith spaces.

The Jewish Labour Movement has been the Jewish affiliate of the Labour Party since 1920. JLM has a long association with the trade union movement including links to Jewish tailoring unions that merged to form the GMB.

The Jewish community and members of the new GMB Branch welcome the work already undertaken to roll out antisemitism awareness training through the JLM for all GMB London regional staff and regional committee. It is only through building this awareness will we collectively rid our society of all hate crime, including Antisemitism.

Building on the commitments given at Congress 2022, this Congress agrees to consider how we may deliver Antisemitism and other hate crime awareness training much more widely across all Regions.

Congress therefore agrees to consider forming a small national working group to consider how we may address these concerns and be inclusive to all cultures and religions in how we deliver awareness.

**LONDON REGIONAL COMMITTEE
LONDON**

Congress Decision: CARRIED

Progress: Action on this motion will be reported ahead of Congress 2024.

UNION ORGANISATION: EDUCATION & TRAINING

57. WORKPLACE SPECIFIC TRAINING FOR ALL REPS

This Congress calls for specific training for reps in their workplace. We recognise the importance of GMB@Work and believe that reps should receive this training when they first become a GMB Rep. We are calling for further training for reps in our organisation that will benefit a more intricate approach to their own individual issues in their workplaces that would concentrate on industrial relations, terms and conditions and therefore provide a deeper knowledge and understanding when representing members. This is vital to the world of work resulting in excellent representation and playing an integral part in recruitment.

**A17 ASDA BRANCH
MIDLANDS**

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

UNION ORGANISATION: EDUCATION & TRAINING

58. GMB – NATIONAL LIFE LONG LEARNING STRATEGY

This Congress registers its concern at the dismantling of the National Life Long Learning website and the return to regionally-led Life Long Learning initiatives, this runs the danger of leading to a post-code lottery in relation to the level of service and access to learning opportunities that members can receive in different parts of the country. There has been little, if any, dialogue with members generally about these changes.

The Congress has previously approved the move to ensuring there was a National Learning Offer available regardless of which region members are in. The access to the National Life Long Learning site and general enquiries were not administered effectively for a long period of time in 2022 and has now been withdrawn and closed.

The loss of the National Website pages on Life Long Learning has also led to the National Learning offer, through the Skills Network being no longer easily accessible. These courses were paid for in advance by the Union previously through the Union Learning Fund. At present how members access this provision is unclear and uncoordinated, all be it we recognise the revised National Life Long Learning Committee are attempting to address this, but it is unclear what support and resource it will have to do so from national Office.

We call upon the Union to develop and publish a strategy that outlines the way forward for Life Long Learning within the GMB, how it is seeking to develop and enable lay-members in any region, to access training, information and guidance on learning. Also clarity on how members can contribute to the strategy and the way forward for Life Long Learning across the GMB as a whole.

It is vital that the GMB retains a meaningful and effective National Life Long Learning offer, accessible to all members in line with GMB Policy as approved by Congress previously.

Q22 MANCHESTER CENTRAL BRANCH NORTH WEST & IRISH

Congress Decision: CARRIED

Progress: Action on this motion will be reported ahead of Congress 2024.

UNION ORGANISATION: EDUCATION & TRAINING

59. MEMBERS TO BE GIVEN ICT, TEAMS OR ZOOM TRAINING

This Congress proposes branches to be given basic Virtual zoom and TEAMS training.

With the new way of working as being online in some instances we are requesting, through the GMB educational department that we have training on virtual meetings.

This includes Zoom and TEAMS

- how to facilitate them
- how to organise them
- how to operate breakout rooms and any other functions of the virtual meeting apps to help with the running of our branch meetings.
- Hybrid meetings: what you need and how to do them.
- How to manage your GMB email account with your company's work email account.
- any ICT ongoing training to help in running your branch example WhatsApp, Twitter and any social media accounts.

LO9 LB LAMBETH BRANCH SOUTHERN

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

UNION ORGANISATION: EDUCATION & TRAINING

60. MENOPAUSE LEAVE

Congress notes that on 24 January 2023 the current Government rejected calls for a large scale pilot of menopause leave, as recommended by the House of Commons Women and Equalities Committee in their report "Menopause in the Workplace" July 2022" that an amendment to the Equality Act 2010 should incorporate the menopause as a protected characteristic.

Congress notes that GMB members/activists have worked and campaigned tirelessly on raising awareness of the issue of Menopause in the workplace which has included briefings, information, training, etc. and we have provided support and guidance to members and reps in the workplace.

Congress notes that the menopause impacts all women including non-binary, and Trans men.

It has been noted that Employment tribunals records indicate that there has been an increase in cases involving menopause, where workers usually cite sex, age or disability

discrimination by their employer after experiencing unreasonable treatment as a result of menopausal symptoms.

Congress is asked to:

1. Continue to roll out GMB training on the menopause and raising awareness of the impact on those who experience it and how best to support.
2. Work alongside appropriate decision makers to campaign, as far as is practicable, to legislate for menopausal leave to be a protected characteristic.

E10 EALING BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB training on campaigning around the menopause continues to be rolled out across GMB regions, including a recent successful session for team leaders at JCB in Midlands region and at a business forum organised by Carolyn Harris MP in Wales and South West. Training materials are available for all GMB regions and branches. Members can contact equalityinclusion@gmb.org.uk for more information and review campaign resources at <https://www.gmb.org.uk/menopause/>.

UNION ORGANISATION: EDUCATION & TRAINING

63. NEURODIVERSITY TRAINING

This Congress notes that for many years Diversity and Inclusion has been at the heart of GMB Union yet what GMB fails to do, is any Neurodiversity Training something that has now started in Southern region.

We therefore call upon GMB to introduce Neurodiversity Training nationally as part of the training programme.

G36 SECURITY BRANCH SOUTHERN

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Regional Education Officers and the national Equality and Inclusion Organiser attended a meeting with an external trade union neurodiversity trainer who talked attendees through a 3 day neurodiversity training programme. It was requested that the existing GMB Thinking Differently At Work campaign is integrated into the course. GMB Midlands region is offering this course to reps in April 2024. Branches can contact their regional education or equality officer to request that a course is delivered in their region.

UNION ORGANISATION: EDUCATION & TRAINING

64. THE UNSEEN WHEELCHAIR AND THE INVISIBLE CRUTCH

Congress notes that members with unseen or non-visible disabilities, commonly described as hidden disabilities, are misunderstood, underacknowledged, underappreciated, and undercelebrated within the workplace and the union.

The hidden disabilities sunflower scheme states that in the UK alone 1 in 5 people have a disability with 80% of those being invisible. This means that at the table you are sitting at, the probability is that at least one person may have an unseen disability.

The Cabinet Office explains that a non-visible disability is a disability or a long-term health condition that is not immediately obvious, and it can defy stereotypes of what people might think disabled people look like. This can make it difficult for people with unseen disabilities to access what they need.

The impact of living with unseen disability can be slight or can have a huge effect on someone's life. There remains a stigma around unseen disabilities which causes people not to want to share because of their experiences of poor treatment from managers and colleagues; or due to fear of how they will be perceived.

We need to smash that stigma in order that we can effectively support these people in the workplace and welcome them into membership.

We call upon Congress to:

1. Continue to support and work alongside members and self-organised Ability groups in the GMB to campaign to raise the profile of unseen disabilities.
2. Campaign on providing better understanding and awareness through learning and development, education and supporting training including information on conscious and unconscious bias, to smash the stigma around unseen disabilities.

C46 CENTRAL NORTH NHS BRANCH LONDON

Congress Decision: CARRIED

Progress: A suite of resources for branches to use to campaign around unseen disability discrimination at work will be rolled out in early 2024. Members can contact their regional equality officer or equalityinclusion@gmb.org.uk to be kept up to date.

UNION ORGANISATION: EDUCATION & TRAINING

65. UNDERSTANDING SELF EMPLOYMENT IN THE GIG ECONOMY

This Congress welcomes the work that GMB has done in securing a recognition agreement with Evri (formerly Hermes).

This Congress notes however that Self Employment in this industry is not always fully understood by the GMB.

This Congress resolves to provide policy and better training for lay officials and officers to understand the struggles and difficulties we face and to research and take action regarding the gaps in policy and law for the Self Employed in this industry.

H62 EVRI BRANCH SOUTHERN

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

UNION ORGANISATION: EDUCATION & TRAINING

66. MODERN DAY SLAVERY TRAINING

This Congress would like union representatives, as part of the GMB education resources, to have modern day slavery training included as part of our ongoing support to members.

Modern slavery is a heinous and often a hidden crime. It includes slavery, servitude, forced and compulsory labour and human trafficking. The impact can be devastating for any of the victims.

In 2016, 3,805 potential victims were identified and referred in the UK. In the year to March 2017 the police in England and Wales recorded 2,255 modern slavery crimes. However, many more crimes and victims go undetected.

We have adopted this as part our policy within the union but using the toolkit to support representatives and members to understand it within our education departments.

With this increased awareness and reporting to law enforcement to tackle the perpetrators of modern slavery as well as protecting victims we are playing our part in supporting our members and recognising the signs.

K19 SOUTH LONDON GENERAL BRANCH SOUTHERN

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

UNION ORGANISATION: EQUALITY & INCLUSION

67. RECRUITMENT AND ORGANISING- WHY LGBT+ EMPLOYEES SHOULD JOIN GMB

Congress notes that LGBT+ workers have been and are still experiencing verbal and physical bullying from colleagues, customers or service users because of their sexual orientation / identity and some still do not feel confident about reporting homo/bi and transphobic bullying in their workplace.

According to Stonewall:

- more than a third of LGBT staff (35%) have hidden that they are LGBT at work for fear of discrimination.
- Almost one in five LGBT staff (18%) have been the target of negative comments or conduct from work colleagues because they're LGBT.
- Almost one in five LGBT people (18%) who were looking for work said they were discriminated against because of their identity while trying to get a job and one in eight trans people (12%) have been physically attacked by customers or colleagues in the last year.
- Almost two in five bi people (38%) aren't out to anyone at work about their sexual orientation, compared to 7% of gay men and
- 4% of lesbians, while one in four trans people (26%) aren't open with anyone at work about being trans.

Congress notes that GMB has long been a supporter of the LGBT+ movement, and stand in solidarity with us today, and equality in employment and employment rights are key GMB issues.

Congress is called upon to:

1. Continue to actively work with and proactively encourage branches and employers to promote GMB membership for LGBT+ employees.
2. Conduct research of LGBT+ members of their experience in the workplace as well as when seeking employment, including their experiences during interview.
3. Then use and provide this research to GMB branches and Shout groups to help continue to fight discrimination of LGBT+ workers on a national, regional and local level by lobbying Members of UK Parliament, Members of the Senedd, Members of the Scottish Parliament and Members of the Legislative Assembly in Northern Ireland and by lobbying employers where GMB is recognised, to take a better public stand against LGBT+ discrimination.

4. Further use the survey evidence to develop a workplace plan for use by negotiators to develop further workplace policies supportive of the LGBT+ community.

E10 EALING BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: The TUC's 2023 LGBT+ workers survey and its results can be found at <https://www.tuc.org.uk/research-analysis/reports/being-lgbt-work> and used by branches and negotiators to highlight and campaign on issues relevant to the specific contexts of their workplaces. Training specifically on trans and non-binary inclusion in the workplace can be provided via national office and regional equality officers, and can be requested by branches and regions via equalityinclusion@gmb.org.uk. An upcoming session will be delivered at the Southern Region Equality Conference. A GMB LGBT+ recruitment flyer is available in digital form for branches to print, via the same email address.

UNION ORGANISATION: EQUALITY & INCLUSION

73. MY NAME IS.....

Congress notes:

According to a Race Equality Matters Survey 73% of ethnic minorities reported that they've had their names pronounced incorrectly in the past. Names mispronounced can make people feel "disrespected" and "not valued or important". Pronouncing a name correctly is the building block of inclusion.

Congress Believes:

Pronouncing a colleague's name correctly is not just a common courtesy but it's an important effort in creating an inclusive workplace, one that emphasises psychological safety and belonging. It's about dignity, respect and inclusion. It may seem trivial to some but names are our identities; linking us to family, culture and heritage and no matter how difficult a name may seem we deserve the respect of it being pronounced correctly and without abbreviation.

Congress Resolves:

That with the support from the CEC we should

1. Add phonetic pronunciation to all GMB email signatures, all communication channels e.g. meetings, social media, name badges, Congress Video, captions etc.
2. That activists and branches are to encourage employers and networks to put the phonetic pronunciation of their names on their emails.
3. Produce a campaign around "What's in a name" and become an affiliate of the Race Matters Campaign #MyNamels

A50 BRANCH WALES & SOUTH WEST

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Our National Race Organiser has confirmed that the organisation is compatible with GMB's aims and values and he has registered GMB with Race Equality Matters, and will circulate relevant information to the GMB National Race Network. Affiliation is free of charge but is going to the F&GPC on 4th February for retrospective endorsement so that we can record this action in respect of Motion 73, and add Race Matters Campaign #MyNamels to the list of affiliates on the GMB website. Once being affiliated to the Race Matters Campaign #MyNamels has been confirmed the NRO will work with Comms to initiate the roll out of section 1. of the motion with the aim of achieving full conversion by

congress 2024. For Section 2. of the motion NRO aims by Spring 2024 to have established communication and guidance to be sent out to all industrial teams, branches and activists on organising & campaigning for employers to adopt the practice.

UNION ORGANISATION: EQUALITY & INCLUSION

74. STOP USING THE TERM BAME!! (COMPOSITE 18)

This Congress “We need to identify ourselves with language that resets us on a level playing field. It is not about being a minority or majority, it is about our TRUE identity”.

BAME is a catch-all term used to group all ethnic minority people together. Not only can this disguise huge differences in outcomes between ethnic groups, but also excludes others such as mixed, gypsy, Roma, travellers and other white multi ethnic groups, that also face negative disparities. It is a general term used for “non-white” people which can be intentionally divisive.

On 17th March 2022, it was reported that the UK government will no longer use the term BAME, to refer to different ethnic minority groups within our society. This was based on one of the recommendations from the Commission on Race and Ethnic Disparities Report as it strives to “report responsibly on race” in this way.

As a result of this, the London Local Government Tackling Racial Inequality Programme launched a “Demonstrating Leadership Working Group”. This was to establish a partnership narrative around language and terminology through the lens of racial equality. One that advocates for the disaggregation of BAME, proposing that we must refer to our communities at the most granular level possible.

As a result, a survey was conducted. This ran from 10 June 2022 to 22 July 2022. We received 903 responses spanning London’s anchor institutions including: Local Government, Health, Police, Fire and the Voluntary, Community and Faith Sector.

It was found that the four highest positive preferences were:

- Ethnically Diverse
- Black, Asian and Multi-Ethnic
- People of Ethnic Minority Backgrounds
- People of Colour

With this new data, organisations are now in a position whereby they can swiftly move away from using the term BAME. Therefore, we expect the GMB union to do the same.

Congress, we expect the GMB union to undertake should be as follows:

- Conduct a similar survey, targeting all Ethnically Diverse members of the union.
- Adopt the most popular term.
- Champion the change of terminology and embed it into all GMB correspondence.

This will demonstrate the commitment to supporting, advocating and empowering change for our Ethnically Diverse members.

X20 LEEDS GENERAL BRANCH NORTH EAST, YORKSHIRE & HUMBER

Congress Decision: CARRIED

Progress: The initial requirement of a full survey utilising at least the four definitions set out will be undertaken in March 2024 by the NRO working with the Research & Policy Dept. The National Race Network(NRN) in conjunction with GMB Race Achievement Scholarship Programme will feature the issue in their online event in Race Equality Week 5th – 11th of February 2024. If any other definitions are strongly supported, they will be considered for inclusion in the survey. The survey results will be considered in early May with an aim to begin implementation of the most popular term throughout the rest of May and beginning of June in time for Congress 2024.

UNION ORGANISATION: EQUALITY & INCLUSION

75. Stop using the term BAME!! (COMPOSITE 18)

This Congress asks the CEC to campaign to stop using the term BAME.

“We need to identify ourselves with language that resets us on a level playing field. It is not about being a minority or majority, it is about our TRUE identity”.

BAME is a catch-all term used to group all ethnic minority people together. Not only can this disguise huge differences in outcomes between ethnic groups, but also excludes others such as mixed, gypsy, Roma, travellers and other white multi ethnic groups, that also face negative disparities. It is a general term used for “non-white” people which can be intentionally divisive.

As a result of this, the London Local Government Tackling Racial Inequality Programme launched a “Demonstrating Leadership Working Group”. This was to establish a partnership narrative around language and terminology through the lens of racial equality. One that advocates for the disaggregation of BAME, proposing that we must refer to our communities at the most granular level possible.

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With this new data, organisations are now in a position whereby they can swiftly move away from using the term BAME. Therefore, we expect the GMB union to do the same.

The proposed action we expect the GMB union to undertake should be as follows:

- Conduct a similar survey, targeting all Ethnically Diverse members of the union
- Adopt the most popular term
- Champion the change of terminology and embed it into all GMB correspondence

This will demonstrate the commitment to supporting, advocating and empowering change for our Ethnically Diverse members.

C17 CUMBRIA GENERAL BRANCH NORTH WEST & IRISH

Congress Decision: CARRIED

Progress: The initial requirement of a full survey utilising at least the four definitions set out will be undertaken in March 2024 by the NRO working with the Research & Policy Dept. The National Race Network(NRN) in conjunction with GMB Race Achievement Scholarship Programme will feature the issue in their online event in Race Equality Week 5th – 11th of February 2024. If any other definitions are strongly supported, they will be considered for inclusion in the survey. The survey results will be considered in early May with an aim to begin implementation of the most popular term throughout the rest of May and beginning of June in time for Congress 2024.

UNION ORGANISATION: EQUALITY & INCLUSION

76. ENCOURAGING MORE BLACK ASIAN MINORITY ETHNIC MEMBERS INTO THE TRADE UNION ORGANISATION AND STRUCTURE

This Congress notes that participation in the 10 days GMB Union Representatives induction training and other available courses has historically been low amongst Black Asian Minority Ethnic lay members. Black Asian Minority Ethnic lay members comprise xx% of the GMB Union membership and only xx% of the training attendees [insert statistics if available].

Therefore, Congress believes there is a need to widen the opportunities or provisions for Black Asian Minority Ethnic lay members who are not GMB Trade Union Representatives to attend the relevant training courses and ensure that places can be filled up.

Congress believes that a higher participation in training courses by Black Asian Minority Ethnic lay members will help to broaden their knowledge of the GMB Union. Furthermore, it will encourage them to become more active members of the GMB Union and contribute as GMB Union Representatives or in other capacities.

Congress notes that the absence of paid release time from work is a major cost barrier for Black Asian Minority Ethnic lay members to attend the training courses which typically last for multiple days.

Congress believes that the cost barrier can be overcome given that funding is already available to all regions.

Congress instructs:

- The TUC or GMB Union Central Executive Council (CEC) to work towards reaching an understanding with employers to pick up the cost of the paid release time from work for Black Asian Minority Ethnic lay members where possible
- The GMB Union to help cover the cost of the paid release time from work (partially or in full) for Black Asian Minority Ethnic lay members should an agreement with employers not be reached. Doing so will demonstrate an intent on getting more Black Asian Minority Ethnic members involved with the GMB Union.

K19 SOUTH LONDON GENERAL BRANCH SOUTHERN

Congress Decision: CARRIED WITH QUALIFICATION

Progress: The GMB Race Achievement Scholarship Programme (GRASP) was launched on the 2nd of October 2023. The programme was created by the NRO to develop Recommendation 6 of the Dr Elizabeth Henry report.

Recommendation 6

A positive action programme that includes expanding and promoting opportunities for Black and minority ethnic groups to participate at all levels of the GMB. May involve, shadowing, mentoring and support, training, proactive consultation with Black and minority ethnic groups to understand needs and barriers faced in becoming members and/or activists. Sets targets for inclusion, monitors, and reports progress.

The first GRASP cohort comprises of 10 activists from four different regions who are halfway through a six month fully funded secondment from their workplace. The programme consists of a comprehensive combination of traditional classroom learning, personal coaching, and fieldwork placements in workplace settings. The aim of the programme is to enhance their understanding of how racism manifests in the workplace and how to tackle it as a union, ensure the participants develop a high understanding of the GMB democratic structures and enhance their natural organising and campaigning skills so they can make a positive difference in the workplace. Once completing the course, the participants will become GMB Race Ambassadors with the skills, experience, and aptitude to assist their regions in developing their race equity agenda and support the NRO to fulfil recommendation 6 and the other outstanding Dr Elizabeth Henry

Recommendations. The SMT have confirmed that the programme will continue in October 2024 with a new cohort.

EMPLOYMENT POLICY: EQUALITY & INCLUSION

77. RECRUITMENT BALANCE ON EACH ETHNICITY AND EACH CHARACTERISTIC IN WORKPLACES

Discrimination and racism should not exist in any shape or form within the workplace. Whilst many challenges of discrimination persist within workplaces, they often start with poor recruitment processes that create inequity and overrepresentation of some groups over others.

National Statistics (ONS) state that Black, Asian, and minority ethnic unemployment (BAME) is at a record high, showing the need that companies need to recruit from under-represented ethnicity. Closing inequalities that exist even within ethnic and minority groups. (For example, figures from 2021 annual population survey in employment were 76% White British, and the lowest groups in employment Pakistani and Bangladeshi at 58%)

We believe that the act of recording, reporting and monitoring this each ethnicity and each characteristic information will help recruiters to identify gaps in their recruitment which can be fixed to create a more diverse workplace.

We are concerned that companies who have specific recruitment gaps in ethnicity and protected characteristics are not considering applicants who meet most of the job criteria on the job description.

Therefore, where GMB are recognised, we call on Congress to:

- Hold these organisations to account when they do not recruit according to a percentage of the local population for each ethnicity without good reason.
- Call for and expect said organisations to provide explanations for a lack of recruitment from specific ethnicity, race and protected characteristics.
- Ensure all those medium to large companies recruit from each ethnicity, race, gender, according to the percentage of the population in between by seeking balance demographic area and who applied for jobs from LGBTQ+ and those with disabilities, ageism
- Ask that these companies conduct a yearly survey on their policy reporting which will show job seekers that the organisation they are applying to takes diversity seriously.

P17 PLAISTOW BRANCH LONDON

Congress Decision: CARRIED

Progress: The NRO as worked with GRASP to develop an action plan to get GMB and all workplaces in a position to begin comprehensive ethnicity pay gap reporting by January 2025. This involves spreading awareness and understanding of the issue as well as how to develop an adequate standard of reporting. The following is a summary of the key elements of the plan.

- The NRO & GRASP will attend an Ethnicity Pay Gap Reporting Summit February 2024 and will then develop a brief for the GMB on EPGR and a brief for establishing it in the workplace.
- GMB formally seeks ratification from February 2024 F& GPC to support the #Ethnicity Pay Gap Campaign
- The NRO will work with the IT and relevant officers on establishing the process of internal data collection and reporting framework and update congress 2024 on progress with incorporating timetable for completion by January 2025.

- NRO, GRASP and NRN to organise online event for reps and members to spread awareness of EPGR and how to organise and campaign for it.
- Women from GRASP cohort to assist in organising an awareness event for International Women’s Day in March 2024 that incorporates the issue of EPGR
- Current Joint roadshows on Race and Gender Equity being delivered by NRO & WCU to extend content to include focus on EPGR and how to organise and campaign for its implementation in the workplace.
- GRASP to host a fringe on EPGR at congress in June 2024
- For Black History Month October 2024 NRO, GRASP and NRN to organise an event involving MPs supporting the mandatory implementation of EPGR.

EMPLOYMENT POLICY: EQUALITY & INCLUSION

78. PAY PARITY FOR BLACK ASIAN MINORITY ETHNIC WORKERS – TIME TO ENSHRINE THE ETHNICITY PAY GAP IN LAW

Congress notes that Self Organised groups like GMB Race in London Region sent out a survey to Black Asian Minority workers to collect information about their Pay, Terms and Conditions.

While disappointing, the results are not surprising, including the fact that 52% of respondents thought they received equal treatment and access to bonuses, overtime, pension, and other plus payments compared to non- Black Asian Minority worker’s staff.

We should all be disappointed that ethnicity pay gap reporting has never been enshrined in law, despite a considerable amount of evidence confirming its existence. That there should be no glass ceiling because of the colour of someone’s skin. Pay, promotions and bonuses in all sectors should be underpinned by ability and fairness.

With a cost-of-living crisis hitting households hard, the loss of earnings faced by Black Asian Minority workers will push them further into work poverty.

We call upon Congress to:

1. Consider working with appropriate decision makers, including charities and civil society organisations who agree ethnicity pay gap reporting must be enshrined into law.
2. Campaign as far as is practicable and appropriate, to bring this into an enforceable law so that the ethnicity pay gap is taken seriously and tackled.

**E10 EALING BRANCH
LONDON**

Congress Decision: EXISTING POLICY

Progress: NRO and GRASP have developed an action plan for implementing EPGR in the workplace. NRO is working with Shared Action and the #Ethnicity Pay Gap Campaign to put pressure on government and employers to adopt comprehensive EPGR and take positive action to address the findings.

EMPLOYMENT POLICY: EQUALITY & INCLUSION

80. PREGNANCY LOSS

Congress notes that since April 2020 workers have the right to take time off for statutory parental bereavement leave on the death of a child under the age of 18.

This also includes stillbirths after 24 weeks of pregnancy where parents are entitled to the same statutory maternity and paternity leave and pay they would have been entitled to had the still birth not occurred.

Congress notes that this does not apply to any other forms of pregnancy loss.

Congress notes that there is no legal entitlement to any leave or pay in circumstances where pregnancy loss occurs before 24 weeks.

Employers have discretion to grant compassionate leave, annual leave or unpaid leave under these circumstances. Discretion can be used in a discriminatory and unfair manner by employers. Many workers maybe signed off as sick for medical reasons.

Congress notes that pregnancy loss before 24 weeks happens in circumstances through surrogacy and adoption.

Congress is asked to consider:

1. A campaign to raise awareness and impact on those who experience pregnancy loss before 24 weeks and workplaces adopting a Pregnancy Loss Policy.
2. Putting together resources, for example a briefing or toolkit, to help workers to campaign/support those who experience pregnancy loss before 24 weeks, signposting to appropriate organisations, where possible.
3. Working alongside appropriate decision makers, stakeholders, etc, to include Pregnancy Loss under 24 weeks in legislation.
4. A Pregnancy Loss Charter as a means of encouraging and holding employers to account and including policy in the workplace as part of parental leave in a commitment to support all employees through the bereavement and grief of a pregnancy loss and to make reasonable adjustments where necessary.

E10 EALING BRANCH LONDON

Congress Decision: CARRIED

Progress: The Women's Campaign Unit is currently consulting with members on a GMB Pregnancy Loss Charter which calls for significant support to be offered to people who experience pregnancy loss including offering flexible working arrangements, a period of leave, and training managers on how to support those who experience pregnancy loss. The consultation survey will close on 4th March after which the GMB Pregnancy Loss Charter will be published online.

EMPLOYMENT POLICY: EQUALITY & INCLUSION

82. SUPPORTING THOSE EXPERIENCING THE MENOPAUSE

This Congress notes that whilst there has been some progress after years of campaigning with GMB to bring this to the forefront there is still more to do.

The Women and Equalities Committee published their first Report in July 2022 on "Menopause and the Workplace" and made 13 recommendations which have been supported by the British Menopause Society (BMS).

Recommendation 4 aims to ensure lower cost HRT prescriptions are issued and dispensed have been partly accepted by the Government. A single cost annual charge could help Women living on a low income who might otherwise choose to prioritise other family members than themselves. Following the initiation of HRT in eligible persons requesting treatment an initial 3-month review is recommended.

Recommendation 5 commits to removing dual prescription charges for all women and the development of a National Formulary and this has been accepted in part. The BMS welcomed the appointment of the HRT Tsar and although it was clear the appointment was short term and has not been progressed further before Maddie McTernan returned to the

Vaccine taskforce. Women using sequential HRT are financially disadvantaged at present and so a National Formulary would improve access to many more recently licensed products with unique protentional benefits.

Recommendation 6 focuses on support in the Workplaces for those experiencing the Menopause which the Government accepts in principle. Much has been achieved already with more openness in communications, menopause forums, policies and staff clinics facilitated mostly by the NHS Employers.

Recommendation 7 the model Menopause Policy has not been accepted by the Government albeit much of this is already being achieved in recommendation 6. Since the inception of the Taskforce there have been many changes made by a range of Employers to support experienced Women to remain a vital part of the workforce if they so wish.

Recommendation 8 suggests working with a large public sector employer with a public profile to develop a "Menopause Leave" policy" but this has not been agreed with the Government. Despite this many Employers are more flexible due to the current economic crisis making it less problematic for employees.

The Government has accepted recommendation 9 in support of flexible working and there are recommendations for Legal Reform.

Congress urges GMB to campaign to ensure:-

1. Recommendations 4 and 5 are implemented in their entirety.
2. The Model Menopause Policy is fully implemented by the current and any future Government
3. Recommendation 8 is campaigned and made a requirement in all workplaces
4. Recommendation 9 is implemented

E12 EAST DEREHAM BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB's Smash the Stigma continues to be a crucial piece of work in supporting progression on the menopause for women in work. This valuable resource continues to be available for all members on the GMB website. The Women's Campaign Unit is currently working to ensure all public services branches are aware of current menopause legislation and have access to the online toolkit which is focussed on workplace campaigning.

EMPLOYMENT POLICY: EQUALITY & INCLUSION

83. COMMUNITY HUBS FOR MENS WELL-BEING

This Congress acknowledges the importance of the well-being of all members and the community especially when it comes to screening for cancer.

Most companies have release with pay for women who attend for a smear test but companies don't seem to recognise the importance of a man's well-being when it comes to the prostate. This is a simple blood test and could save a life.

This blood test for the prostate needs to be promoted and constantly raised by the union and to approach the employer and community hubs and set up a blood screening test and for men to be able to attend in works time with released pay.

S75 STOKE UNITY BRANCH MIDLANDS

Congress Decision: EXISTING POLICY

Progress: Action on this motion will be reported ahead of Congress 2024.

EMPLOYMENT POLICY: EQUALITY & INCLUSION

84. DIGNITY AT THE TOILET

This Congress is appalled by the lack of investment in toilet facilities in and outside of workplaces. Toilets where users who have need of wash hand basins have to exit cubicles into shared areas to complete their needs. Disabled facilities are not always accessible to these people, people of all genders however this issue predominantly affects female users. We call on congress to support a campaign for dignity in the toilet for all workplaces and public places to provide facilities fit for the 21st Century.

H51 INVERNESS AND HIGHLAND GENERAL BRANCH GMB SCOTLAND

Congress Decision: EXISTING POLICY

Progress: Access to appropriate, safe, easily accessible toilets is essential for all workers. In line with existing policy, guidance for branches to utilise in campaigns on the health and safety aspects of toilet access is available throughout GMB national Health, Safety and Environment guides, available at <https://www.gmb.org.uk/networks/health-safety-and-environment/guides> . Additionally, guidance on toilet access for trans and non-binary workers is available in the trans and non-binary equality at work campaign toolkit: <https://www.gmb.org.uk/gmb-equality/trans-non-binary-equality-work-campaign-toolkit> . Advice on running campaigns related to both areas can be sought from national office.

EMPLOYMENT POLICY: EQUALITY & INCLUSION

85. EMPLOYMENT RIGHTS FOR VISUALLY IMPAIRED EMPLOYEES

This Congress calls on GMB to campaign to improve employment prospects for people who are visually impaired. To improve recruitment of this group and to improve retention and reasonable adjustments for those who develop impaired vision after they have been employed. The percentage of registered blind and partially sighted people who are employed is much lower than other disabilities showing the disproportionate discrimination that this group of people face. We call on GMB to campaign against this discrimination and encourage employers to be more inclusive and embrace diversity.

S01 SHERWOOD FOREST HOSPITALS BRANCH MIDLANDS

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Although the national equality department will not have capacity to develop campaigns around individual impairments, conditions and differences, campaign work for disabled workers continues particularly through promotion of the reasonable adjustments passport. Employers which adopt the passport provide better and more consistent adjustments for blind, partially sighted and other visually impaired people. Guidance on campaigning around the passport continues to be available to branches via regional equality officers and via equalityinclusion@gmb.org.uk. Additionally, the upcoming unseen disability campaign includes dozens of campaign tips for branches to make work better for all disabled workers.

EMPLOYMENT POLICY: EQUALITY & INCLUSION

86. NEURODIVERSITY IN THE WORKPLACE

Congress recognises the struggles faced by neurodiverse staff in the workplace on a daily basis. Neurodiversity is a wide-ranging and often misunderstood term which, in simple terms refers to the different ways a person's brain processes information, and people who are neurodiverse may think or learn differently. This can be a huge asset to employers, unfortunately due to the stigma that exists around neurodiversity it is often not seen in this way.

In the UK nearly 1 in 7 people are neurodiverse. That's anything from dyslexia, autistic spectrum conditions, stammering, social anxiety, and a whole long list of other conditions in between, all of which are covered by the Equality Act 2010. The GMB has launched a neurodiversity toolkit and awareness campaign which it is encouraging reps to take into their workplaces in the same way that the Disability Reasonable Adjustments Passport has been. We are also encouraging reps to raise awareness of neurodiversity in their individual workplaces with employers and members.

We call upon Congress to continue to:

1. Formulate a campaign on this issue which impacts so many union members and potential members. The campaign should highlight not only the stigma that neurodiverse staff continue to battle on a daily basis but raise awareness of what trade unions can do to support our members facing these issues and of employers' obligations to staff under the Equality Act 2010.
2. Raise awareness of the equalities training available to reps.

E10 EALING BRANCH LONDON

Congress Decision: EXISTING POLICY

Progress: Regional Education Officers and the national Equality and Inclusion Organiser attended a meeting with an external trade union neurodiversity trainer who talked attendees through a 3 day neurodiversity training programme. It was requested that the existing GMB Thinking Differently At Work campaign is integrated into the course. GMB Midlands region is offering this course to reps in April 2024. Branches can contact their regional education or equality officer to request that a course is delivered in their region.

EMPLOYMENT POLICY: EQUALITY & INCLUSION

88. BEREAVEMENT CHARTER

This Congress notes that a parent of a child under the age of 18 dies every 22 minutes in the UK and upwards of 21,000 children lose a parent each year.

It is also noted that the circumstances and needs of those bereaved are very different and often unique to the individual person.

However, benefits such as bereavement payments and support given to those individuals at work, is especially unfair and unjust when the circumstances are that the parents are unmarried.

This union believes that there should be equity and fair treatment for all those bereaved, no matter what their circumstances or marital status. We as a union resolve to achieve this aim by creating and signing up to a Bereavement Charter, which will encourage and promote

employers to also sign up too. With an aim to ensure the equality of treatment of all those bereaved and to take a full and fair account of individual circumstances.

L10 LEICESTERSHIRE BRANCH MIDLANDS

Congress Decision: REFERRED

Progress: GMB continues to campaign for better statutory and workplace support for those bereaved and has raised these issues with the Labour Party's policymaking process ahead of the next General Election. This includes calls in this motion for the period of bereavement leave given by employers to be clarified and extended to better ensure equality of treatment. GMB has also raised the need for the extension of Bereavement Support Payment (BSP) eligibility to unmarried parents to be maintained, following new legislation in February 2023. These calls should not limit where better workplace bereavement policies have been negotiated by GMB representatives especially given the different and often individually unique circumstances facing those in bereavement, as this motion notes. GMB does not have capacity nationally to develop or assess an externally written Bereavement Charter for the union to agree to, however we support regions and branches wishing to develop a charter that is informed by best industrial practice, model charters from external organisations and our Congress policies in this area.

EMPLOYMENT POLICY: HARASSMENT & ABUSE

89. ANTI-BULLYING

This Congress condemns bullying behavior in the workplace which has been recognised as the most common form of misconduct in the UK, with over a quarter (26%)[i] of office workers having experienced this at some point in their career.

Bullying has a detrimental affect not only on the individual but also the organisation the individual works for and society as a whole. Bullying in the workplace can lead to increased stress, can impact on an individual's mental health, lead to workplace absences, legal proceedings, financial settlements and reputational damage for organisations. It is estimated misconduct, including bullying costs the UK economy approximately £1.2 billion[ii] in unproductive hours annually.

A recent report into workplace misconduct highlighted the additional risk for public administration/government organisations. This risk is due to their size, fear of reputational damage if exposed and a lack of adequate procedures. The most recent national data comes from an FOI request made in 2019 to 152 councils, showing formal grievances involving bullying and harassment by council staff have increased by 7.5%[iii]. A lack of trust in procedures, victimisation and protection from personal harm were issues highlighted as a significant barrier to reporting bullying, with over a third of UK office workers interviewed stating that they believed their employers would brush aside workplace misconduct if it was likely to impact profits or reputation[iv].

We believe that everyone in an organisation should be treated with dignity and respect and that it is the duty of the organisation to nurture a 'Speak Up' culture, understanding that employees must have the confidence to report bullying confidently. Whilst bullying as well as accusations of bullying cannot be eliminated altogether, we can ensure our policies, processes and procedures are an example of best practice, creating a zero-tolerance culture to bullying throughout our organisations.

This Congress resolves:

- To set out a Zero Tolerance Anti Bullying strategy and issue a joint approach with the branches representing staff.

- To ask branches to work with the leadership and management across our recognised workplaces to ensure all their staff know how to report bullying including having access to an internal confidential anti-bullying hot line.
- To direct employers to institute anti-bullying training for their senior staff and line managers.
- To regularly review anti-bullying policies with Trade Unions input to ensure the highest standards are maintained.
- To ensure that all avenues are available to bullied staff in workplaces. This would include a grievance, mediation, Occupational Health, trade Unions, ACAS and HR.
- For GMB to create resources to support branches with anti-bullying campaigns.

Sources:

(i) (ii) (iv) THE TRUST GAP A vault platform report: “Expectation vs Reality in Workplace Misconduct & Speak Up Culture” (Vaultplatform.com)

<https://f.hubspotusercontent20.net/hubfs/4979575/Whitepapers/The%20Trust%20Gap%20Report.pdf>

(iii) Local Government Chronicle: “Bullying & Harassment on the Rise”

<https://www.lgcplus.com/research/exclusive-bullying-and-harassment-on-the-rise-14-02-2019/>

P17 PLAISTOW BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Work is under way on a new GMB campaign pack on workplace bullying and harassment, containing guidance, posters, reporting forms and model policies. We are aiming to publish in time for GMB Congress 2024, though this may be impacted by the timing of a General Election.

EMPLOYMENT POLICY: HEALTH, SAFETY & ENVIRONMENT

90. PROTECTION OF HEARING FOR NHS CALL HANDLERS

This Congress notes that working in NHS Call Centres is tedious. There is relentless inflow of calls due to which call handlers take back-to-back calls.

Apart from high call volume, Call Handlers face emotional situations and stress when they listen to the frustration of the patients/callers complaining about not receiving the 111 clinician’s call-backs on time or the ambulances being delayed.

Due to the constant receiving of calls, noise within the call centre and the noise at the background of the caller, there is a potential risk that the hearing of the call handler can be impaired.

We are therefore asking for all NHS Employers to include hearing tests in their health surveillance or risk assessment for the call centre employees. The hearing test must be reviewed on regular basis and referred to the specialist if medical intervention required. We are also asking that the employer pays towards regular hearing tests in the same manner as eye tests for all affected employees.

Employees are entitled to the above under Regulation 9 of ‘The Control of Noise at Work Regulations 2005’. This is in addition to the Regulation 6: The Elimination or Control of exposure to noise at the Workplace and Regulation 7: Hearing Protection which requires an employer, who carries out work which is likely to expose any employees to noise at or above a lower exposure action value, to make personal hearing protectors available upon request to an employee who is to be exposed.

We also call for GMB to look at producing health and safety specific guidance for other workers whose job involves a large percentage of call handling.

L55 LONDON AMBULANCE SERVICE NHS TRUST BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Working in conjunction with National Secretary Rachel Harrison, we have developed a draft survey for call handlers, which at time of writing is being 'sense checked' by leading GMB activists. Once the survey has been finalised, it will be sent to all call handlers identified on the GMB membership system. We will use the results to develop a new GMB health and safety guide on call handling, which we aim to publish at GMB Congress 2024.

EMPLOYMENT POLICY: HEALTH, SAFETY & ENVIRONMENT

91. HELP THE LONG COVID SUFFERERS

Congress notes with the continued fight that the keyworkers have with suffering long covid, it is now time we call for the condition to be classed as an industrial injury.

There was 19% of the country in 2022 unable to work due to having long covid symptoms, some of our members have lost their place of employment due to ill health.

Individuals can be left with a poor financial future due to a condition that they contracted simply by going into work to do their job.

By treating long covid as an industrial injury we can ensure a better financial future for our members of the NHS.

With symptoms like respiratory problems, chronic fatigue, neurological problems, brain fog, muscular issues, heart palpitations and depression to name just a few.

During the pandemic the NHS staff worked with the daily threat of contracting Covid-19, there was no furlough option for them, some staff did contract the virus, and these are the people who went into work and some never went home.

We ask congress:

To lobby government to fight for the people with long covid and for it to be reorganised as an Industrial Injury.

G95 GLASGOW NURSES BRANCH GMB SCOTLAND

Congress Decision: EXISTING POLICY

Progress: Action on this motion will be reported ahead of Congress 2024.

EMPLOYMENT POLICY: HEALTH, SAFETY & ENVIRONMENT

93. DUTY OR CARE- MENTAL HEALTH

This Congress calls on GMB to support and promote extensive research into work related stress and poor mental health leading to depression and possibly suicide, with a view to being able to hold management to account when their processes lead to such failings.

Congress will be aware that despite the link between workplace stress and suicidal feelings there are no known cases in the UK where an employer has been prosecuted after a worker has taken their own life because of the pressure they were under at work. We would call for

the scope of duty of care in Section 2 of the Health and Safety at Work Act 1974 to specifically include sections on mental health, depression, and suicide.

S15 SMART ENERGY BRANCH NORTH EAST, YORKSHIRE & HUMBER

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Work-Related Suicide has received sharp focus in recent months following the tragic death of Headteacher Ruth Perry in 2022, and subsequent inquest. This issue was raised directly with HSE at their AGM in June 2023, but no commitments were given on explicitly including work-related suicide in Section 2 (or 3) of the Health and Safety at Work Act 1974. The Labour Party has explicitly pledged to reduce instances of suicide, and we will seek to raise this topic as part of Luciana Berger's Mental Health Strategy Review.

EMPLOYMENT POLICY: HEALTH, SAFETY & ENVIRONMENT

94. LONE WORKING POLICY

This Congress believes that since the pandemic Lone working has become even more prevalent with more people working from home and less in offices. Lone working is not just categorised to this group of people but to anyone who works without close or direct supervision which includes contactors and the self-employed.

Whilst lone workers are covered by existing Health & Safety legislation, as it stands there is no legal requirement for companies to have a Lone Working policy.

This congress calls upon the GMB to lobby the government to make it law that every employer should have a lone working policy thus protecting their most exposed employees.

SOUTH WALES POLICE STAFF BRANCH (S62) WALES & SOUTH WEST

Congress Decision: CARRIED

Progress: We regularly meet with the Health and Safety Executive (HSE) to discuss issues of lone working and work-related violence. It has been made clear the HSE will not be changing their current policy at the present time, but we are hopeful that a new Labour government may put more resource into policy development and that this may include new regulations on lone working. We are also working on new guidance on lone working, taking into account the positions of the Suzy Lamplugh Trust, which we hope to publish in 2024.

EMPLOYMENT POLICY: HEALTH, SAFETY & ENVIRONMENT

95. THE SUN IS OUT

This Congress proposes a motion that strengthens the protection of our members who are outdoor workers. We have a vast number of members who work outside for long periods of time and there is no maximum temperature that members can be required to work in.

We propose this motion to push employers to regularly refer outdoor workers for skin checks on a yearly basis to ensure that any early stages of skin conditions due to the exposure of the sun are investigated and diagnosed early to ensure immediate treatment is provided which ultimately could save lives.

L16 GREENWICH BRANCH SOUTHERN

Congress Decision: CARRIED

Progress: A maximum working temperature has been longstanding GMB policy. HSE has made it explicit that there are no current plans to change their policy approach of no legal maximum. However, the Labour Party has committed to introduce legislation to this effect, largely as a result of GMB lobbying. The 2023 NPF final document states: "Labour recognises that in a number of sectors working temperatures are regularly unacceptably high, including for those working in strenuous and sedentary jobs, causing serious health and safety concerns. Labour will commit to modernising health and safety guidance with reference to extreme temperatures, preventative action and steps to ensure safety at work".

EMPLOYMENT POLICY: PENSIONS & RETIREMENT

96. REDUCTION OF THE NATIONAL RETIREMENT AGE (COMPOSITE 6)

This Congress recognises that the continued increase of the retirement age is detrimental to our members.

We call on GMB to lobby Government to reduce the retirement age instead of continually increasing it.

Also, the GMB union should campaign to get the national retirement age reduced so that workers can have a choice on when they can retire, be recognised and appreciated for their service so that they can have a long and happy retirement.

C11 CAMBRIDGE 2 BRANCH LONDON

Congress Decision: CARRIED

Progress: GMB has long supported a flexible state retirement that takes into account the different mortality rates experienced in different geographical locations, occupations and socio-economic status. We are also opposed to the ever increasing state retirement age especially at a time when poverty is reducing the national mortality rate. The current government is the deaf to our concerns on these issues however we are engaged with the Labour Party via the TUC in order to develop these policies in the event of a labour government. We strive to raise awareness of all pensions issues that face GMB members both working and retired via our monthly pensions bulletin updates on the website, workplace visits, webinars, information, guidance and any other form of appropriate communication. Nothing is more important than dignity in retirement. As pensions are overwhelmingly paid for by working we see the pensions agenda as part and parcel of our never ending workplace organising agenda

EMPLOYMENT POLICY: PENSIONS & RETIREMENT

97. STOPPING THE INCREASE IN PENSION AGE (COMPOSITE 6)

The pension age for receiving a State Pension is now being looked into with the view to bringing forward the increase in age much sooner.

Whilst we know GMB will always oppose this, we call on Congress to reopen the issue on State Pensions due to the fact that this Government is using the Pension Age as a way of getting out of paying in the future.

Currently it is confirmed that life expectancy is in decline reducing over the last five years.

There is also a disproportionate allocation on who receives it as people working manual work and more physical work are less likely to reach the age required due to the demands on their bodies.

We need a freedom of information request asking for Employers to provide current ill health dismissal cases and this would confirm this if the request asked for job roles.

Previously to receive a full State Pension you are required to pay the following.

- Men 44 years of NI contributions
- Women 38 years of NI contributions

But as we have seen you now have to pay basically up to retirement day which amounts to additional contributions running into hundreds or even thousands of pounds. This additional cost then has a knock-on effect to the Local Government Pension Scheme as people will think twice in joining the workplace schemes in order to cut the money they pay out of their earnings.

We call on Congress to look at raising this with the current Government and the Labour Party

I35 ISLINGTON & HARINGEY BRANCH LONDON

Congress Decision: CARRIED

Progress: GMB has long supported a flexible state retirement that takes into account the different mortality rates experienced in different geographical locations, occupations and socio-economic status. We are also opposed to the ever increasing state retirement age especially at a time when poverty is reducing the national mortality rate.

The current government is the deaf to our concerns on these issues however we are engaged with the Labour Party via the TUC in order to develop these policies in the event of a labour government.

We strive to raise awareness of all pensions issues that face GMB members both working and retired via our monthly pensions bulletin updates on the website, workplace visits, webinars, information, guidance and any other form of appropriate communication.

Nothing is more important than dignity in retirement. As pensions are overwhelmingly paid for by working we see the pensions agenda as part and parcel of our never ending workplace organising agenda

EMPLOYMENT POLICY: PENSIONS & RETIREMENT

98. RETIRE AT 68 (COMPOSITE 6)

Congress notes that this Government is set to increase the state pension age to 68 in the coming years. At the current time the state pension age is 66 for all.

The increase will be in two stages: The first is scheduled to take place between 2026 and 2028 when it will increase to 67. It will then go up again between 2044 and 2046 to 68.

Increasing the age by even a year can have a significant impact on a person's retirement planning and how much they will need to make up for any shortfall. This is likely to impact many workers, particularly low paid workers.

Congress notes that for many, retirement can be an issue that can be difficult to grasp. Moreover, not being empowered, lack of knowledge or correctly informed can lead to many in difficulties when they do retire.

Congress is asked to consider:

1. Raising awareness of the Government's intention and share what this means for members in the long term.
2. Raising awareness through webinars, as done previously, to guide and support members to enable and assist them to plan ahead.
3. Developing resources and tools so members can be better informed of the impact of the changes in retirement age. And, if felt appropriate, to use such resources/tools as a means to recruit and retain members.

E10 EALING BRANCH LONDON

Congress Decision: CARRIED

Progress: GMB has long supported a flexible state retirement that takes into account the different mortality rates experienced in different geographical locations, occupations and socio-economic status. We are also opposed to the ever increasing state retirement age especially at a time when poverty is reducing the national mortality rate.

The current government is the deaf to our concerns on these issues however we are engaged with the Labour Party via the TUC in order to develop these policies in the event of a labour government.

We strive to raise awareness of all pensions issues that face GMB members both working and retired via our monthly pensions bulletin updates on the website, workplace visits, webinars, information, guidance and any other form of appropriate communication.

Nothing is more important than dignity in retirement. As pensions are overwhelmingly paid for by working we see the pensions agenda as part and parcel of our never ending workplace organising agenda

EMPLOYMENT POLICY: PENSIONS & RETIREMENT

99. WILL MY CHILDREN EVER GET A PENSION? (COMPOSITE 6)

This Congress asks the CEC to challenge the government and stop the pension age from going up any further.

In 1908 Lloyd George's Old Age Pension was passed through Parliament as part of the Social Welfare System.

By 1959 there had been many improvements to the State Pension.

1975 Onward mistakes were made by the Government of that time with the introduction of The Graduated Pension Scheme and SERPS (State Earnings related to Pension Scheme)

1986 The Social Security Act led to cutbacks in SERPS and so started the Personal Pension Scheme.

1995 equalising the pension age of men and women to 65.

From then on there was even more devastating schemes that enabled the Government and Employers to misuse Pension Funds, the biggest scandal of the time was Robert Maxwell using £406 million of his group pension fund to finance his business affairs.

2018 Women had a big jump on Pension Age in a short period of time. The jump went from 60 – 63 – 65 and most women hadn't been informed. Soon after pension age changed for both men and women to age 66.

DON'T THINK IT WILL STOP AT THAT!

We all know that the plan is that between 2026 and 2028 the pension age will be 67. By 2044 and 2046 the pension age will be 68.

This must stop now! Can anyone really say, hand on heart, that they are still fit enough to do their job at age 65 as well as they did 5 years ago.

We are dealing with members who are having to have adjustments at work, support put in place, capabilities, having to find a job that is less pay. How degrading it is for someone who has worked over 30 years in a business being put on capabilities because they can't do what they used to be able to do.

Congress, we ask that we challenge the Government and stop the pension age going up any further. That we motivate our young members to be involved in Campaigning for their State Pension and have the ability to retire rather than work until they drop.

A08 TAMESIDE BRANCH NORTH WEST & IRISH

Congress Decision: CARRIED

Progress: GMB has long supported a flexible state retirement that takes into account the different mortality rates experienced in different geographical locations, occupations and socio-economic status. We are also opposed to the ever increasing state retirement age especially at a time when poverty is reducing the national mortality rate.

The current government is the deaf to our concerns on these issues however we are engaged with the Labour Party via the TUC in order to develop these policies in the event of a labour government.

We strive to raise awareness of all pensions issues that face GMB members both working and retired via our monthly pensions bulletin updates on the website, workplace visits, webinars, information, guidance and any other form of appropriate communication.

Nothing is more important than dignity in retirement. As pensions are overwhelmingly paid for by working we see the pensions agenda as part and parcel of our never ending workplace organising agenda

EMPLOYMENT POLICY: PENSIONS & RETIREMENT

100. PENSIONS – DEATH IN SERVICE BENEFIT

This Congress notes that most workers in Britain are not covered by a pension scheme that includes a death in service benefit.

Many employers actively work to throw people with terminal illnesses off the pay roll to avoid paying out.

Congress believes that this situation is unjust, unfair and inhuman leading to the dependents of deceased workers facing loss of their home and other catastrophic life changing events.

Congress resolves to campaign for the next Labour government to introduce death in service benefit for all, set at a minimum of two times pensionable pay.

This legislation must ensure that all pension schemes are registered to provide death in service benefit as part of the package and for pensions to be available to all workers irrespective of the average earnings.

B43 BIRMINGHAM CITY GENERAL BRANCH MIDLANDS

Congress Decision: CARRIED

Progress: We are currently engaging with the Labour Party via the TUC in order to advance our pensions agenda and improve both occupational and state pensions. Our asks include, amongst numerous issues, death in service benefits.

EMPLOYMENT POLICY: PENSIONS & RETIREMENT

101. PENSIONS TRIPLE LOCK

We call on the Government to not even think of cancelling the triple lock for pensioners. This Congress notes that it is well known that even some pensioners who are entitled to extra help to claim other benefits are not, so it would seem the Government are saving a lot of money, one has to wonder whether that would pay for the triple lock.

There are talks of means tested state pension, if people were not aware that if you work all your adult life and pay into a company pension you will probably also pay tax. So, it's another way of means testing pensioners.

Some councils are even talking of 9% Council tax. So, pensioners need all the money they can get.

C35 ESSEX PUBLIC SERVICES BRANCH LONDON

Congress Decision: EXISTING POLICY

Progress: Action on this motion will be reported ahead of Congress 2024.

EMPLOYMENT POLICY: PENSIONS & RETIREMENT

102. NATIONAL PENSIONERS CONVENTION

This congress agrees to work with the National Pensioners Convention to fight a vigorous campaign for a Living State Pension.

The National Pensioners convention believe that - the basic state pension should be set at 70% of the living wage (outside London rate) and above the official poverty level. This is currently £242.55 a week in 2022. This should be paid to all men and women, regardless of their National Insurance contributions. Also, every year the state pension should rise in line with the best of earnings, the Consumer Price Index, the Retail Price Index, or 2.5% whichever is the greater.

A55 BRANCH – AVON & WESSEX WALES & SOUTH WEST

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

EMPLOYMENT POLICY: RIGHTS AT WORK

103. MATERNITY LEAVE

This Congress calls upon GMB to support fully paid Maternity leave for 52 weeks from birth.

The reason we call for this is to allow the primary care giver to bond with their child and to support the child's growth throughout the year. Together with our motion calling for free childcare from the age of 1 this will allow the child to develop at home then progress after their 1st birthday into a childcare setting.

I36 ISLINGTON APEX BRANCH LONDON

Congress Decision: CARRIED

Progress: GMB has long advocated for improved parental leave and day-one workplace rights through political channels. Labour's New Deal for Working People commits to ensuring basic individual rights, including parental leave, from day one of employment, with a 100-day implementation promise and a commitment to review the system during their first year of a Labour government. GMB branches are encouraged to campaign locally for improved and equal parental leave rights including 52 weeks of fully paid maternity leave, with support available from regional or national offices. Additionally, the Women's Campaign Unit has produced a blog highlighting the positive impact of 52 weeks of paid maternity leave, which can be used to support campaigns and messaging on explaining the benefits of full maternity pay.

EMPLOYMENT POLICY: RIGHTS AT WORK

104. PATERNITY LEAVE

This Congress calls on GMB to support an increase to paid Paternity leave. Many new parents only get 2-weeks of paid leave 1 full and 1 statutory pay. In many cases such as prem babies and when a partner has had a C section or a difficult birth this can mean the second parent doesn't get enough time to support their partner and allow their partner to recover. We call upon Congress and GMB to support a campaign to call for 4 weeks paid Paternity Leave for the second parent.

I36 ISLINGTON APEX BRANCH LONDON

Congress Decision: EXISTING POLICY

Progress: GMB has long campaigned for better parental leave as well as day-one rights at work including through our political channels. Through our successful political work, Labour's New Deal for Working People includes ensuring basic individual rights – including parental leave - from day one of work for all workers. The party has committed to introducing this within 100 days of forming a government. Further, the party has committed to reviewing the parental leave system so that it best supports working families within the first year of a Labour government. Beyond any improvements provided by the state, GMB branches are encouraged to consider local campaigns to bargain for better – and equal – parental leave rights, and campaign support can be sought from regional or national office.

EMPLOYMENT POLICY: RIGHTS AT WORK

105. PAID FAMILY EMERGENCY LEAVE

This Congress recognises that every parent has responsibility to their children and all children deserve to have their parent by their side in most difficult times.

Yet, too many working parents go without pay due to unforeseen family emergencies, for example sickness, accident, serious problems at school.

Employees currently can access emergency leave at their workplace, but all of those days are unpaid. If the child is seriously ill the parent is forced to choose between being with the child or go to work to feed that child. None of the parents should even be presented with that choice.

Congress recognises that type of choice in emergencies is inhumane and unfair to many working parents. As a result, Congress instructs to campaign via the Labour Party for the introduction of paid time off (at least 5 days per year) for emergency leave.

L27 LEICESTER GENERAL BRANCH MIDLANDS

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB has continued its commitment to advocating for enhanced parental workplace rights. Our political efforts have played a significant role in shaping Labour's "New Deal for Working People," which includes a commitment to review and improve the parental leave system during the first year of a Labour government. With support from regions and national office, GMB branches are encouraged to launch local campaigns aimed at improved parental emergency leave and more equitable parental leave rights.

EMPLOYMENT POLICY: RIGHTS AT WORK

106. REPEAL ALL ANTI-UNION LEGISLATION

This Congress notes and welcomes that the current Labour Party leadership have spoken out against the Tory government's latest draconian anti-strike legislation. They have told us, that if and when elected Labour will repeal this along with the 2016 Trade Union Act. Unfortunately, there is a noticeable silence on the Thatcherite anti-worker laws still in place. We have been here before, we all know that Between 1980 and 1997, the Thatcher governments passed numerous Anti-Union Acts of Parliament, to restrict and weaken Trade Union powers. The fact is, that the United Kingdom already had, as a consequence of those laws, the most restrictive anti-union laws in Europe.

Disappointingly, from 1997 onwards, despite Labour's huge majority, and despite the party's continued dependence on union funds, Tony Blair and the incoming Labour government kept in place almost every aspect of the restrictive Tory acts and refused to repeal the Conservatives' anti-union laws.

The GMB demand that the Labour Party going into the next election does so, on a manifesto that ensures the full implementation of the future Labour Government's Green Paper on Employment Rights and the New Deal for Working People as agreed at Labour Conference 2021.

Furthermore, the GMB to re-commit to working in collaboration with our likeminded sister Unions and the TUC, to take appropriate actions, including withdrawal of funding, if necessary, to help to persuade the Labour Party when elected, to implement legislation that will guarantee rights and freedoms for Unions and workers and will mean the repeal of anti-union laws stretching back to the 1980s.

B14 BANBURY NO1 BRANCH

LONDON

Congress Decision: REFERRED

Progress: GMB supported amendments going into the final stage Labour Party National Policy Forum including with sister unions affiliated to the Labour Party on repealing and modernising trade union legislation including as set out in the New Deal for Working People. Labour has now committed on several occasions to the repealing of anti-trade union legislation including the Strikes (Minimum Service Levels) Act. We have also been working with sister unions and the TUC in regards to campaigning against further attacks on trade unions and the right to strike. Most significantly around the Strikes (Minimum Service Levels) Act and the campaign against it including attending the TUC special conference on December 9th and building for various demonstrations through the Bills progression through Parliament.

EMPLOYMENT POLICY: RIGHTS AT WORK

107. STOP THE EROSION OF WORKERS' RIGHTS (COMPOSITE 7)

Congress knows that workers' rights and many more have been hard fought by the trade union movement and are pivotal to recruiting and retaining members.

Congress notes that on 20 January 2023, this Government introduced two Bills which were an unprecedented attack on the ability of workers to enjoy a decent, secure and dignified working life.

The Retained EU Law (Revocation and Reform) Bill will wipe regulations such as Working Time protections, the right to holiday pay, the protection of agency workers, and measures relating to fixed term and part-time workers.

The Strikes (Minimum Service Levels) Bill will remove the legal restrictions on the right to strike, a fundamental tool of the trade union movement, used always as a last resort. Under this Bill the Government will have unlimited power to set Minimum Service Levels (MSL) in strikes in six key sectors, including health, fire and rescue, education, and transport.

Congress notes that the Thatcher Government had already introduced the most restrictive laws on trade unions in the Western world.

Congress notes that the Trade Union Act 2016 imposed further restrictions, including recent regulations permitting agency workers to be hired to break strikes, and the limit on damages payable by trade unions to be fourfold.

The Civil Contingencies Act 2004 would enable regulations to be introduced making organising, calling and participating in a strike a criminal offence.

The Nationality and Borders Act may strip citizenship from six million inhabitants and the Government plans to repeal the Human Rights Act to remove fundamental rights.

Congress is asked to continue to resist the onslaught on the trade union movement through awareness raising and working alongside appropriate decision makers to prevent any further erosions of workers' rights.

E10 EALING BRANCH

LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Anti-Union measures on the part of the Government are continuing. The Strikes (Minimum Service Levels) Act 2023 is now in force. The Government has passed regulations affecting passenger train operation services, ambulance services, and border security. GMB supported the TUC special conference in December 2023 to campaign against these measures. GMB was also one of the 14 unions involved in the successful

judicial review challenge of the repeal of the ban on the use of agency workers in strikes. The High Court quashed the repeal in 2023 and at the time on writing the ban is back in place. However, the government is proposing to reintroduce repeal for a second time and at the time of writing there is a consultation in which GMB and other unions are opposing repeal.

GMB supported amendments going into the final stage Labour Party National Policy Forum including with sister unions affiliated to the Labour Party on repealing and modernising trade union legislation and workers rights including as set out in the New Deal for Working People.

We have also been working with sister unions and the TUC in regards to campaigning against further attacks on trade unions and the right to strike. Most significantly around the Strikes (Minimum Service Levels) Act and the campaign against it including attending the TUC Special Congress on December 9th. On the Retained EU Law regulations we campaigned successfully for existing directives to be carried over most specifically around single source in equal pay.

EMPLOYMENT POLICY: RIGHTS AT WORK

108. THE RIGHT TO WITHDRAW OUR LABOUR (COMPOSITE 7)

This Congress: notes that if you want to strike you have to go through a procedure that the Tory government put in place years ago, it is now becoming the normal for the Tory government to think up new ways to stop the workers from fighting for what they are worth. We believe that this is an attack on all worker's rights, and the Tory government has to be challenged or for all workers in Britain to fight for their working rights.

There are workers all over Britain that are on strike, but it is the government that is not wanting to hear what they are saying, which is we want our rights back to withdraw our labour.

We want to take action for what we believe is our democratic right to strike.

We ask congress:

To work with Labour MPs and MSPs to get the anti-strike laws repealed.

To join the TUC and STUC to campaign to protect our right to strike.

G87 GLASGOW HEALTH SERVICE (APEX). BRANCH GMB SCOTLAND

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Anti-Union measures on the part of the Government are continuing. The Strikes (Minimum Service Levels) Act 2023 is now in force. The Government has passed regulations affecting passenger train operation services, ambulance services, and border security. GMB supported the TUC special conference in December 2023 to campaign against these measures. GMB was also one of the 14 unions involved in the successful judicial review challenge of the repeal of the ban on the use of agency workers in strikes. The High Court quashed the repeal in 2023 and at the time on writing the ban is back in place. However, the government is proposing to reintroduce repeal for a second time and at the time of writing there is a consultation in which GMB and other unions are opposing repeal.

GMB supported amendments going into the final stage Labour Party National Policy Forum including with sister unions affiliated to the Labour Party on repealing and modernising trade union legislation and workers rights including as set out in the New Deal for Working People.

We have also been working with sister unions and the TUC in regards to campaigning against further attacks on trade unions and the right to strike. Most significantly around the

Strikes (Minimum Service Levels) Act and the campaign against it including attending the TUC Special Congress on December 9th. On the Retained EU Law regulations we campaigned successfully for existing directives to be carried over most specifically around single source in equal pay.

EMPLOYMENT POLICY: RIGHTS AT WORK

109. CAMPAIGN TO ABOLISH THE MINIMUM SERVICE LEVELS BILL (COMPOSITE 8)

This Congress notes with dismay and anger the renewed attacks on trade unions and workers set out in the government's anti-trade union "Strikes (Minimum Service Levels) Bill", and commits to spearheading an effective response to all attacks on trade unions and workers; such action including holding demonstrations across the country, involving trades councils and other worker-led bodies, and withdrawing support for politicians who don't work towards the removal of all anti-trade union laws, whilst supporting those politicians who support our fight and campaign.

H51 INVERNESS AND HIGHLAND GENERAL GMB SCOTLAND

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Anti-Union measures on the part of the Government are continuing. The Strikes (Minimum Service Levels) Act 2023 is now in force. The Government has passed regulations affecting passenger train operation services, ambulance services, and border security. GMB supported the TUC special conference in December 2023 to campaign against these measures. GMB was also one of the 14 unions involved in the successful judicial review challenge of the repeal of the ban on the use of agency workers in strikes. The High Court quashed the repeal in 2023 and at the time on writing the ban is back in place. However, the government is proposing to reintroduce repeal for a second time and at the time of writing there is a consultation in which GMB and other unions are opposing repeal.

We have been working with sister unions and the TUC in regards to campaigning against further attacks on trade unions and the right to strike. Most significantly around the Strikes (Minimum Service Levels) Act and the campaign against it including attending the TUC special conference on December 9th. We ensured Labour have committed to repealing the legislation if it goes into government through the Labour Party manifesto process.

EMPLOYMENT POLICY: RIGHTS AT WORK

110. MINIMUM SERVICE LEVELS (COMPOSITE 8)

This Congress notes:

- that the Minimum services bill passed by the UK government is a profound change to the current industrial relations framework across the UK.
- Gives the Secretaries of State power to set minimum service level in Health, Fire and Rescue, Education, transport, Decommissioning of nuclear facilities and Border security.
- Will affect all the home nations and devolved administrations.

This Congress believes:

- That this is a direct attack by the Tories on the trade union and Labour movement and the ability of workers to exercise their legal rights

- That this Bill gives unaccountable power to the secretary of state in the reserved areas to effectively negate strike action.
- That this bill runs roughshod over the current devolution deal, centralising more power with the secretaries of state in Westminster.

This Congress calls for GMB to:

- Continue to work with the TUC, the Labour party and the devolved administrations to campaign against the bill as a whole
- Work with the next UK Labour government to repeal this bill, if passed, and the Trades union act 2017 and produce new legislation that promotes constructive industrial relations across the UK.

X12 BRANCH WALES & SOUTH WEST

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Anti-Union measures on the part of the Government are continuing. The Strikes (Minimum Service Levels) Act 2023 is now in force. The Government has passed regulations affecting passenger train operation services, ambulance services, and border security. GMB supported the TUC special conference in December 2023 to campaign against these measures. GMB was also one of the 14 unions involved in the successful judicial review challenge of the repeal of the ban on the use of agency workers in strikes. The High Court quashed the repeal in 2023 and at the time on writing the ban is back in place. However, the government is proposing to reintroduce repeal for a second time and at the time of writing there is a consultation in which GMB and other unions are opposing repeal.

We have been working with sister unions and the TUC in regards to campaigning against further attacks on trade unions and the right to strike. Most significantly around the Strikes (Minimum Service Levels) Act and the campaign against it including attending the TUC special conference on December 9th. We ensured Labour have committed to repealing the legislation if it goes into government through the Labour Party manifesto process.

EMPLOYMENT POLICY: RIGHTS AT WORK

111. THE GOVERNMENT WANTS TO MAKE IT ILLEGAL FOR SOME SECTORS OF THE WORKFORCE TO GO ON STRIKE (COMPOSITE 9)

The Government is planning to announce Anti Strike Laws, which will allow employers to sack workers who take industrial action. Should the proposal go ahead, this could mean that employers could sack staff and as a result sue trade unions. If workers continue to strike, this would be deemed as a breach of contract, on their behalf.

This may not have an immediate effect on the strike events that are happening at present, in the NHS, Network Rail and other services, if they can reach a deal that will reduce the amount that the workers are asking for. It begs the question, "What does the future hold for trade unions and their rights?"

We have spent decades building a safer environment for the workers to see it all taken away in just a flash. Are we going to let the government take control of the Union?

This is unfair tactics which will inevitably strip workers of their rights and leave unions powerless.

Congress, we call on GMB and all other Unions to get the Government to think before they act. We must stop this from ever happening now and in the future.

A37 AVIATION SECURITY BRANCH

LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Anti-Union measures on the part of the Government are continuing. The Strikes (Minimum Service Levels) Act 2023 is now in force. The Government has passed regulations affecting passenger train operation services, ambulance services, and border security. GMB supported the TUC special conference in December 2023 to campaign against these measures. GMB was also one of the 14 unions involved in the successful judicial review challenge of the repeal of the ban on the use of agency workers in strikes. The High Court quashed the repeal in 2023 and at the time on writing the ban is back in place. However, the government is proposing to reintroduce repeal for a second time and at the time of writing there is a consultation in which GMB and other unions are opposing repeal.

We have been working with sister unions and the TUC in regards to campaigning against further attacks on trade unions and the right to strike. Most significantly around the Trade Union (Minimum Service Levels) Bill and the campaign against it including attending the TUC special conference on December 9th. We ensured Labour have committed to repealing the legislation if it goes into government through the Labour Party manifesto process.

EMPLOYMENT POLICY: RIGHTS AT WORK

112. PROTECT THE RIGHT TO STRIKE (COMPOSITE 9)

Congress notes that despite this Government's comments that "it absolutely believes in the right to strike", their Strikes (Minimum Service Levels) Bill fails to stand up to this.

The cost of living and years of Tories austerity has left many workers, particularly those in the public sector, on low pay, zero hours, and predominantly from Black, Asian, Minority, Ethnic, migrant backgrounds in despair, who in turn have been left with no option but to take strike action to protect and improve, not only their jobs but those of all workers no matter what sector.

Congress notes that this Government's anti-Union Bill means that when workers democratically vote to strike, they could be forced to work and be sacked if they don't.

These new laws are an attack on working people's fundamental right to strike to defend their pay, terms and conditions.

Congress is asked to continue to:

1. Campaign to protect the Right to Strike by engaging with and supporting others.
2. Inform members of the GMB position by sending out bulletins/briefings when other unions are striking in their workplaces so that members are kept safe.
3. Campaign by working alongside appropriate decision makers and lobbying GMB backed MP's/House of Lords members to ensure that the right to strike is not eroded away.

E10 EALING BRANCH

LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Anti-Union measures on the part of the Government are continuing. The Strikes (Minimum Service Levels) Act 2023 is now in force. The Government has passed regulations affecting passenger train operation services, ambulance services, and border security. GMB supported the TUC special conference in December 2023 to campaign against these measures. GMB was also one of the 14 unions involved in the successful

judicial review challenge of the repeal of the ban on the use of agency workers in strikes. The High Court quashed the repeal in 2023 and at the time on writing the ban is back in place. However, the government is proposing to reintroduce repeal for a second time and at the time of writing there is a consultation in which GMB and other unions are opposing repeal.

We have been working with sister unions and the TUC in regards to campaigning against further attacks on trade unions and the right to strike. Most significantly around the Trade Union (Minimum Service Levels) Bill and the campaign against it including attending the TUC special conference on December 9th. We ensured Labour have committed to repealing the legislation if it goes into government through the Labour Party manifesto process.

EMPLOYMENT POLICY: RIGHTS AT WORK

113. IN DEFENCE OF THE RIGHT TO STRIKE

This Congress notes that on 16 January 2023, MPs voted in support of the Sunak Government's Minimum Service Level Bill, enabling this new anti-strike legislation to come up for a second reading.

If approved, the law will impose "minimum service levels" against unions and workers who take strike action in areas the government will define as 'key sectors'. Every Union is threatened by this 'right to scab'.

Congress notes that a Judicial review of this anti-worker legislation is expected to be heard later in March, and that the government does not have all legality on its side.

Congress believes that the High Court granted permission for the legal challenge brought by 11 trade unions (and TUC-coordinated) due to the resolve of millions of ordinary workers ready to fight without pay.

Although Keir Starmer says he would repeal this anti trade union legislation if Labour formed the next government, Conference believes this matter cannot wait until then.

We call on Congress to work with other key Unions to create a permanent and national Inter-Union campaign platform In Defence of the Right to Strike using our media and powered by trade union activists.

X59 NORTH WEST LONDON BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Anti-Union measures on the part of the Government are continuing. The Strikes (Minimum Service Levels) Act 2023 is now in force. The Government has passed regulations affecting passenger train operation services, ambulance services, and border security. GMB supported the TUC special conference in December 2023 to campaign against these measures. GMB was also one of the 14 unions involved in the successful judicial review challenge of the repeal of the ban on the use of agency workers in strikes. The High Court quashed the repeal in 2023 and at the time on writing the ban is back in place. However, the government is proposing to reintroduce repeal for a second time and at the time of writing there is a consultation in which GMB and other unions are opposing repeal.

GMB supported amendments going into the final stage Labour Party National Policy Forum including with sister unions affiliated to the Labour Party on repealing and modernising trade union legislation and workers' rights including as set out in the New Deal for Working People.

We have also been working with sister unions and the TUC in regards to campaigning against further attacks on trade unions and the right to strike. Most significantly around the

Strikes (Minimum Service Levels) Act and the campaign against it including attending the TUC Special Congress on December 9th.

EMPLOYMENT POLICY: RIGHTS AT WORK

114. TORIES BONFIRE OF THE EU WORKER RIGHTS AND WORKPLACE SAFETY (COMPOSITE 10)

This Congress is appalled by the actions of the Tory government in seeking to destroy all of the legislation adopted transferred into UK law following our departure from the European Union.

This bonfire of the EU Regulations and EU Directives, could open the way for employers to attack our terms and conditions, removing the automatic rights to things like a maximum number of working hours, a minimum of four weeks holidays, parental leave, equality etc. The bonfire could mean that the employer could employ someone without anything in writing, bully them and treat them differently to colleagues. The loss of the minimum workplace safety directive 1989 could make going to work a far more dangerous thing to do and if we lose the Retirement Provision Directive workers could end up with no automatic right to a company pension. Also, the loss of the Insolvency Protection Directive 2008 will mean that the Government could pay lip service in its protection of these pension funds, if the company goes into liquidation.

What is more the bonfire could remove the rights to bargain collectively and take strike action without fear of discrimination or the loss of your job. One only has to look at the latest piece of anti-strike, anti-trade union rights, drafted by this government to see that under a Tory Government they seek to destroy trade unions, and force workers to work themselves into an early grave.

Congress calls on the Central Executive Council to:

- Investigate every legal angle to oppose this Government's actions
- Highlight the actions of the UK Government at every opportunity to obtain condemnation of this government's actions.

M23 GMB UNITE BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: The Retained EU Law (Revocation and Reform) Act 2023 ended the special status of EU law and allows the government to amend, revoke, and replace legislation. The "sunset clause" that would have repealed all EU derived legislation in one go at the end of 2023 was abandoned by the government at the last minute. The only legislation selected for repeal related to workers posted in the EU and driving rules. The government has proposed changes to the Working Time Regulations and TUPE. In relation to working time to remove the requirement for employers to keep records for the purpose of working time and to consolidate all holiday entitlement into one "pot" so that EU and UK holiday (the 4 weeks and 1.6 weeks). In relation to TUPE the proposed change is to remove the requirement to elect new representatives where none currently exist in employers with fewer than 50 employees and transfers affecting less than 10 employees, so that consultation takes place in those cases directly with the affected employees. GMB supported amendments going into the final stage Labour Party National Policy Forum including with sister unions affiliated to the Labour Party on repealing and modernising trade union legislation and workers' rights including on working time as set out in the New Deal for Working People.

On the Retained EU Law regulations, we campaigned successfully for existing directives to be carried over most specifically around single source in equal pay.

EMPLOYMENT POLICY: RIGHTS AT WORK

115. REPEAL THE EUROPEAN REFORM LAWS BILL (COMPOSITE 10)

This Congress notes that the Tory plans to scrap most EU laws by the end of 2023, to show that Brexit is being delivered, risk causing untold legal chaos and yet more damage to British businesses.

With the country still reeling from the effects of Liz Truss and Kwasi Kwarteng's disastrous mini-budget last year followed by Jeremy Hunt's Autumn Statement where he picked the pockets of the working masses to pay for tory mistakes.

Ministers are facing mounting opposition from business groups, environmentalists, legal experts, unions and opposition parties to what is being described as another dangerous, ideologically driven experiment by pro-Brexit Tory right wingers.

The retained EU law (Revocation and Reform) Bill, spearheaded by Jacob Rees-Mogg is one of the most significant bills ever to come before MPs, with powers to expunge laws ranging from workers rights to regulatory protection for the environment without even a debate in Parliament.

Under the Bill, British workers will lose the following rights:

- Pay related rights from the first day of employment .
- Working time rights from the first day of employment.
- Family related rights from the first day of employment.
- Family related rights from 26 weeks of continuous employment.
- Equal treatment rights for "atypical workers" from the first day of employment.
- Rights for agency workers after 12 weeks in the same job for the same hirer.
- Equality rights from the first day of employment.
- Job protection rights.
- Trade union rights from day one of employment.

GMB calls on the government to stop this Bill as it will only further destroy our country. These are just some of the rights that this bill will abolish. Let's abolish the Bill.

L54 LONDON STORES GENERAL BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: The Retained EU Law (Revocation and Reform) Act 2023 ended the special status of EU law and allows the government to amend, revoke, and replace legislation. The "sunset clause" that would have repealed all EU derived legislation in one go at the end of 2023 was abandoned by the government at the last minute. The only legislation selected for repeal related to workers posted in the EU and driving rules. The government has proposed changes to the Working Time Regulations and TUPE. In relation to working time to remove the requirement for employers to keep records for the purpose of working time and to consolidate all holiday entitlement into one "pot" so that EU and UK holiday (the 4 weeks and 1.6 weeks). In relation to TUPE the proposed change is to remove the requirement to elect new representatives where none currently exist in employers with fewer than 50 employees and transfers affecting less than 10 employees, so that consultation takes places in those cases directly with the affected employees. GMB supported amendments going into the final stage Labour Party National Policy Forum including with sister unions affiliated to the Labour Party on repealing and modernising trade union legislation and workers' rights including on working time as set out in the New Deal for Working People.

On the Retained EU Law regulations, we campaigned successfully for existing directives to be carried over most specifically around single source in equal pay.

EMPLOYMENT POLICY: RIGHTS AT WORK

116. A FAIR DEAL AT WORK (COMPOSITE 11)

Congress notes and welcomes that in Labour's "A new deal for working people" they say they will strengthen the protections afforded to all workers by banning zero-hours contracts, outlawing bogus self-employment; and ending qualifying periods for basic rights, which leave working people waiting up to two years for basic protections. This will include unfair dismissal, sick pay, and parental leave, giving working people under Labour rights at work from day one."

Congress further notes and welcomes that the document states that "Restrictions on union activity are holding back living standards and the economy. We will update trade union legislation so it is fit for a modern economy and empower working people to collectively secure fair pay, terms and conditions." It also states that "Unions have been subjected to increasingly restrictive rules, most recently in the Trade Union Act 2016, which included arbitrary thresholds in industrial action ballots; complicated balloting and notice rules designed to make industrial action and union organising more difficult; and new restrictions on pickets."

We note the union's policy extends to

1. campaigning against any further weakening of employment and trade union rights and to engage with its Parliamentary Group to ensure their support for these policies.

Furthermore, we oppose any Government proposals to opt out of EU regulations and social and employment protections for workers as proposed by the EU retained laws bill or to further restrict the right to strike in the Strike (Minimum Service Levels) Bill.

2. The right to organise industrial action, including solidarity action and action for broader social and political demands, without the threat of legal proceedings by employers and for workers taking lawful industrial action to be protected from dismissal.

3. The right to choose freely how to decide on industrial action, including by workplace ballots and other means, with the abolition of restrictive balloting and industrial action notice procedures.

4. To secure these and other rights, repeal of all anti-trade union laws, not just the most recent ones.

We welcome Labour's commitments to repeal anti-union laws; we affirm our call for this to mean repeal of all anti-union/anti-strike laws.

We welcome Labour's promise to meet the GMB's policy of full employment rights from day one of employment.

We note GMB's current policy that the National Minimum Wage should be at least £15 an hour and that Labour's "A fair deal ..." promises only £10, which is now lower than the real living wage and only 40p higher than the national minimum wage.

We note that GMB's current policy is to call for fundamental reform of Statutory Sick Pay so that no worker is forced to come into work when they are sick. It may be appropriate to calculate SSP on the basis of GMB's call for a Real Living Wage of at least £15 an hour, or on a proportion of average earnings.

We note the GMB policy on redundancy consultation and calls for the repeal of the Trade Union and Labour Relations (Consolidation Act 1992) Order and restore redundancy consultations for large scale redundancies to 90 days to be part of Labour's manifesto.

We instruct the General Secretary & CEC to campaign for these demands to be in the next Labour Manifesto and for GMB delegates to the NPF, Annual Conference, & Clause V meetings, together with all GMB sponsored MPs/PPCs to ensure that these policies are placed in the manifesto.

X58 LONDON CENTRAL GENERAL BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB supported amendments going into the final stage Labour Party National Policy Forum including with sister unions affiliated to the Labour Party on repealing and modernising trade union legislation and workers' rights including on working time as set out in the New Deal for Working People.

EMPLOYMENT POLICY: RIGHTS AT WORK

117. DEFENDING A NEW DEAL FOR WORKERS. (COMPOSITE 11)

Congress notes:

Workers and trade union rights are under attack from the Conservative Government including the latest anti-Strikes Bill

The Labour Party has committed to repeal any new anti-strike legislation introduced by the Conservative Government.

The Labour Party in government has further committed to legislate for Labour's 'New Deal for Working People' within 100 days of office which includes:

- > Repealing anti-trade union legislation, including the Trade Union Act 2016.
- > Using public procurement to support good work.
- > Overseeing the biggest wave of insourcing of public services for a generation.
- > New collective and trade union access rights, and sectoral collective bargaining.
- > Banning zero hours contracts.
- > Outlawing fire and rehire.

Congress believes:

- > The commitments from the Labour Party on more worker and trade union rights are not guarantees and the commitments to legislate Labour's 'New Deal for Working People' in full will come under pressure from external and internal opponents of working people and trade unions, with attempts to weaken or reduce commitments made.
- > That any attempts should be resisted and commitments set out in Labour's 'New Deal for Working People' should be implemented within 100 days in full.

Congress calls on:

- > GMB union to prioritise the commitments on trade union collective rights and individual workers rights as set out in Labour's 'New Deal for Working People' in future manifesto negotiations with the Labour Party.
- > To resist attempts to reduce or weaken Labour's commitment to legislate the 'New Deal for Working People' in full within 100 days, and to work with unions and other allies to defend these commitments.
- > To hold a future Labour government to account on its commitments around worker and trade union rights.

B06 GMB ORGANISING BRANCH NORTH EAST, YORKSHIRE & HUMBER

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB supported amendments going into the final stage Labour Party National Policy Forum including with sister unions affiliated to the Labour Party on repealing and modernising trade union legislation and workers' rights including on working time as set out in the New Deal for Working People.

EMPLOYMENT POLICY: RIGHTS AT WORK

118. ZERO-HOUR CONTRACTS

This congress recognises that there is a crisis of precarious and exploitative work across the U.K. With more than a million people on zero-hour contracts and close to a million registered as agency workers, bosses are condemning workers to precarious lives and using agency workers to undermine rights and collective building in workplaces.

Congress notes bogus self-employment adds to this precarity with the false promise of flexibility that leaves workers unable to plan their lives.

Workers on zero-hour contracts have no guarantees of a reliable income, making it difficult to have any semblance of a stable life.

Congress also notes that workers on zero-hour contracts find it increasingly difficult to unionise. Workers on zero-hour contracts are often punished for engaging in union activity with their hours slashed or find themselves taken off rotas entirely.

Precarious work affects workers across the workforce. BAME and women workers are disproportionately in precarious employment, with one in eight BAME women and one in sixteen white women workers in insecure work (TUC, 2020).

People in insecure work experience workplace sexual harassment at a higher rate than those employed on a secure contract. Around 46 per cent of gig economy and zero-hour workers said they had experienced workplace sexual harassment (BBC, 2018).

Congress resolves;

- that the GMB should call for an end to exploitative zero-hour contracts and bogus self-employment,
- that a worker's contract should reflect the hours that they normally work as a statutory right,
- that workers on short-hours contracts should have more contractual guarantees in relation to regularly worked additional hours,
- that there should be equal pay for agency workers,
- that the GMB should explore launching a campaign relating to precarious work and link up with pre-existing unionwide campaigns in this area.

GLASGOW GENERAL APEX .BRANCH GMB SCOTLAND

Congress Decision: EXISTING POLICY

Progress: Action on this motion will be reported ahead of Congress 2024.

EMPLOYMENT POLICY: RIGHTS AT WORK

119. TWO-TIER TERMS AND CONDITIONS IN THE WORKPLACE

This Congress calls on GMB to influence the Labour Party with a view to extending their existing two-tier workplace rules (for the public sector) to include previously nationalised industries. This policy should also be extended to include pension provisions along with terms & conditions already included.

Colleagues, in the gas industry there are companies who openly employ our members on different contracts depending on their start dates. We know of examples where a gang or team has members on different rates of pay, different hours of work, different holidays, different shift payments and different company pensions all doing the same job. This is a form of discrimination, which would be illegal if administered under terms of race or gender rather than simply a start date. This can cause resentment within teams and in many cases,

inhibits recruitment. In the longer term this is an erosion of pay, and terms and conditions, as mostly the better paid with better T&C's are the longer serving members who once retired will leave a poorer workforce. Unfortunately, we have to accept that in some cases these conditions were agreed by GMB in order to protect existing members. We must stop any such future negotiations taking place and lobby the Labour Party to implement policies to outlaw such practises wherever possible.

**L34 NW GAS BRANCH
NORTH WEST & IRISH**

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

EMPLOYMENT POLICY: RIGHTS AT WORK

120. EROSION OF EMPLOYEES' TERMS & CONDITIONS

This Congress calls on the CEC to campaign to stop the erosion of employees' Terms & Conditions.

The erosion of Terms & Conditions is affecting employees across the UK. To change the employers' attitude/direction will require the GMB to engage with Government and Ministers. As at this point in time the continual erosion of employees' terms and conditions by both Private and Public companies across the UK is undermining productivity due to employees feeling undervalued and disrespected.

This appears to be driven by an increased drive for profit and greed across all sectors within the UK.

This ultimately will be a long-term goal due to the current attitude within Government and companies.

**B40 BNFL BRANCH
NORTH WEST & IRISH**

Congress Decision: CARRIED WITH QUALIFICATION

Progress: The erosion of members terms and conditions often arises through employers adopting the tactic of "fire and re-hire". GMB has long opposed this. GMB believes unfair dismissal should be a day one right.

Dismissal and re-engagement should be unfair if the employer had reasonable alternative economic alternatives, and if agreement had not been reached with unions. The present rules should include workers as well as employees in the thresholds of dismissals to trigger collective consultation. GMB supported the Barry Gardiner MP Private Members Bill to this effect but this was blocked by the government in 2021. We are currently awaiting the new government code of practice announced in 2022 on fire and rehire. We are working through the New Deal with the Labour Party to highlight these issues going forwards.

EMPLOYMENT POLICY: RIGHTS AT WORK

121. RIGHT TO REST

This Congress proposes a motion that gives further protection for our members to have the right to rest. GMB members in the United Kingdom work long hours and often covering a variety of shift patterns including weekend and night working. Members are regularly contacted outside of normal working hours and in some instances are told to respond, check emails even when they are on holiday outside of the United Kingdom. Members should be able to feel that their work is finished for that day or week and should be looking forward to a well-deserved holiday and not feel pressured into undertaking work during a period of rest.

L16 GREENWICH BRANCH SOUTHERN

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB believes that workers should have the ability to “disconnect” from their employer when they are not working and notes that some European countries (France, Ireland, and Portugal for example) have such policies on disconnecting. GMB remains concerned that a number of the rules around working time, including breaks, are vulnerable post Brexit and we are seeking a commitment from a future government to protect and enhance them.

INDUSTRIAL AND ECONOMIC POLICY: GENERAL

122. TUC SHOULD SEEK REFORMS TO THE ENVIRONMENT, SOCIAL AND GOVERNANCE RULES FOR COMPANIES OR DITCH A SHAM SCHEME

This Congress calls on the CEC to request that the TUC, on behalf of the whole trade union movement, conduct a thorough investigation into the rules being followed by companies that sign up to the Environment, Social and Governance (ESG) movement. This is something of a current fad in the corporate sector and is a “greenwashing” con job on a massive scale. The aim should be to expose the utter hypocrisy of the current rules that don’t require companies to apply proper labour standards for their own workers and those in their supply chains.

Companies are claiming to be ESG compliant when they source merchandise for example from workplaces in the free trade zones where trades union membership is outlawed and where strikes are put down by permanent lock out of the exploited workers involved. It is high time that the international trade union movement called time on the utter hypocrisy and cynicism of the ESG movement and its pathetic rules on labour standards. A look at the rules for environment and governance will also expose the greenwashing and a seal of approval for the status quo for companies on using tax havens to avoid paying taxes etc. The TUC should seek to get the rules changed to no longer permit labour exploitation and the refusal to abide by international human rights rules on the rights of workers to join unions and seek collective bargaining agreements with their employers to improve their terms and conditions at work.

If the international trade union movement is not able to get these rule changes and ways to get them enforced there should be a concerted effort to ditch the whole concept of a bogus ESG movement and discredit it at every turn. This also goes for the so-called referees who audit companies for their ESG compliance at great benefit to themselves.

L54 LONDON STORES GENERAL BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB has acted to hold companies and investors to account against current ESG frameworks, such as TDR Capital which appeared before a Parliamentary Select Committee for the first time in January 2024. We are pursuing the wider agenda through the TUC, and the motion's calls were directly taken up by GMB through the July 2023 Labour Party National Policy Forum process.

INDUSTRIAL AND ECONOMIC POLICY: GENERAL

123. NORTH SOUTH POVERTY DIVIDE

This Congress is appalled by the north south divide in child poverty and education standards. We, the GMB Congress, instruct the CEC to lobby relevant MPs to put a halt to this disgraceful situation where your postcode means lack of funding, standards and could leave you in poverty in 2023.

R36 ROCESTER/JCB GENERAL BRANCH MIDLANDS

Congress Decision: EXISTING POLICY

Progress: We continue to pursue the calls of the motion in line with existing GMB policy, although our ability to affect England-wide spending decisions is limited. We helped to secure a recognition in the Labour Party's 2023 National Policy Forum final stage document that: 'The UK is the most centralised country in Europe and has some of the worst regional inequalities. ... [Labour will deliver] the biggest ever transfer of power from Westminster to the people of the UK and across England, Scotland, Wales and Northern Ireland. ... Labour will ensure everyone in the UK has access to high quality public services wherever they live, ensuring consistent high standards across the country.'

INDUSTRIAL AND ECONOMIC POLICY: COMMERCIAL SERVICES

124. DELAYED PARCEL DELIVERIES

This Congress agrees and requests that as general policy, all existing and future recognition agreements with Logistics and delivery companies should include clauses in relation to late arrival of deliveries or items that may impede or delay their onward transmission to the public or companies.

This is where we would implement Time on Task for our members as this should have already been agreed and no further action has been taken.

The individuals who often deliver are workers and often companies do not pay couriers or delivery staff for the lost time leaving them out of pocket and often delaying them from other responsibilities including their role as carers.

G50 GMB@EVRI BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

INDUSTRIAL AND ECONOMIC POLICY: COMMERCIAL SERVICES

129. PRIVATE EQUITY HAS NO PLACE IN RETAIL

This Congress notes the alarming amount of retail enterprises being bought up by Private Equity Consortiums, mainly from overseas, who immediately sell off assets such as property and land and cut jobs.

Has no one learned anything from the Philip Green fiasco with Arcadia?

Congress calls upon the CEC to lobby all sponsored MP's to investigate thoroughly any future and current private equity deals with a view to preventing these sell offs from happening.

A62 ASDA BRANCH NORTH WEST & IRISH

Congress Decision: CARRIED WITH QUALIFICATION

Progress: In October 2023 GMB submitted a motion to Labour Party Conference which called upon the party to investigate ownership models in the retail sector - this was part of a wider composite motion addressing a number of issues in the sector. GMB has also worked closely with the Business and Trade Committee, giving evidence to and encouraging the committee to call before them ASDA's private equity owners. Hearings in December 2023 and January 2024 had the committee explore Private Equity business models, and any potential issues that debt, and company registration in tax havens such as Jersey plays in accountancy transparency. In addition to the work being done at a political / policy level, GMB is leading the way in taking on private equity employers in the retail sector. We have been using the industrial agenda in ASDA to shine a light on the debt leveraged buyout of the third largest retailer in the UK and the implications this is having for the workforce and consumers. We successfully used a political and industrial strategy to push ASDA back on the use of fire and rehire and are now using the CAC process to identify where money is being extracted from the business and what for.

INDUSTRIAL AND ECONOMIC POLICY: COMMERCIAL SERVICES

130. RETAIL WORKERS ABUSE IS AT A RECORD HIGH

This Congress recognises that violence and abuse against retail workers is at a record high, with over 400 incidents per day. On average a shop worker is abused, threatened or assaulted 21 times a year. Violence or abuse against them is utterly unacceptable and a zero approach is called for in all retail workplaces.

A17 ASDA BRANCH MIDLANDS

Congress Decision: EXISTING POLICY

Progress: GMB is seeing first hand the impact of workplace violence on our ASDA retail members. Whilst generic campaigns have their place, our focus currently is on understanding where security hours are being allocated or cut, what criteria the business is using for identifying areas of risk and to initiate a discussion with ASDA focused on increasing security hours where necessary but also ensuring that colleagues are not being placed into situations likely to be a hot spot for security concerns, for example in busy front end scan and go areas

INDUSTRIAL AND ECONOMIC POLICY: COMMERCIAL SERVICES

131. A NATIONAL CAMPAIGN TO BEAT AMAZON

This Congress notes that Amazon is a viscous anti-union employer making massive profits and cutting workers' wages.

Amazon workers in the UK and worldwide are starting to fight back and organise.

This Congress salutes:

The fantastic determination and defiance shown by Amazon workers who walked out and protested over pay last summer.

The amazing achievement of GMB members in Coventry in launching the first ever official strike action against Amazon in the UK.

Congress believes that the example the Coventry strike and the innovative organising tactics employed should be learnt from and applied across the whole union.

Congress resolves that the union will commit major national resources to turn organising Amazon into a priority organising objective for the whole GMB.

A25 THE AMAZON WORKERS BRANCH MIDLANDS

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

INDUSTRIAL AND ECONOMIC POLICY: COMMERCIAL SERVICES

132. SIX POINTS AND OUT

This Congress demands that Local Authorities remove their draconian policy of revoking Taxi and Private Hire drivers' licences.

Across the country, Taxi and Private Hire drivers are having their licences revoked for acquiring six points on their licence.

The DVLA standard twelve points don't apply in many licencing authorities, putting drivers out of work on a policy, which is not backed by law.

G56 PROFESSIONAL DRIVERS BRANCH LONDON

Congress Decision: CARRIED

Progress: We're going to agree/develop a set of national minimum standards for Local Authorities/Licensing, based on the NPF commitment; this will be used to map out gaps in LA/L's that we can systematically target at Regional level via local organising campaigns

INDUSTRIAL AND ECONOMIC POLICY: COMMERCIAL SERVICES

133. FAIR PAY FOR SECURITY WORKERS

This Congress notes that for many years' pay for Security workers has been kept low and now with mandatory top-up training requirements and the additional costs incurred this is driving people out of the industry.

This conference calls upon GMB to campaign for better pay and conditions for Security workers.

G36 SECURITY BRANCH SOUTHERN

Congress Decision: CARRIED

Progress: Going to commence work with Research colleagues on how we can sense check the retention/recruitment issues identified by SIA with our membership; aim is to develop national standards, particularly as SIA is working on training standards (we've written separately to them about engagement); information/feedback from membership to be used to develop claims that cover all guards in certain companies, seeking to break out from contract-specific talks.

INDUSTRIAL AND ECONOMIC POLICY: COMMERCIAL SERVICES

135. THIRD SECTOR WORKERS

This Congress notes that according to the National Council for Voluntary Organisations (NCVO) 2022, the sector contributed £20.2 billion (1% of total GDP) to the economy in 2019/20, with a total income of £58.7 billion, employing over 950,000 people who work in the voluntary sector. Many of these services were deemed essential during the pandemic and the sector as a whole contributes an enormous amount of paid and unpaid labour to the economy.

Many organisations in the sector act contrary to the values which they proclaim, especially in the treatment of their employees, and use 'service-user-need' as a cover for the imposition of poor working practices. The sector routinely bears the brunt of the enormous human cost of austerity – mopping up the mess of government cuts and mismanagement. Workers in the sector experience low pay, bullying and harassment, precarity through endless sequences of temporary, funding dependent contracts, constant threats of redundancy and chronic overwork and the expectation to work for free. Workers are paid on average 7% less than workers elsewhere and

14.1 per cent of jobs in the third sector are paid less than the real Living Wage, which is higher than across the economy as a whole.

The sector can also be difficult to organise due to high levels of precarity, management and trustee hostility to trade union representation of their workforce and insecure funding.

Worker's feelings of obligation and responsibility towards individuals receiving care from these services can make them reluctant to engage in industrial action. In some organisations, volunteers are recruited instead of workers to keep down costs.

GLASGOW GENERAL APEX .BRANCH GMB SCOTLAND

Congress Decision: CARRIED

Progress: Action on this motion will be reported ahead of Congress 2024.

INDUSTRIAL AND ECONOMIC POLICY: COMMERCIAL SERVICES

136. A FIGHTING FIT EMPLOYER

This Congress calls for a union campaign to support workers' rights in the sport and leisure industry. For far too long young and old employees have had no protection in this industry due to the volatile nature of the area.

Most people are on zero hour contracts, flexible hour contracts, casual hour contracts with very few opportunities to obtain permanent positions. Many graduates and aspiring young coaches/development officers are asked to go above and beyond for this industry to stand out from the rest doing above their job specifications, working unsociable hours. After being exploited they are dropped like a stone. We as the GMB should be there to support and offer guidance in this industry. These employers should be held accountable for their exploitation of workers as commodities.

Countless qualified people have left this industry due to direct exploitation. Not just those who are qualified within the sports industry but also all supporting roles from cleaning, catering and many other supporting roles in this sector. These workers need to know they can be heard. To pass this motion we would become a step closer to stopping the exploitation of workers in the sports industry.

The union calls upon all sports clubs to become A Fighting Fit Employer.

W60 WELLINGTON BRANCH MIDLANDS

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

INDUSTRIAL AND ECONOMIC POLICY: MANUFACTURING

137. LEVELLING UP ON SKILLS AND PROFIT FOR ALL IN JOBS

This Congress notes that we need to make Great Britain the manufacturing powerhouse we used to be, with job security, meeting the bills each month and paying the rent and mortgage.

People are struggling to make those commitments today, the cost of living is out of control, but the bosses are not! For the past twelve years in this country, the government of today has created austerity and chosen a path of "them and us".

Now is the time companies need to level up, showing equality and fairness for all, plugging the skills gap to get the best out of our workforce today by better training and paying them a share of the profits that corporate bosses starve us from today.

We face unfair targets to meet bonuses, while bosses and bankers own and decide on our money and taxes and are driving the rich richer- keeping the rest of us in poverty.

Congress this needs to stop, we need to rise and stand for a fair day's pay for a fair day's work, corporates need to pay us our worth and stop taking from your workforce for your own greed.

We call on Congress to ensure that the benefits of work are passed down to the people. We are not slaves, we work and we all benefit, so we are calling for Manufacturing companies to invest in the workforce and take the stress out of the working class who worry how the next bill is going to be paid, with better profit share for all, not the few.

This would likely encourage some of those who have now become economically inactive to re-join the workforce, and enable some of the vacancies to be filled, benefitting the economy.

B22 BRAINTREE & BOCKING BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB Union continues to campaign to Make Work Better and the result of this sustained workplace organising and campaigning is more money in our members' pockets. It's clear that alongside winning significant victories, we are also embracing an approach that puts our members at the heart of campaigning activity.

INDUSTRIAL AND ECONOMIC POLICY: MANUFACTURING

138. MORE WOMEN IN INDUSTRIAL ROLES

This Congress notes the perpetual under representation of women in manual and industrial roles in the shipbuilding and aerospace sectors and the many persistent barriers that exist to women's participation in the sectors.

This Congress requests the equality and research departments to produce a full report into the barriers that exist in conjunction with the national officer. Following the report, a meeting should be convened of lay activists across the sectors to review the report and produce an action plan and for a trade union approach to address the issues with a focus around organising.

D19 DEVONPORT BRANCH WALES & SOUTH WEST

Congress Decision: CARRIED

Progress: The National Officer and a member of the research and policy team met to discuss the outline and timeline of the report. A report with recommendations will be presented to the Shipbuilding Shop Stewards Committee in May.

INDUSTRIAL AND ECONOMIC POLICY: PUBLIC SERVICES

140. CARILLION COLLAPSE- LESSONS STILL TO BE LEARNED ON OUTSOURCING CHARGES AND AUDIT MARKET (COMPOSITE 12)

Congress is concerned that in the five years since January 2018, when the huge outsourcing Carillion collapsed with £1.5bn debt, that lessons on outsourcing public contracts and corporate governance have not been learned.

Carillion held around 450 separate public-sector contracts in schools, prisons, transport and hospitals. Senior management were paid huge six-figure salaries and bonuses before the company collapsed. Some 3,000 jobs were lost and 7,000 suppliers and contractors were affected. Vital infrastructure projects were delayed and schools and hospitals had no cleaning or catering services.

On outsourcing in some sectors little or no lessons have been learned. For example, in care services for children the Independent Review of Children's Social Care, published in May 2022, criticised rampant profiteering and called for "a dramatic whole-system reset" of family services. The Competition and Markets Authority found that service providers averaged profit margins of 22.6 per cent between 2016 and 2020 and that councils were paying private placement costs at least £10,000 a week and, in a few cases, up to £60,000 a week. Action promised to set up a new watchdog to shake up the audit market and rebuild trust in corporate governance has not happened. After a number of reviews the draft legislation is still buried in a lengthy consultation by vested interests.

Congress calls on the Labour Parliamentary Party to press the current government to speed up changes in the audit market and corporate governance.

Congress calls on Labour councillors and union representatives in local councils to take immediate action to end the rip offs of taxpayers in outsourced services by forensic attention to the charges for outsourced services.

Congress urges the Labour Party to make a manifesto commitment to a Review to summarise the evidence, based on current information and previous enquiries, on the role of outsourced contractors in providing capital items and services for the public sector in the UK and in other developed countries over the years since the Thatcher and Blair governments enthusiastically promoted the growth in outsourcing.

The aim of the Review should be to

- properly learn the lessons from the collapse of Carillion
- increase scrutiny and transparency
- end profiteering at the expense of the taxpayers and
- where necessary end the use of “middlemen” and offshoring.

The Review should examine the evidence whether operators like Carillion and other facilities management services providers have grown far too big to effectively manage all their day to day outsourced operations across the world.

The Review should assess whether these multinational companies primary purpose is to serve as mechanisms to capture income streams for senior management and shareholders with the provision and day to day management of services to the public a second tier “also ran”.

P06 BARNET PS BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: We have held procurement discussions with the Labour Party since Congress, based on recent Congress policy. Responsibility for procurement changed in late 2023 and we are currently arranging a meeting to discuss our priorities with the frontbenchers who now lead on procurement. We continue to prioritise the Labour Party's pledge to lead the greatest wave of insourcing in a generation.

INDUSTRIAL AND ECONOMIC POLICY: PUBLIC SERVICES

141. PRIVATISATION MONITORING SUCCESS (COMPOSITE 12)

This Congress congratulates those Regions of the GMB who have campaigned and fought to have privatised services brought back in house and have been successful in those campaigns.

Those successful campaigns should be highlighted and promoted to encourage even greater success and to encourage more visible campaigns to fight to bring contracted services in house.

Congress is asked to support a call for the monitoring of the campaigns, setting out the victories and how the victories were won and to share this information in a readable format on our website.

Only by showing that we are winning the fight against privatisation and how that fight was carried out will be able to ensure our policy against privatisation is winning and we will not change our resolve until the scourge of privatisation of our public services has been beaten.

W61 WALTHAMSTOW 1 BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Working alongside Motion 153. A survey of regions wins, building on the NHS specific responses, to promote and support regions in local campaigns.

INDUSTRIAL AND ECONOMIC POLICY: PUBLIC SERVICES

143. A DIVERSE AND REPRESENTATIVE JUDICIARY

This conference notes

- GMB has established a Judges branch with members from across our judicial system, from criminal to family, from civil to immigration and other tribunal courts
- That a judiciary which includes people from diverse backgrounds who have different life experiences is not only important for those who work in the judiciary but also vital for anyone who ever needs to rely on the court system as well as wider society
- GMB members who work as judges have bravely exposed the many ways that the old boy's network, dominated by white men, from similar socio-economic backgrounds, is reinforced by working practices in the Judiciary
- GMB has exposed the discrimination in the judicial appointments and promotions process including "secret soundings" which are used to gather information about a candidate before an application is considered. This process includes anonymous information about a candidate to be used as part of the appointments and promotions process resulting in bias and prejudice pervading every aspect of the process.
- It means those who are part of the establishment and have similar backgrounds are more likely to be promoted and discrimination can slip into the process
- The Judiciary also regularly fail to implement reasonable adjustment for disabled judges and bullying is common

Conference resolves that GMB will:

- Continue to campaign against discrimination in the Judicial appointments and promotions process
- GMB to campaign for a judiciary which welcomes people from diverse backgrounds and supports their development
- Campaign for the judiciary to apply the Equality Act for judges including reasonable adjustments
- Campaign for an end to bullying in the judiciary to improve the culture in the judiciary
- Call on the government and the Labour party (when next in government) to remove every aspect of discrimination in the appointments and promotions process including abolishing "secret soundings"
- Call on the new Lord Chief Justice to recognise the GMB as the representative union of Judges

J25 GMB JUDGES BRANCH SOUTHERN

Congress Decision: CARRIED

Progress: GMB has no recognition nor collective bargaining rights for members of the judiciary. However there have been changes to the appointments process and a Judicial Diversity Forum monitors and promotes diversity and is seeking to eliminate structural barriers in to women, people from ethnic minority backgrounds and people with disabilities. GMB intends to meet with representatives of the JDF to promote action to ensure the judiciary is diverse and representative.

INDUSTRIAL AND ECONOMIC POLICY: PUBLIC SERVICES

144. MANDATORY RISK ASSESSMENTS FOR STAFFING RATIOS FOR EACH AND EVERY CLASSROOM AND SCHOOL.

This Congress SEND Schools across the country are experiencing staffing shortages and retention issues due to poor pay, an ever-increasing workload, and unsuitable working terms and conditions. The increase in CF50a's (report's on assaults/violent incident forms) that have been processed, have increased as a result of the economic hardships schools face - as mentioned previously. We are calling on congress to help us rectify this situation, by encouraging the government to adopt risk assessments for staffing ratios for each classroom in the UK. Using EHCP's (educational healthcare plans), ILPP's (Individual learning pathway plan – A plan based around what educational targets a pupil works towards on a daily basis) IPRA's (individual pupil risk assessment – a risk assessment based around what risk comes with a pupil's behaviour) and IBMP's (Individual behaviour management plan – how a school manages a pupil's complex behaviour) to quantify Staff to pupil ratios. Each of these plans do not come with a ratio or adequate staffing for said child. Some Individual Pupil Risk Assessments, have PBSP's (positive behaviour support plans) these will specify an appropriate ratio for when a child is in crisis, not when that child is regulated. None of these plans factor in the whole class staff ratio and it creates a culture within schools where you are putting plasters over issues but not solving and maintaining regulated, calm and happy pupils. If a child with a PBSP is dysregulated that will take the members of staff who are overseeing a classroom to follow the PBSP plan. We feel If the risk is too high due to low staff and a high number of pupils in a classroom, the school must shut the class until staffed adequately, to decrease the number of violent incidents happening in classrooms, for both the child's safety and staff's safety.

LS10 LEEDS SCHOOL SUPPORT STAFF.BRANCH NORTH EAST, YORKSHIRE & HUMBER

Congress Decision: CARRIED WITH QUALIFICATION

Progress: At the October 2023 National Schools Committee it was agreed that Regional Schools Committees would collate examples of staffing ratio policies and would report back to the NSC for further consideration.

INDUSTRIAL AND ECONOMIC POLICY: PUBLIC SERVICES

146. CLEAR COVER POLICY FOR SCHOOL SUPPORT STAFF

This Congress calls for a Cover policy in schools. We note that teaching assistants are increasingly being asked to do more work without being paid. This includes being asked to cover classes for absent teachers or emergency cover. Teaching assistants often “step up” out of goodwill and are often not paid for doing so saving schools hundreds if not thousands of pounds in agency costs. A cover policy would help secure extra pay, define who can cover when and how long the cover is for.

L16 GREENWICH BRANCH SOUTHERN

Congress Decision: CARRIED WITH QUALIFICATION

Progress: The National Schools Committee discussed this motion at the October 2023 meeting. It was decided that it would be discussed further with Regional Schools

Committees on whether to pursue as a national policy. This will be a priority issue if Labour form the next government and reform the SSSNB.

INDUSTRIAL AND ECONOMIC POLICY: PUBLIC SERVICES

151. FIGHTING BACK AGAINST LOCAL GOVERNMENT CUTS – IMPLEMENT GMB POLICY

This Congress is extremely concerned, disappointed and angry that Labour councils continue to make huge cuts and to privatise our services. A recent major report concluded that English councils have been ‘hollowed out’ after 12 years of Conservative austerity. This Congress notes that whilst it is existing GMB policy (carried at Congress 2016) to campaign for Labour councils to refuse to pass on Tory austerity cuts – and to launch a campaign to win back the billions of pounds withheld since 2010 – this policy has never been implemented.

This Congress notes the GMB Policy Guide 2022 doesn’t appear to even reference the policy.

This Congress further notes that:

- Over 500,000 council workers have lost their jobs since 2010, many of them GMB members
- Councils saw a £15bn real-terms reduction to core Government funding between 2010 and 2020
- Over £1 billion further cuts are proposed
- Private contractors continue to cut pay, conditions and services
- The cost-of-living crisis is worsening, as millions of families are pushed into debt and destitution

This Congress therefore instructs the CEC to implement the 2016 policy, and call on Labour councils to set legal, balanced, no cuts needs-based budgets.

Class struggle is intensifying in the UK and workers, including many GMB members, are fighting back against the government and local council attacks on our livelihoods, our public services and our health system.

The stakes are high. If we do not fight now, using the best and most effective methods, local government as we know it will disappear.

No more cuts, no more privatisation, and no more austerity from Labour councils!

X34 GMB@PCS BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMBs campaign’s across NJC local government - ‘pay what you say’ and ‘we’re worth it’ - call for fully funded pay settlements for local government and schools members. We continue to support regional colleagues where required who are facing cuts and restructures as a result of budget cuts. Secured the following commitment at the Labour NPF:

“Act to improve public service workers living standards throughout the Parliament.” GMB supported amendments going into the final stage Labour Party National Policy Forum including with sister unions affiliated to the Labour Party on local government funding, as well as on public sector pay and elsewhere in local government.

INDUSTRIAL AND ECONOMIC POLICY: PUBLIC SERVICES

152. WHERE IS THE DUTY OF CARE

This Congress Notes that there are staff shortages in every department of the NHS, the hospital setting is there for the safety of the patients and staff.

What we have at present is the dangerous low level of trained nursing staff on the wards being compromised, we report that the level of nursing staff on the wards for the patients is not safe, they reply they do not have any more staff to cover.

It has been reported that Health Care Support Workers (Band 3) have been left in charge of the ward until a trained staff member has arrived, this could be anything from 30- 45 minutes or longer, at that time where is the duty of care to the patients and the staff member, how can we assist our members in this situation, the HCSW has skills, but not with a life-threatening action that could happen with a patient.

We ask congress:

To work with the NHS to have a procedure in place to safe guard our members.

To work with the NHS to ensure that no HCSW is running a ward for any length of time.

To lobby the government that this is their duty of care.

S11 PRIMARY CARE NURSING. BRANCH GMB SCOTLAND

Congress Decision: CARRIED

<p>Progress: Template letter issued to regions to submit locally and any responses to be shared back to RH. 9 Jan.</p>

INDUSTRIAL AND ECONOMIC POLICY: PUBLIC SERVICES

153. EQUAL TERMS AND CONDITIONS WITHIN THE NHS

This Congress notes the increasing use of private companies to provide support services such as cleaning, portering and security within the NHS. We believe that these employees are being treated unfairly, receiving a lower rate of pay than NHS employees carrying out the same jobs. Private employees often have less favourable terms and conditions than NHS employees. They have less annual leave, less enhancements for unsocial hours and less favourable policies for disciplinary, sickness and flexible working. We ask GMB to increase publicity within these groups and seek recognition in order to fight for equality in pay and terms and conditions of employment.

S01 SHERWOOD FOREST HOSPITALS BRANCH MIDLANDS

Congress Decision: EXISTING POLICY

<p>Progress: Survey issued to regions to collate wins to date. Closes 1/12/23. No responses received. Re-issued survey 9 Jan.</p>
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INDUSTRIAL AND ECONOMIC POLICY: PUBLIC SERVICES

154. END TO DISGRACEFUL WASTE OF MONEY IN THE NHS

This Congress must commence a campaign to bring an end to the draining of NHS resources away from direct patient care.

Fat Cat Bosses created by yet another restructuring of the NHS has led to huge salaries being paid to Senior Managers in the newly created ICS's. Also the multiple tiers of Management within all trusts spending huge and unnecessary amounts of money on Band 8a and above Managers.

B14 BARNSELY HEALTH BRANCH NORTH EAST, YORKSHIRE & HUMBER

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Spreadsheet of data received from Research And Policy. Analysis underway. Findings and next steps to be discussed at NAG in Feb.

INDUSTRIAL AND ECONOMIC POLICY: PUBLIC SERVICES

157. NATIONAL CAMPAIGN TO RESCIND SECTION 2 T&C'S WITHIN AMBULANCE SERVICES

This Congress notes that on 1 September 2018, any new starter to the Ambulance service had their unsocial hours payments paid via the less favourable section 2 of the NHS Terms and Conditions of Service handbook rather than the more favourable annex 5. Any existing staff member who moves roles is moved from annex 5 to section 2. Any staff paid under section 2 terms and conditions, unlike annex 5, receive no unsocial hours uplift when off sick. This has introduced a two tier pay structure within ambulance services that provides less favourable terms and conditions for new employees and existing employees who change their role. This cost saving, unnegotiated change to existing and potential members' terms and conditions has proven to be detrimental and discriminatory to remuneration of new staff and has significantly contributed, beyond any other factor, to the halting of progression and development of established staff.

Congress believes:

Members holding equal or equivalent responsibility and roles should receive equal reward, terms and conditions. That staff who wish to progress in their employment should not be put at financial detriment as a result. That both new staff and those who have progressed should not be put at a financial detriment when off sick as a result of this cost saving which produces a discriminatory two tier system to pay and conditions.

Congress resolves:

That GMB instigates and supports a national campaign to eradicate the use of section 2 terms and conditions in ambulance services.

A02 AMBULANCE BRANCH MIDLANDS

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Simon Day lead. Continue engaging with the NASPF sub-group on consistency of application. Improvements secured and remedy to be in place in Feb. Attempting to secure a discussion at staff council.

INDUSTRIAL AND ECONOMIC POLICY: PUBLIC SERVICES

160. A GLOBAL TRADING SYSTEM THAT IS WORKER- CENTRED

Congress welcomes the change in international trades policy spelled out by Katherine Tai, United States Trade Representative in the Biden Administration when she said that “We need a new world economic order, with a global trading system that is worker-centred.” The Biden administration with subsidy regime to promote local US based supply chains in the Inflation Reduction Act has in effect bypassed the neoliberal inspired World Trade Organisation (WTO) which seeks to impose international trade rules that cannot be changed by democratically elected Parliaments.

The multi-lateral WTO rules have allowed a race to the bottom and social dumping. Multinational companies moved production from developed nations with strong employment laws and union organisation into thousands of free trade zones in developing countries where hundreds of million workers- mainly rural workers moving to cities - are employed. In these free trade zones trade union organisation is actually outlawed, workers are oppressed while the multinational companies are given all sorts of preferential access to services and are exempt from the national laws and taxation.

Some 20% of world trade originates from free trade zones. Household name companies manufacture nearly all the merchandise for sale in our UK high streets and online there. Any spontaneous industrial action that takes place on any free trade zones has been ruthlessly suppressed by lock outs with the contracts moved to another free trade zone. Setting up the WTO rules was a severe political defeat for the labour movement in the neoliberal period- when globalised international trade rules were adopted that embedded pro employer protections in these treaties that are not susceptible to changes at national level after democratic elections.

The WTO regime which allowed the free trade zones to trade with the developed countries without challenges to this social dumping has had serious consequences for trade unions organisation across the globe. It has led to the suppression of the growth in the tens of millions of new trade union members who would have been instrumental in promoting economic and social justice and prosperity in developing countries across the globe. Congress sheds no tears for this erosion and undermining of the WTO.

Congress calls for the TUC and the Labour Party to recognise this fundamental change in the international trade system.

An incoming Labour Government must resist attempts to turn the clock back to restore the multilateral WTO rules without fundamental changes to safeguard against social and environmental dumping.

Until such a multi-lateral trade regime is agreed trade policy for the UK should be determined by the UK Parliament and like the trade policy of the US it should be worker-centred.

Congress cautions the Labour Party to recognise that the EU is a very big supporter of the WTO. Congress calls for an incoming Labour Government in its dealings with the EU to not tie the UK into supporting by the back door any restoration of the WTO rules without the workers-centred changes in trade rules called for by the Biden Administration.

B11 BARKING & DAGENHAM BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB has raised the issues raised by this motion through the UK Domestic Advisory Group and through discussions with leading academics in this field. We secured a commitment through the Labour Party’s National Policy Forum that ‘with Labour the UK will lead in international discussions to modernise trade rules to reflect the need for security in strategic supply chains, supporting domestic manufacturing.’ We will continue to pursue the issues raised by the motion ahead of the 2026 review of the Trade and Co-operation Agreement.

INDUSTRIAL AND ECONOMIC POLICY: PAY

161. IMPLEMENTATION OF REAL LIVING WAGE

This Congress whilst in support of the Real Living Wage for low paid members believes the implementation date of it should be changed.

Currently the RLW is calculated October/November of the current year e.g., 22/23 fiscal year in October of 22.

However, many Employers do not implement it until April of the following year, mean low paid staff get there pay rise a year in arrears and not backdated.

This congress believes that once a RLW for a current year is announced it should be implemented then and backdated to the 1st of April of that year, with staff receiving back pay. E.G. 22 increase announced in October should have been backdated to April 22 rather than being paid in April 23.

A55 BRANCH – AVON & WESSEX WALES & SOUTH WEST

Congress Decision: CARRIED WITH QUALIFICATION

Progress: In line with the CEC's qualification carried with this motion, actioning would require a change in legislation which given the current Conservative parliamentary majority would allow opportunity for lawmakers to remove hard-won protections for our lowest-paid members. GMB continues to engage and make recommendations to the Low Pay Commission which advises the Government the level of increase to the National Minimum Wage/National Living Wage rates from 1st April each year. The concerns raised in the motion will be incorporated into this ongoing work while recognising, in line with the CEC's qualification, that there will always need to be some period of time to allow employers to implement uplifts in the National Minimum Wage for their payroll.

INDUSTRIAL AND ECONOMIC POLICY: PAY

164. LONDON LIVING WAGE

This Congress recognises the important work the Living Wage Foundation do in ensuring accredited employers pay a wage that can support our members with the cost of living. We have members who are having to do two or even three jobs to stay afloat to pay their bills, most of them do not see their children growing up from one week to another due to the amount of work they have to do to make ends meet. The fact that some employers follow the London Living Wage rates goes some way to addressing this issue.

However, this Congress also notes with concern that many Living Wage accredited employers choose to delay the implementation of the Living Wage after announcement, sometimes for up to six months.

Over the last year, inflation has increased by double digits. The Living Wage Foundation announced new rates in September 2022 to address this, but many employers wait until the following financial year to implement this increase.

This Congress should support the motion to request that all Living Wage employers pay the Living Wage from the date of announcement, or to at least backdate the increase from the date of announcement, and not delay these much-needed pay increases as long as they can get away with.

**X19 CAMDEN APEX BRANCH
LONDON**

Congress Decision: CARRIED WITH QUALIFICATION

Progress: In actioning this motion, GMB's regular pay bargaining support publication for our negotiators will include this motion's call for employers of our members who pay the Foundation Living Wage to do so from the date of announcement, or to at least backdate the increase from the date of announcement. This is a direct way of drawing the attention of our bargaining negotiators to this issue and can be referenced by them should employers seek to delay these much-needed pay increases for our members for as long as they can get away with.

INDUSTRIAL AND ECONOMIC POLICY: PAY

165. THE LIVING WAGE FOR YOUNG WORKERS

Millions of people are facing a cost-of-living crisis, and desperately deserve a pay rise. This is particularly true for young workers, who are facing soaring rents, energy bills and food costs, yet often receive less pay than older colleagues.

The minimum wage is currently £9.50 for those aged 23+, but this falls to £9.18 for 21–22-year-olds, £6.83 for 18-20-year-olds, and £4.81 for under 18s and apprentices. By contrast, the current, independently calculated, Living Wage is £11.95 in London and £10.90 elsewhere.

Young people disproportionately work in insecure sectors such as hospitality and the gig economy. On top of lower salaries, they often endure insecurity and unsocial hours to keep these industries going, which is so essential to local communities and the national economy. 54% of GMB London Young Workers feel that their pay was not fair and relative to similar roles and individuals performing their role. A staggering 99% are worried about the cost-of-living crisis.

It is deeply unfair that any worker should be paid less than they can reasonably live on. It is completely unacceptable that young workers are often paid even less than that.

Conference resolves to support GMB London Young Workers' #DemandFairPay campaign, calling for:

- All employers to pay a genuine Living Wage
- Young workers to be treated and paid equally.
- The Government to legislate for a universal, genuine Living Wage

Congress instructs the GMB delegations to Labour's NPF, annual conference, Clause V meeting and the NEC together with GMB sponsored MPs and PPCs to campaign for and vote for these policies.

**X58 LONDON CENTRAL GENERAL BRANCH
LONDON**

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB continues to call for the removal of all age differentials in payment of the National Minimum Wage in our submissions to the Low Pay Commission's annual consultation, and last year following its recommendations the 21-23 age differential band will now be removed from April 2024. GMB continues to urge the removal of all differentials and made this call in Labour's National Policy Forum process and in our submission to the HM Treasury's consultation on its Spring Budget for 2024.

INDUSTRIAL AND ECONOMIC POLICY: TAX

166. COST OF LIVING CRISIS AND HYBRID WORKING

This Congress notes that during the pandemic, the government commanded that anyone who was able to, should work from home. However, over two years on it is clear that homeworking for at least part of the week, is here to stay.

According to the Office of National Statistics during the first three months of last year 9.9 million people used their homes as workplaces. For many workers, a hybrid or home-working arrangement has many benefits – such as the ability to manage caring responsibilities more effectively and a reduced commute.

However, there are benefits to employers too, with the cost of running premises and the provision of on-site facilities drastically reduced. This means that the cost of internet, heating and lighting that would ordinarily be paid for by the employer is now being passed on to workers.

Amid the cost of living crisis, with soaring inflation and impending recession - energy bills are expected to hit up to £4000 per year in Scotland. At present, workers can only claim tax relief or working from home expenses of £6 per week and HMRC rules around eligibility for claiming support are complex.

Workers cannot be expected to shoulder the cost of working from home any longer and especially not as we enter a recession this winter. The expectation to use household energy to complete work tasks is, for many already, experienced as a cut in take-home wages and will push workers further into in-work poverty.

Congress resolves to lobby the Government to use its powers over taxation to either change the rules and compel employers to make working from home payments proportionate to the cost of living crisis.

GLASGOW GENERAL APEX .BRANCH GMB SCOTLAND

Congress Decision: CARRIED WITH QUALIFICATION

<p>Progress: It has not been possible to action at this time. Progress will be reported in the next publication.</p>

INDUSTRIAL AND ECONOMIC POLICY: TAX

167. TAX THRESHOLD (REMOVAL)

This Congress recognises the unfairness of this Government aim of imposing a freeze on the tax threshold again which will impact on the lowest paid workers in this country.

We call on Congress to campaign to get the removal of any freezes of the tax threshold and to work with the Labour Party to lobby Government to get the law changed so that this cannot happen again. This Congress recognises the unfairness of this Government aim of imposing a freeze on the tax threshold again which will impact on the lowest paid workers in this country.

We call on Congress to campaign to get the removal of any freezes of the tax threshold and to work with the Labour Party to lobby Government to get the law changed so that this cannot happen again.

C11 CAMBRIDGE 2 BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: A submission to the Treasury on recommendations for the Spring Budget 2024 was made which included reference to this motion.

POLITICAL: BREXIT

168. TRADE, JOBS AND THE EUROPEAN UNION

Congress notes:

1. that 25,000 people are working in ports and docks, now in competition with ports on continental Europe
2. that Horizon Europe funded €5.1bn to UK research
3. that UK is the world's second most powerful University sector and its pre-eminence is jeopardised by exclusion from Erasmus+ & Horizon Europe
4. many thousands of financial services jobs have moved from the UK to the EU
5. that the Tory 'Hard Brexit' has led to reduced foreign inward investment, a worsening balance of trade, reduced employment, a labour shortage in many industries, particularly social care, agriculture, hospitality and the NHS, and sterling has lost value against both the dollar and the euro.
6. That opinion polls are reporting a long-term trend that the Tory Brexit is no longer supported by a majority of the population
7. that the labour shortages are compounded by xenophobia and the Tories' morally disgraceful "hostile environment"
8. that there are over 3m EU citizen's living in the UK, many of whom will have come to be restricted by the measures of the hostile environment and the discrimination introduced by the withdrawal agreement.

Congress believes:

1. That in order to reverse the damage done by Brexit, we must advocate re-joining the European Single Market and Customs Union.
2. That restoring free movement between the UK and EU would be a benefit, socially and economically, not a cost.

Congress calls on the Labour Party:

1. to call for a new relationship with the EU involving the adoption of the single market and customs union
2. to campaign in opposition and in Government to rejoin Horizon Europe and Erasmus+
3. to call for the repeal of the cruel hostile environment.

Congress instructs the GMB delegations to Labour's NPF, annual conference, Clause V meeting and the NEC to campaign for and vote for these policies.

X58 LONDON CENTRAL GENERAL BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Since the motion was carried, the UK has reached an agreement to resubscribe to Horizon Europe, but we know that the continued self-elected exclusion of the UK from Erasmus+ and Euratom's research programmes is harmful to the national interest.

GMB has secured a commitment from the Labour Party that it would 'reduce unnecessary red tape' introduced post-Brexit in key sectors organised by GMB, including chemicals. We have ongoing engagement, including through the TUC, about industrial priorities ahead of the 2026 review of the Trade and Co-operation agreement.

GMB brought amendments going into the final stage Labour Party National Policy Forum on the hostile environment, and secured a commitment to a full review of the hostile environment in line with the recommendations of the Wendy Williams review following the Windrush scandal.

POLITICAL: BREXIT

169. THE REVOCATION AND REFORM BILL (COMPOSITE 10)

This Congress calls on central Government to bring forward a detailed set of proposals where laws need to be improved.

The Revocation and Reform Bill will allow potentially the enabling of deregulation of workers' rights without effective scrutiny, laws and protections workers currently have rights to.

The new Act may also damage our terms of Trade and Co-operation Agreement with the EU. We call on central Government to bring forward a detailed set of proposals where laws need to be improved.

We call on our Labour MPs to insist at the very least, full scrutinising of all workers' rights law changes.

We believe that the Government should allow MPs sufficient time and power to scrutinise these proposals.

Furthermore, we call on the GMB, it's Labour MPs and all unions to publicise, demonstrate and highlight the pitfalls and damage this law will do if UK Law changes are left unchecked.

G56 PROFESSIONAL DRIVERS BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB supported amendments going into the final stage Labour Party National Policy Forum including with sister unions affiliated to the Labour Party on repealing and modernising trade union legislation and workers' rights including on working time as set out in the New Deal for Working People.

On the Retained EU Law regulations, we campaigned successfully for existing directives to be carried over most specifically around single source in equal pay.

POLITICAL: THE LABOUR PARTY

171. LABOUR PARTY MIXED ECONOMY POLICY MUST MAKE PRODUCTIVITY GROWTH AND INVESTMENT TOP PRIORITY (COMPOSITE 13)

This Congress calls on the Labour Party to recognise and take steps to repair the huge damage to the UK economy and to public services caused by the unnecessary economic austerity implemented by the coalition and Tory governments since the 2010 election. This damage has been compounded by the impact of the pandemic on the economy.

Austerity led to cuts in investment in infrastructure development and in public sector facilities and damaging cuts in day-to-day public spending on front line services. It is one of the reasons for example why we don't have new nuclear power stations on stream providing our own reliable electricity capacity.

Most damaging of all it halted the annual growth rate of productivity. In the decade between 1997 and 2007, during the last Labour Government, the UK enjoyed the second-highest productivity growth of any G7 economy (1.8 per cent), behind only the US. In the post 2008

crash decade of the coalition and Tory government up to 2019, productivity growth slumped to the second-weakest performance (0.4 per cent), ahead of only Italy.

Since then, there has been an incredibly severe impact on the economy of the pandemic.

This has hit small and medium sized business very hard and the impacts on jobs and day to day services and prices across the economy are still unwinding.

Productivity growth is the ultimate driver of higher GDP and living standards. Congress calls on the Labour Party to make clear to the electorate that it is not prepared to accept a continuing decline in the economic prospects for the UK and that the restoration of growth and productivity will be the number one priority of the Government.

The electorate is ready for a change in Government.

We call on the Labour Party to offer a manifesto that is committed to using the full powers of the state to halt economic decline and promote economic development and prosperity.

Labour must promise to emulate the Biden administration in the USA with a UK version of the Inflation Reduction Act on state aid as one of its measures to secure economic development.

The mixed economy has been the hallmark of Labour since its foundation. The electorate knows this. In these current economic circumstances advocacy of the mixed economy is one of Labour's greatest appeal to the electorate. The language of austerity and the prescriptions of the neoliberal small state philosophy should be rejected outright as the electorate has more than enough of it from the Tories.

X84 WESTMINSTER LGO BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB brought amendments going into the final stage Labour Party National Policy Forum in July on the need for a UK response to the Biden Inflation Reduction Act and the EU's own response.

We secured a commitment that: '[Labour] will tackle the damage done by the Conservatives' failure to respond to the Biden administration's Inflation Reduction Act and the EU's Green Deal Industrial Plan, while learning from the success of those industrial policies that are delivering investment in manufacturing.'

GMB also secured a commitment that 'with Labour the UK will lead in international discussions to modernise trade rules to reflect the need for security in strategic supply chains, supporting domestic manufacturing.'

We further took a motion to Labour Party Conference on the need for an active industrial strategy as raised above, which was carried.

POLITICAL: THE LABOUR PARTY

172. LABOUR AND TUC SHOULD PLAN A VERSION OF THE USA INFLATION REDUCTION ACT IN THE UK (COMPOSITE 13)

Congress calls on the Labour Party, with the help of the TUC, to use the time between now and the next election to study the operation of President Biden's Inflation Reduction Act in the USA to promote industrial development, productivity growth and new jobs and Labour should make a manifesto commitment to promote a UK version of the Act early in the next Parliament.

The Inflation Reduction Act of 2022 was signed into law on August 16, 2022. It contains \$500 billion in new spending and tax breaks. The industrial priorities set out in the Act are to promote investments in domestic manufacturing capacity, encourage procurement of critical supplies domestically or from free-trade partners, and jump-start R&D and the commercial development of leading-edge technologies such as carbon capture and storage, clean

hydrogen and electric cars. It also requires recipients of many funding streams to demonstrate that they will bring well-paying union organised jobs to deprived areas and areas requiring levelling up.

The Act also allocates money on measures to increase government revenue by tackling corporate tax avoidance and the use of tax havens and introduces an excise duty on companies buying back their own shares.

All the priorities set out in the Act for investment and development are in line with those set out by Congress over the years. One such priority is the development of 30,000 jobs in the UK in new steel fabrication yards to build the 8,000 towers and foundations for the giant offshore wind turbines needed to meet net zero by 2050. Labour and the TUC should assess how to emulate the Biden Act to ensure that these jobs are brought back to the UK to fabricate 20 million tonnes of UK produced steel - rather than as now being based in the Far East fabricating Chinese steel.

Congress notes that EU is objecting to the US Government's use of state aid to promote domestic industrial development and jobs. Rather than support this EU objection Labour and the TUC should support and study the operation of this new long overdue Act. Congress calls on the Labour Party to make a manifesto commitment to bring forward a UK version of the Act to use the mixed economy for new jobs, productivity growth and industrial development.

S25 WHITTINGTON SERVICES BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB brought amendments going into the final stage Labour Party National Policy Forum in July on the need for a UK response to the Biden Inflation Reduction Act and the EU's own response.

We secured a commitment that: '[Labour] will tackle the damage done by the Conservatives' failure to respond to the Biden administration's Inflation Reduction Act and the EU's Green Deal Industrial Plan, while learning from the success of those industrial policies that are delivering investment in manufacturing.'

GMB also secured a commitment that 'with Labour the UK will lead in international discussions to modernise trade rules to reflect the need for security in strategic supply chains, supporting domestic manufacturing.'

We further took a motion to Labour Party Conference on the need for an active industrial strategy as raised above, which was carried.

POLITICAL: THE LABOUR PARTY

173. LABOUR HAS TO DEVELOP A NEW REGIONAL INDUSTRIAL POLICY AS A KEY PLANK IN ITS ECONOMIC STRATEGY

Congress calls on the Labour Party to develop and implement its own version of the levelling up agenda for regions and areas of the country where the levels of economic activity and prosperity are well below the levels in London and parts of the Southeast.

Labour should recognise that without coordinated activities and investment by national, devolved and local government with private sector employers, transport undertakings, education and training providers and stakeholders like trades unions economic activity in parts of the country and in particular coastal regions cannot be levelled up. This should be a key insight for the levelling up agenda. Imagine if only a fraction of the costs to the taxpayers of the pandemic could be spent on regional development.

A properly resourced regional industrial policy has to be a central plank in the economic strategy of an incoming Labour government.

One of the benefits of not being in the EU single market is that state aid requirement for an active approach to regional industrial development is no longer illegal. The incoming Labour government must take full advantage of this freedom to promote the mixed economy to generate economic activity and jobs. Promoting new sectors and spreading economic development is specifically allowed under WTO rules.

In addition, an incoming Labour government should learn from the experience of Ireland and work out how to use the full range of tax incentives to generate employment and economic activity in areas requiring levelling up while not promoting economically useless tax avoidance.

The Labour Party should have no qualms about adopting the aim of levelling up from the Conservative Party. Labour should develop its own distinctive approach to levelling up. This should include measures to boost the wages of workers in the levelling up areas.

Specifically, it should insist that all workers employed by outsourced contractors doing work for the public sector are paid similar pay and conditions for the in-house workers. This would be a contemporary version of the Fair Pay Resolution abolished by Mrs Thatcher.

Another measure would be to end the effective impunity that employers like Amazon- operating in the levelling up areas- enjoy in undermining the human rights of their employees to join unions and seek collective bargaining agreements to raise wage rates which these employers can afford. Managers found guilty of sacking shop stewards and engaging in anti-union practices should be subject to fines and prison sentences.

Levelling up done properly is a worthy aim and properly presented as a way to boost living standards in low wage areas will be electorally very popular.

135 ISLINGTON & HARINGEY BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: In line with the calls of the motion, GMB secured a commitment, through the 2023 National Policy Forum, that 'with Labour the UK will lead in international discussions to modernise trade rules to reflect the need for security in strategic supply chains, supporting domestic manufacturing.'

The NPF report, which was carried overwhelmingly by Labour Conference, further stated that:

'The UK is the most centralised country in Europe and has some of the worst regional inequalities. ... [Labour will deliver] the biggest ever transfer of power from Westminster to the people of the UK and across England, Scotland, Wales and Northern Ireland. ...

Labour will ensure everyone in the UK has access to high quality public services wherever they live, ensuring consistent high standards across the country.'

GMB continues to pursue these important issues through both the Labour Party and the TUC.

POLITICAL: DEMOCRACY & CONSTITUTIONAL REFORM

177. REMOVAL OF BISHOPS FROM THE HOUSE OF LORDS

This Congress notes that the United Kingdom is unique among Western democracies in giving representatives of religious groups automatic seats in its legislature. Two archbishops and 24 bishops of the Church of England currently have seats as of right in the House of Lords. This is unfair, undemocratic and undesirable.

In addition, the presence of religious leaders amounts to double representation of religious interests as many temporal peers already identify themselves as being religiously motivated, and many retired religious leaders are appointed as peers.

This Congress believes that any serious proposals to reform the House of Lords must address the unjustified privilege of the Bishops' Bench.

After over a century of decline in religious attendance in Britain, the claim that Bishops — or any other religious representatives — speak for any significant constituency is clearly far off the mark. Less than 2% of the British population now attend Anglican services on the average Sunday. By 2050 this figure is forecast to drop to just 0.3% of the population.

Congress also rejects the implication that the bishops somehow provide special moral insights denied to other members of the House. The idea that Bishops or any other 'religious leaders' have any monopoly on issues of morality is offensive to many non-religious UK citizens. Congress contends that those who profess no religion are no less capable of making moral and ethical judgements. Bishops do not have any "special moral insight" unavailable to everybody else. We also believe that neither prayers nor religious oaths should form any part of the proceedings in a reformed House of Lords.

Congress therefore adopts as policy reforming the House of Lords, with the purpose of seeking a secular upper chamber with no specific religious representation whether ex-officio or appointed, whether of Christian denominations or any other faiths. No religion or its leaders should have a privileged role within the UK legislature.”

X59 NORTH WEST LONDON BRANCH LONDON

Congress Decision: CARRIED

<p>Progress: GMB has written to Nick Thomas-Symonds MP, Shadow Minister without Portfolio in the Cabinet Office team, who holds responsibility for House of Lords reform asking that the contents of this motion be considered in policy development in this area.</p>

POLITICAL: IMMIGRATION & MIGRATION

178. IMMIGRATION AND SOLIDARITY

Congress notes the appointment of Rishi Sunak as Prime Minister and the re-appointment of Suella Braverman as Home Secretary with responsibility for immigration and Border Force. Congress believes that the Tory immigration policy is cruel and illegal. GMB believes in an immigration policy that enables legal routes to enter and stay in the country, that recognises the right to work, a right of family reunification and uncompromising support for the rights of asylum seekers and refugees.

Congress notes and confirms Labour Conference Composites 20/2019 and Composite 14/2021 on immigration, asylum seekers and refugees. <https://bit.ly/lab19immigration> and <https://bit.ly/lab21immigration>

Congress resolves to express our complete opposition to the immoral Rwanda scheme and opposition to the 'hostile environment'.

Congress calls on the Labour Party to state its opposition to the hostile environment, Congress calls on the next Labour Government to repeal the Nationality and Borders Act and all measures that criminalise migration or living in the UK as a migrant.

Congress calls on GMB sponsored councillors to campaign to declare their authorities as Cities of Sanctuary, or similar alternatives. <https://cityofsanctuary.org/>

Congress resolves that the GMB will support those workers and unions taking industrial action to disrupt the Rwanda deportations and the hostile environment.

Congress instructs the GMB delegations to Labour's NPF, annual conference, Clause V meeting and the NEC together with GMB sponsored MPs and PPCs to campaign for and vote for these policies.

X58 LONDON CENTRAL GENERAL BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB brought forward amendments to the Labour Party National Policy Process on the hostile environment. The consensus wording agreed including reference to a full review of the hostile environment policies.

POLITICAL: IMMIGRATION & MIGRATION

182. SUPPORT AND SOLIDARITY WITH MIGRANT WORKERS

This Congress believes it is crucially important that the GMB support in as many ways possible migrant workers coming to live in the UK. GMB must also continue to support and organise activities to assist the estimated 100,000 Ukrainians who are currently living in Britain and who are experiencing many difficult issues and circumstances.

GMB will resolve to:

1. Assist the Ukrainian people and other migrant workers living in the UK who are here to protect themselves and their families from persecution poverty and war by recruiting them into the GMB and by organising and assisting them with employment problems.
2. To signpost agencies that offer advice and guidance to help them find suitable accommodation through local Councils and other agencies who are in a position and able to provide suitable accommodation for them and their families.
3. GMB will work with the Migrant Worker communities, education providers and other local agencies in terms of enabling informal and formal English language courses to be set up and delivered free of charge for migrant workers whilst living in the UK.
4. That we resolve to provide sign posting and advice for migrant workers in how to raise funds for them to self-organise within the wider community.

S37 SOUTHAMPTON BRANCH SOUTHERN

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: GENERAL

183. FOOD EMERGENCY

Congress is concerned that with inflation standing at the highest it has been in 40 years and the food prices, along side energy costs, at record levels millions of people including millions of children are unable to meet their basic needs.

Congress calls on the CEC to demand that the government act now to declare a national food emergency and address the food crisis facing so many people.

Congress asserts that there is an urgent need to organise a national food emergency summit to determine how to resource and deliver a plan to ensure every citizen in the UK can access good quality, affordable, and nutritious food.

The government's food strategy was published on 13 June 2022. Congress condemns the government strategy for not going far enough to address the links between food & health and for largely ignoring the recommendations made by its own lead advisor.

Congress calls on the CEC to insist that any UK food strategy is subject to a work-led just transition to ensure a future of good, unionised jobs. Given the extent of food insecurity is the result of an earning and income crisis, not simply cost-of-living, Congress demands, in declaring a national food emergency, that the UK government and the devolved administrator's deliver:

- a. A rise in the National minimum wage to at least £15
- b. An immediate and substantial increase to universal credit: restoring £20 uplift, uprating benefits to keep pace with rising prices and bills and removing the five-week wait.
- c. Universal free school meals for every child throughout the year.

M18 APEX SECURICOR WALES & SOUTH WEST

Congress Decision: CARRIED WITH QUALIFICATION

Progress: In line with existing policy and Motion 183, GMB continues to call for the National Minimum Wage to be replaced with a real living wage of at least £15 an hour; a substantial increase to Universal Credit to keep pace with rising cost-of-living including restoring the £20 uplift and ending the five week wait; and universal provision of free school meals. In our January 2024 submission to the HM Treasury's consultation on the Spring Budget we have called on the Government to declare a National Food Emergency and deliver the above calls in order to address it, as Motion 183 calls for.

SOCIAL POLICY: GENERAL

184. CARBOHYDRATES TO BE DISPLAYED ON ALL PACKAGING AND MENUS FOR DIABETICS

This Congress believes that there is a need for carbohydrates to be displayed on packaging and menus.

As a type 2 diabetic and with a daughter with type 1 diabetes, I find it difficult to carb count and dose the correct insulin. Therefore, on behalf of the diabetic members in the union, just like the calories, salt, fat and sugar, we would like the carbohydrate values to be on all food packaging and menus.

We therefore call upon this Congress to start a campaign on the matter and lobby MP's.

C36 COALVILLE BRANCH MIDLANDS

Congress Decision: CARRIED WITH QUALIFICATION

Progress: As per the CEC stance we are keeping a watch on campaigns our sister union the BDA are running on the issue and will support the work they do.

SOCIAL POLICY: GENERAL

186. IMPROVE OUR ENVIRONMENT AND MAKE OUR STREETS SAFER USING STREET SOLAR LIGHTING

This Congress is aware of the rising costs of energy, and potential blackouts due to energy supply problems, so there is a need to act fast.

Poverty is rising and the cost-of-living crisis is turning many to crime, which is putting fear into the vulnerable.

Our streetlights are going out at night leaving people in fear and having to go to work in the dark and come home in the dark, worried for their safety.

Government spending on street lighting in the United Kingdom was 855 million Pounds in 2019/20.

The Local Government Association website states that local councils have seen a 37.5% increase in costs for maintenance and energy for street lighting.

With roads still needing 12 million pounds in funding there is a prediction of 3.6 billion pounds worth of added pressure to the councils' budgets.

We need to change, improve our environment, and reduce the damage and cost of our communities and make our streets safer.

The money is there, and solar lighting can help to make that change we need. Much reduced costs on energy for the improved safety of our streets and reduced maintenance is needed, further reducing costs. These are costs the taxpayer must bear associated with the increased crime and accidents caused by our current inefficient street lighting being turned off.

We are calling for GMB to ensure that streetlights stay on all night in order to make our neighbourhoods safe again and for them to be powered by solar energy.

When there is no road or foot traffic, streetlights can be dimmed by 30% brightness supplying 1000 lumen and the lamps could brighten up to 6000 lumen if motion is detected insuring brightness and safety at night.

The College of Policing, statistics in 2015 show that where streetlights are working there has been a reduction by 21% in crime on streets and property.

Crime rate statistics for England (<https://crimerate.co.uk/england>) show that from 2021 to 2022 there has been a rise in crime.

United Kingdom	79.52 per 1,000 people	+1.18%
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England	77.49 per 1,000 people	+5.86%
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Wales	75.16 per 1,000 people	+4.86%
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Northern Ireland	52.44 per 1,000 people	+8.16%
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Congress, we need to reduce this risk and make England bright again at night and know that our streets and pathways are safe at night, and that people feel safe so we are asking for the roll out of solar powered street lighting to be done quickly.

B22 BRAINTREE & BOCKING BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: GENERAL

187. LEGAL TENDER

This Congress calls for the government to enact legislation to protect use of cash. Since Covid more and more businesses are no longer accepting cash, this is not and should not be acceptable.

All people do not use cards but occasionally find themselves not being able to purchase goods as they only have cash.

This is also a concern for small businesses who regularly post on social media requesting people to use cash.

One business advertised

BANK CHARGES

This month our charges from the bank for taking payment via cards AMOUNTED TO £438

And as you can appreciate, this is taken off any profit we make on our sales

We would therefore appreciate it if you could

PAY WITH CASH

As often as possible to ensure that we as a small business receive 100% of our income and the bank receive none.

It is also becoming more frequent now with airlines announcing that they are cashless airlines.

W80 WESTERN EDUCATION BRANCH NORTH WEST & IRISH

Congress Decision: CARRIED

Progress: GMB brought forward amendments on cash access and acceptance to the Labour Party National Policy Forum. The agreed policy programme includes a commitment to protect access to cash and also to monitor cash acceptance. Meeting with Tulip to be held to assess where campaign presently is; will look to pick up with Research colleagues on scope of powers available to Metro Mayors relating to licensing of businesses

SOCIAL POLICY: JUSTICE

189. ADDRESSING THE COLONISATION ISSUE & REPARATIONS

Congress notes the terrible impact that the British Empire had in terms of the extensive colonisation programme that has been in place since the 1600s. Only in the last few decades have colonised countries been declaring their independence from the Crown. There are well established reports in terms of what the crown effectively stole in terms of assets from these countries and death and destruction of indigenous people would also be a common feature.

Congress is called upon to:

1. Work with appropriate and relevant groups/organisations and members to make resources available to ensure a more truthful lens is looked through on the issue of the British Empire and Colonisation.
2. Campaign for reparations is adopted as a priority.

E10 EALING BRANCH LONDON

Congress Decision: REFERRED

Progress: NRO has put together a proposal for the Race Steering Group to consider which incorporates.

- Windrush awareness and guidance that can be easily understood and shared by all our members.
- Organising an annual GMB event that celebrates the Windrush generation and well as spreading awareness on fighting campaigns on their behalf.
- Identifies other organisations/entities that we can work with to spread awareness and campaign for Windrush justice.

The Race Steering group will consider the proposal when the next meet in February 2024

SOCIAL POLICY: JUSTICE

190. NO BACKSLIDING ON WINDRUSH COMPENSATION

This Congress must use its powerful political connections to force the Tory Government to ensure that they live up to their responsibility to compensate the victims of the Windrush scandal, and that Government safeguards this responsibility to the Windrush veterans by enshrining it into UK law.

G56 PROFESSIONAL DRIVERS BRANCH LONDON

Congress Decision: EXISTING POLICY

Progress: NRO has put together a proposal for the Race Steering Group to consider which incorporates.

- Windrush awareness and guidance that can be easily understood and shared by all our members.
- Organising an annual GMB event that celebrates the Windrush generation and well as spreading awareness on fighting campaigns on their behalf.
- Identifies other organisations/entities that we can work with to spread awareness and campaign for Windrush justice.

The Race Steering group will consider the proposal when the next meet in February 2024

SOCIAL POLICY: JUSTICE

191. CONTINUING OUR FIGHT FOR JUSTICE FOR THE WINDRUSH GENERATION

This Congress restates our condemnation of the behaviour of this Government towards the Windrush Generation many of whom are our members and activists, and we re-commit to supporting their continuing fight for justice and the right to live permanently in the UK as legal citizens.

We note that leaked documents have been discovered stating that the Home Secretary, Suella Braverman, is looking to ditch the key commitments made following the Windrush scandal despite the Government previously accepted all 30 recommendations and reforms made by an independent review into the Windrush scandal.

This is a kick in the teeth to anyone seeking justice for all those whose lives were destroyed. This is a real kick in the teeth as 22 June 2023 will mark the 75th anniversary of the arrival of HMS Windrush and the contribution they've made to British society.

We call for GMB through our parliamentary, equality and Race Groups to highlight and condemn this despicable U-turn and force the UK Government to keep ALL the promises they made to those seeking justice.

E20 EDMONTON AND ENFIELD BRANCH LONDON

Congress Decision: CARRIED

Progress: NRO has put together a proposal for the Race Steering Group to consider which incorporates.

- Windrush awareness and guidance that can be easily understood and shared by all our members.
 - Organising an annual GMB event that celebrates the Windrush generation and well as spreading awareness on fighting campaigns on their behalf.
 - Identifies other organisations/entities that we can work with to spread awareness and campaign for Windrush justice.
- The Race Steering group will consider the proposal when the next meet in February 2024

SOCIAL POLICY: JUSTICE

192. GRENFELL FIRE DISASTER FINAL REPORT MUST GIVE RISE TO SERIOUS CHANGES TO RESTORE PUBLIC TRUST IN REGULATION TO PREVENT AVOIDABLE DISASTERS

On June 14, 2017, in a wholly avoidable disastrous fire at Grenfell Tower seventy-two people including 18 children were killed, 129 homes were destroyed, and damage was caused that is still ongoing and will never be repaired. It was the most serious crime committed on British soil this century.

Police investigations remain underway, and the four-year public inquiry is nearing its final stages. The evidence presented at the enquiry paints a clear enough picture about the failures of the British state, the wrongdoing of various corporations and incompetence of a string of public institutions. This is the outline set out by journalist and author Peter Apps in his recent book on the disaster which summarises the evidence at the enquiry.

A long list of failures emerged from the enquiry. Some key contributors to the disaster were as follows:

- In the name of getting rid of “red tape” in 1984 the Government swept away over 300 years old building regulation from the time of the Great Fire of London in 1666 which prohibited the use of flammable materials on the exteriors of buildings. This was small state “ideology” in action.
- Cladding consisting of two sheets of aluminium bonded together by a core material that was solid petroleum which was sold by corporations was allowed to be used on the exterior of people’s homes in spite of the extreme fire risk being known. The enquiry was told that the amount of solid petroleum in the cladding on four sides of the twenty-seven storeys building was the equivalent of having a petrol tanker with 5,000 gallons of fuel at the base of the tower to feed the fire. Yet corporations sold this dangerous material for cladding high rise buildings and the British state and the public institutions charged with ensuring the safety of the public allowed this to happen.
- Instead of requiring non-flammable materials like rock wool to be used for insulation of the building, flammable plastic insulation materials were allowed on high rise buildings, and it was sold by corporations and was used on Grenfell. It was the fumes from this material that killed many of the residents. There is also a link between these fumes and up to 20 Grenfell firefighters now being diagnosed with rare cancers. This was yet another serious failure by corporations, the British state and the public institutions responsible for public safety.
- Evidence of the very great dangers to residents from several fires in high rise buildings with flammable cladding and flammable insulation in Britain and around the world was either ignored or brushed aside. In particular no action was taken to implement the changes to the “stay put “ rule in dealing with fires in high rise buildings with flammable materials on the exterior called for by the coroner in her report into the six deaths as a result of a similar fire at the high rise Lakanal House in Camberwell in 2009. Many if not most of the people would have been saved at Grenfell if the coroner’s call had been heeded. The enquiry found a response from the senior civil servant involved which said “ we only have a duty to respond to the coroner, not kiss her backside”.

Congress considers that the book by Peter Apps “ Show me the bodies- How we let Grenfell Happen” should be required reading for all elected representatives and senior civil servants in public bodies across UK.

Congress also considers that serious criminal charges should be brought against many of those responsible for the disaster. This should be in addition to the civil claims for damages. Congress considers that Grenfell and the final report of the public enquiry should lead to soul searching in Parliament and in other public bodies as to why gross negligence and gross incompetence is not dealt with, why the undue lobbying by vested interests is tolerated rather than banned and why ideology is allowed to determine the approach to matters like public safety that require instead forensic expert risk assessment.

Parliament and the public bodies should also examine how regulations, intended to keep the public safe that fail to do what is required, are allowed to become and remain as law. What scrutiny was involved in the buildings regulations that allowed the equivalent of a 5,000 gallons of highly flammable petroleum to be wrapped around the outside of high rise buildings? Something is badly wrong.

The Grenfell disaster has led to a serious loss of trust in Government and public bodies not to allow wholly avoidable disasters to happen. After Grenfell, for example, can the public now fully trust those responsible not to allow an electricity power system to develop which risks power cuts that threaten public safety and disorder when the lights go out? The combination of vested interests, ideology, negligence and incompetence is a formula for disaster.

Congress calls for this loss of trust to be addressed and restored. This should be a very high priority for an incoming Labour Government.

Maybe new public watchdogs should be established with powers to investigate and root out gross negligence and gross incompetence in government and other public bodies and to challenge the undue influence of vested interests. These watchdogs should be able to respond to complaints from the public faced with stonewalling on such matters.

I35 ISLINGTON & HARINGEY BRANCH LONDON

Congress Decision: CARRIED

Progress: GMB supported amendments on flammable cladding at the Labour Party National Policy Forum.
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SOCIAL POLICY: JUSTICE

193. CAMMELL LAIRD 1984

This Congress calls on the GMB to implement immediately the overwhelming decision of Congress '22 to act on the jailing of 37 members for a month in Walton Prison, for carrying out legitimate trade union activity in defence of jobs.

Z15 LIVERPOOL 2 BRANCH NORTH WEST & IRISH

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB secured amendments to the Labour Party National Policy Forum around justice for the Cammell Laird strikers. The Party's policy programme is committed to publishing all papers they can find on the matter.
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SOCIAL POLICY: JUSTICE

194. REGULATION OF SEX WORKERS

This Congress demands that the next Labour Government make a manifesto promise to commit and pledge to pass into law new legislation that regulates legalises and licences brothels.

Countries across the world have some form of legislation and regulation in place regarding brothels and the rights and needs of sex workers.

Prostitution in this country is not illegal but current legislation is open to all forms of abuse on sex workers.

In the 21st Century it's time the UK change its antiquated sex worker legislation in line with other nations across the world.

We believe a legislation change may help in the prevention of sex trafficking, drug abuse and the removal of procurators who illegally force people especially women into sex work.

G56 PROFESSIONAL DRIVERS BRANCH LONDON

Congress Decision: EXISTING POLICY

Progress: GMB raised this motion in a meeting with Labour's Shadow Home team and asked that it is fed into policy development in this area. GMB also supported amendments to the Labour National Policy Forum strengthening supply chains against trafficking and slavery.

SOCIAL POLICY: EQUALITY & INCLUSION

197. PROTECT TRANS RIGHTS

Congress, on the 9 January 2023 the Minister for Women and Equalities made a written statement to Parliament detailing a proposal to amend the Gender Recognition Act. If this proposal is implemented this would restrict trans+ people's ability to have their Gender Recognition Certificate (GRC) recognised in the UK if it has been issued by countries that allows GRCs based on self-identification. This is a deeply concerning move and one which is unnecessary and damaging.

The UK has recognised GRCs from countries like Australia, New Zealand, Canada for years and ending this now will have a detrimental impact on trans+ lives.

In Scotland the Gender Recognition Reform (Scotland) Bill was passed by a majority of MSPs in December 2022. The new legislation would lower the age that trans+ people can change their gender to 16, remove the need for a medical diagnosis of gender dysphoria for a gender recognition certificate and reduce the time an applicant needs to live in their acquired gender.

On the 16 January 2023 the UK government blocked Scotland's Gender Reform Bill by preventing the legislation being sent to the King for Royal Assent by invoking a section 35 Order.

In the 25 years since devolution no British government has taken the step until now. This is symptomatic of the view taken by the UK Government towards Trans + rights.

On the 16 Jan 2023 the Good Law Project's case at the High court, to challenge the long waiting times experienced by trans+ people seeking help from the NHS, was rejected.

Congress is asked to:

1. Stand in solidarity with all Trans+ and non-binary people from the attacks on their being from the State.

2. Continue to highlight the impact of the constant onslaught on trans and non-binary people's lives.
3. Continue to work alongside the TUC LGBT+ Committee, LGBT+ Labour and other grass roots organisations to support and protect Trans+ and non-binary people's lives.
4. Urge GMB backed MPs to support GMB policy in support of trans rights
5. Lobby appropriate decision makers to prevent the continued erosion of Trans+ and non-binary people's lives.

**X34 GMB@PCS BRANCH
LONDON**

Congress Decision: EXISTING POLICY

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: EQUALITY & INCLUSION

198. POLITICAL ATTACKS ON LGBTQ+ PEOPLE

Congress notes:

That attacks on LGBTQ+ people from politicians have increased over the last few years.

- Nadim Zawahi – Suggesting that Teachers should 'out' Trans children to parents
- Liz Truss – Nickname the Minister of Inequalities – stated 'Trans women weren't women' and vowed to gate keep single sex spaces.
- Suella Braverman – Wanted to get rid of this 'Woke rubbish and get back to a country where describing a man or a woman in terms of biology won't lose you your job.
- Nadine Dorries – Stating Trans Women Should be excluded from women's Sport

Congress Believes:

Those who are/were in prominent Government positions have attacked and used LGBTQ+ people as a political bargaining tool to cause division for their own political gain. These are the people who lead out Country, influence our press and pass bills that negatively affect the lives of LGBTQ+ people

Congress Resolves:

That with the support from the CEC we should counter these attacks at every possible chance by;

- Using our social media, press and political affiliations.
- Any Politician who receives GMB support must actively and publicly support our LGBTQ+ policies.
- Ensure all Equality courses are implemented at Branch Level and not just seen as a tick box exercise and used as part of the branch bargaining and campaign work to aid calling out these Politicians.

**A50 BRANCH
WALES & SOUTH WEST**

Congress Decision: CARRIED WITH QUALIFICATION

Progress: The trans and non-binary equality at work toolkit provides branches and regions with resources to run workplace campaigns. Training can be provided via national office and regional equality officers, and can be requested by branches and regions via equalityinclusion@gmb.org.uk. National Office will continue to monitor the appalling attacks on trans and non-binary people persistently made by Tory politicians and take action where these have specific relevance to the workplaces we organise in, including schools. Members and branches who are concerned about any proposed changes to

workplace policies are urged to contact equalityinclusion@gmb.org.uk for advice - which has been provided in the last year regionally and nationally where negative policy changes have been floated.

SOCIAL POLICY: EQUALITY & INCLUSION

199. DISABLED PEOPLE STRUGGLING TO ACCESS GP APPOINTMENTS

This Congress needs to be made aware of the struggles disabled people have trying to access GP appointments.

Yet studies show 55 local Healthwatch from all around the country suggest they have significant issues of concern from some groups of people, particularly for those with hearing, visual and mobility impairments.

In one area of the country 26 out of 39 GP surgeries did not have access for wheelchair users.

Problems with making an appointment, due to GP surgery new policy on same day appointments, meaning appointments had to be made over the phone early and gone within minutes of the phone lines open, and at some GP practices insist on phone call only, making it very difficult for deaf people to make appointments.

Problems with communication, in one County in the heart of England, only 1 out of 5 used basic sign language, this making it extremely difficult to communicate due to shortages of BSL translation services.

We call on the CEC to address this situation and to look at taking it to the Shadow Health Minister for further investigation.

W87 WIGAN BRANCH NORTH WEST & IRISH

Congress Decision: CARRIED

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: EQUALITY & INCLUSION

201. LONG TERM COVID SUFFERERS SHOULD BE VIEWED AS HAVING A DISABILITY

This Congress calls upon the Government to redress the current strategies surrounding the legacy of COVID-19, for ie long term sufferers of COVID and the impact it has had on their lives and workplace balance.

Because long term COVID-19 is not seen as a disability under the 9 protected characteristics of the Equality Act 2010, employers are having a field day with our members sickness and absence record which has caused them a great deal stress.

Congress believes there should be a campaign to ensure that the Government does see long COVID as a disability and place it under the Equality Act 2010 legislation.

H30 HENDON BRANCH LONDON

Congress Decision: EXISTING POLICY

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: EQUALITY & INCLUSION

202. PERIOD POVERTY

This Congress is concerned that there is still poor provision throughout the UK for free sanitary product in workplaces and public accessible toilet areas. With the roll out of more and more unisex facilities, we are concerned that these products must not be hidden away or displayed in a way to obstruct their use because of embarrassment. We want support in campaigning to increase the speed of the roll out of free period products in all UK areas and where it is becoming more common ie Scotland, to educate on good practice about availability and to stop the stigma that still exists with employers and those who need them.

H51 INVERNESS AND HIGHLAND GENERAL BRANCH GMB SCOTLAND

Congress Decision: EXISTING POLICY

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: EQUALITY & INCLUSION

203. MOVE TO EQUAL PAY FOR MEN AND WOMEN IN INTERNATIONAL SENIOR FOOTBALL TEAMS

Congress welcomes the first steps taken by the Football Association (FA) to increase the money paid to women's teams competing in the women's FA Cup as called for by Congress last year.

The success of the England Women's National team in the EURO 2022 led to a massive rise in the profile of women's football. This success should lead to a positive boost to participation and attendances at all levels and more broadcasting coverage for women's football across the nations of the UK. In particular BBC, Channel Four and S4C with their public services remit should develop serious and ongoing live and highlights broadcasting of women's football.

Congress calls on the FA and the other home FAs to follow the example set by the FA of Wales in introducing equal pay for men and women players playing for their senior international teams. Working with the broadcasting companies they should also work towards equalising, where viable, the money paid to teams competing in their respective FA Cups for men and women.

B10 BARKING BRANCH LONDON

Congress Decision: CARRIED

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: NHS & HEALTH ISSUES

205. PREVENTION OF NHS PRIVATISATION

This Congress calls upon the next Labour Government to work speedily to prevent any further privatisation of the NHS and begin the process of returning all the privatised parts to public ownership and control as soon as practicable.

G56 PROFESSIONAL DRIVERS BRANCH LONDON

Congress Decision: EXISTING POLICY

Progress: Secured commitment from Labour at the NPF:
“We will make the NHS the preferred provider of commissioned healthcare services and will end the reliance on outsourcing and cronyism that saw our public services weakened in the face of Covid-19 pandemic. Instead we will build resilience in the NHS, making sure every penny of taxpayer’s money is spent wisely.”

SOCIAL POLICY: NHS & HEALTH ISSUES

206. NHS (COMPOSITE 14)

This Congress calls upon the Health Secretary to totally reform all local Medical Health Practices. This is the only way to protect Hospitals and A&E from being overrun. Many people in A&E are there through sheer frustration at not being able to get a GP appointment. In many cases no-one even answers the initial phone call at the G P surgeries.

At the moment, people have a very small time slot if they get to see their GP. Their time is up before they can explain their problems to the GP. This is why some people just go straight to A&E. There may be a wait but they can explain their medical problems and worries in full. Patients know they will not only get medical help, but also peace of mind. We must have a robust system in place countrywide. Therefore, we need GMB to campaign relevant government bodies, to make Surgery Practices become Super Medical Hubs. These Hubs would provide experts in medical care, be available to all and so open longer hours to help shift-workers for example.

K17 KINGS LYNN BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Referred back to the Branch about potential actions. No response from branch to date.

SOCIAL POLICY: NHS & HEALTH ISSUES

207. HEALTH STAFFING AND TRAINING COMMISSION NEEDED TO ENSURE ENOUGH MEDICAL STAFF ARE AVAILABLE TO NHS

Congress notes that in January 2022 Amanda Pritchard the Chief Executive of NHS England called for a big increase the numbers of homegrown doctors, nurses and other medical staff being trained in the UK. She warned that hospitals are “over-reliant” on staff from overseas. She called for big increases in the numbers of training places to stop “excellent” applicants from the UK education system being turned away.

She pointed out that this increase in numbers is necessary to cut the £3 billion costs to the NHS for agency medical staff and that they should be the exception rather than the rule. Congress is aware that this call for more training places to train enough applicants from the UK education system is not new but the problem seems to persist. The current ad hoc system for providing enough staff and training places is not working so considers that a more structured coordinated approach and plan is required on this.

Congress calls for a manifesto commitment from the Labour Party that it will set up an independent Health Staffing and Training Commission with responsibility for staff planning and training to ensure that the NHS has adequate levels of qualified and trained staff for its successful and effective operation in the future.

This Commission should have a UK wide remit. It should work in consultation with NHS bodies and Education and Training Institutions and the Departments for Health and Education for the UK Government and the devolved administrations to formulate the long-term staffing requirements for the NHS and put in place the necessary training places to deliver trained and qualified medical staff to meet these requirements. Where appropriate the Commission should take responsibility for training for stock to ensure that the UK public has all the trained staff needed to meet its needs.

This independent Commission should be responsible for allocating the funds required to providers to pay for the education and training of enough medical staff to meet the needs of the NHS. It should report to and be responsible to Parliament and the devolved assemblies on discharging its duties. This approach is now overdue.

E28 EAST OF ENGLAND AMBULANCE SERVICE (EEAS) BRANCH LONDON

Congress Decision: EXISTING POLICY

Progress: Secured commitment from Labour at NPF:

“We will also work with health staff and their trade unions to review existing training pathways and explore new entry routes to a career in the NHS, including high quality apprenticeships. Labour will also work with staff and their unions to ensure that there are high quality training and continuing professional development opportunities for everyone who dedicates themselves to a career in our health service.”

SOCIAL POLICY: NHS & HEALTH ISSUES

208. NHS CRISIS

This Congress takes seriously the current crisis in the NHS

The NHS has been underfunded for many years under this Conservative Government. Both services and staffing cut to the bone. However, this is now beginning to tell with the pandemic, waiting lists getting longer and staff leaving, often this is experienced staff who leave to find better paid work, or staff are off ill due to burn out and stress. With thousands of vacancies across our NHS, this is a crisis that grows year on year.

The crisis is about not being able to attract and retain staff due to pay, patient staffing levels and patient safety.

The government promised more nurses and more hospitals but has fallen short of the mark. Waiting times in A&E no longer meet the 4 hour target, often it is 12 hours or longer, be it caused by patient flow or staffing both in nurses and doctors causing the longer wait.

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There are ambulances queuing for hours to handover patients and often it is over an hour to wait for an emergency ambulance for a category 2 patient, heart attack or stroke patients. On the wards there is often not a day goes by that full staffing is observed and wards that are short staffed have to borrow staff from other wards or go out for agency nurses, this leaves wards with diluted experience to look after patients.

Often there are patients who are stuck in hospital as there is no social care provision organised for them, which in turn leads to a shortage of beds.

This all impacts on patient safety and safe staffing.

Congress asks the GMB to campaign and call for safe staffing levels at our NHS Trusts at all times, not just a minimum staffing level that Trusts have to attempt at present in order to keep staff and patients safe within the NHS.

S30 SHEFFIELD HEALTH BRANCH NORTH EAST, YORKSHIRE & HUMBER

Congress Decision: CARRIED

Progress: Referred to Branch for involvement in planning actions. No response from branch to date on campaign actions.

Template letter issued to regions regarding staffing on wards – Motion 152.

SOCIAL POLICY: NHS & HEALTH ISSUES

209. DOCTORS SURGERIES (COMPOSITE 14)

This Congress is alarmed at the number of GP Surgeries still not being fully manned or fully operating since the return to work from the lifting of Covid 19 restrictions. Telephone or online calls aren't appropriate for everyone and aren't always the best way of diagnosing patients.

This is creating a lot of the NHS Hospitals being bed blocked as patients are still being sent to A & E Departments or calling a Paramedic.

Congress calls on GMB to lobby the Health Secretary to take immediate action.

E12 EAST DEREHAM BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Referred back to the Branch about potential actions. No response from branch to date.

SOCIAL POLICY: NHS & HEALTH ISSUES

210. MISUSE OF FUNDING IN THE NHS

This Congress is gravely concerned about the misuse of Funding through NHS England especially at a time when NHS workers are striking over pay and conditions as they have been facing real terms pay cuts for years.

NHS funding has decreased in real terms. There was record funding under Labour, with the results to show for it. But from 2010, deep and sustained cuts by the Tories and Lib Dems have resulted in the crisis we have today. Over this period, the NHS experienced a decade of underfunding, despite cash boosts in 2018 and 2019. Between 2009-2019 the NHS budgets rose on average just 1.4% per year, compared to 3.7% average rises since the NHS was established in 1948.

Private sector companies are winning big contracts and public funds are being diverted away. There have been cuts to frontline staff, and nearly half of staff say underfunding stops them doing their job properly, according to the NHS Support Federation.

This Government is disillusioned as they state that the NHS is getting the funding it needs and they deny there is a crisis: even aging rock stars are seeing it for what it is.

Higher funds are critical to prevent the growth of privatisation by allowing the NHS to expand capacity and reduce the vast 6-million-plus waiting list.

Congress, we need to the money needs to go to the areas that need it the most so we need to campaign on this issue strongly and lobby the Health Secretary.

L45 LUTON BRANCH LONDON

Congress Decision: EXISTING POLICY

Progress: Working with the Political Team in drafting a letter to the new Secretary of State on this issue.
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SOCIAL POLICY: NHS & HEALTH ISSUES

211. NHS DOCTORS & APPOINTMENT CHARGING/STANDARDS CHARTER

This Congress registers deep concern at the discussions taking place within Government circles to potentially consider charging for GPs and hospital appointments. This is another attack on the NHS being free at the point of need. Gordon Brown has rightly spoken out against this move and its impact on ordinary working people and the poor across the UK. The inability to get an NHS appointment face to face with a doctor within a reasonable time, is now a scandal, placing undue additional pressure on the A&E hospital units across the country. Members have also shared their frustrations at trying to find an NHS dentist in many areas of the country and the high charges made by private dentists.

Congress, we urge the GMB to work vigorously with our sponsored MPs and partners to oppose the idea of any charges for Hospital or Doctors' appointments and to protect a free National Health Service.

Congress, it is time for a Standards Charter that sets out clearly the entitlement and rights for people to be able to access a doctor or NHS dentist in their area within a reasonable time scale. This Standards Charter would form a new covenant with the people and their NHS as well as the obligations expected of those funded by the Government in the provision of NHS services to the public.

We ask for the GMB to have ongoing dialogue with the Department of Health, Medical Professionals, health services unions and service users to highlight the key concerns in relation to the current crisis with a view to having a clear action plan to address these concerns and failings in the way the systems are set up and currently managed within the NHS.

Q22 MANCHESTER CENTRAL BRANCH

NORTH WEST & IRISH

Congress Decision: CARRIED

Progress: Secured commitment from Labour at NPF:

“Labour will always protect our NHS as a publicly funded services, free at the point of use, and will secure healthcare for all.”

Charter drafted by Martin Jackson. Shared with Caitlin for comment.

SOCIAL POLICY: NHS & HEALTH ISSUES

212. PAYMENTS FOR PRESCRIBING PARTICULAR DRUGS

This Congress calls upon the NHS England to ensure that auditing and transparency is carried out on all GP’s commissioning groups with regards to payments received for prescribing particular drugs.

This process will ensure that price is not being put before patient interests. Drugs should not be prescribed purely because they are being recommended by drug sales groups.

The drug prescribed should always be of the most benefit to the patient and not because it is the cheapest option or will make a profit.

The focus must remain patient and not profit. If GP’s commissioning groups do receive payments for prescribing a particular drug, then they should be compelled to openly publish details of these payments to the general public. The public are then aware and can decide if what is being done services their best interests with regards to their health.

C15 GENERAL BRANCH MIDLANDS

Congress Decision: CARRIED

Progress: A letter was sent to Wes Streeting on 8/1/24 asking for the Shadow Department consideration of this motion

SOCIAL POLICY: NHS & HEALTH ISSUES

213. PAYING TO BREATHE

This Congress calls on GMB to protect our vulnerable people and to make asthma medication charges exempt or affordable for them to live.

Asthma is considered as a disability under EA10.

Regular medication is required by the afflicted person to control and relieve their condition, and any asthma attacks. Without this medication, the afflicted person might die.

People with severe asthma are considered to be vulnerable as they are more susceptible to airborne viruses and infections such as flu and Covid19.

Sudden changes in temperature and pollutants in the air can exacerbate an asthma sufferers breathing, which can lead to an attack and the need for urgent medical attention.

Why do asthma sufferers have to pay for medication that they rely on to breathe?

Is breathing not an entitlement for all the living?

It is wrong that asthma sufferers who are not in receipt of benefits have to pay for their asthma medications.

Many Asthma sufferers have to pay for their monthly medication totals £38 per month (£456 annually) as standard, and more if I require steroids or antibiotics.
Why are sufferers forced to purchase a pre-payment prescription certificate to ensure they can pay for their monthly Asthma medication, which they depend on daily?

L26 RICHMOND & WANDSWORTH BRANCH SOUTHERN

Congress Decision: CARRIED

Progress: A letter was sent to Wes Streeting on 8/1/24 asking for the Shadow Department consideration of this motion

SOCIAL POLICY: NHS & HEALTH ISSUES

215. THE PAIN OF ENDOMETRIOSIS

This Congress notes that period pain for some women can be so painful that time is taken away from work as they cannot cope, very strong painkillers are needed which can then leave you feeling drowsy and dizzy.

This menstrual pain is called endometriosis, not an easy word to pronounce and defiantly not an easy pain to cope with.

It can take years for women to get the correct diagnoses, and to get the help that is needed to help them with this unbearable pain.

This illness is much more painful than period pain which is in its self is very painful.

This illness needs ultrasound and most women need surgery to help them.

This can also take its toll on their mental health.

We ask congress:

To work with NHS and all Trusts to be made more aware of this condition.

To work towards a policy for Endometriosis.

To help all women to be taken seriously.

G89 GLASGOW NE AND SW HEALTH SERVICE BRANCH GMB SCOTLAND

Congress Decision: REFERRED

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: NHS & HEALTH ISSUES

216. UMBILICAL CORD SCIENCE

This Congress urges the CEC to lobby the relevant medical bodies to utilise discarded umbilical cords for stem cell science. A new-born cord, blood can be used for treating many different kinds of cells for children, family members and adults alike. I urge this Congress to find a way to allow this procedure to enhance medical science.

R36 ROCESTER/JCB GENERAL BRANCH MIDLANDS

Congress Decision: CARRIED WITH QUALIFICATION

Progress: A letter was sent to Wes Streeting on 8/1/24 asking for the Shadow Department consideration of this motion

SOCIAL POLICY: EDUCATION & TRAINING

217. ACADEMISATION / 'HIVING OFF' ALL SCHOOLS

We are gravely concerned about the reported Government intention to 'Hive off' (i.e. privatise) all schools across the country with the publishing of the "Academisation in the Schools Bill and White Paper".

That in effect would mean removing all Education and responsibilities for schools from Local Authorities.

This is a matter of grave concern, as seemingly no consideration has been given on how this would impact on children with special needs, as well as on staff who teach these children now in Special Needs Schools.

Furthermore, this may jeopardize the education of large sections of the population who may be disadvantaged because under such conditions profits may come before Education.

We urge GMB to actively campaign against such proposals and retain Education under Local Authority control, making LA's Education accountable to the public.

R27 REDBRIDGE BRANCH LONDON

Congress Decision: EXISTING POLICY

Progress: As stated in the CEC Stance, the union continues to oppose academy conversions. We had been opposed to the Schools Bill before it had stalled in 2023. If such legislative proposals are made which intend to increase academy conversion, GMB is committed to opposing them.

SOCIAL POLICY: EDUCATION & TRAINING

219. EDUCATION FUNDING IN NORTHERN IRELAND

This Congress calls for Government to increase spending per pupil in Northern Ireland from £6,300.00 to a minimum of £6,700 which would be equal to each pupil in England.

It is a matter of record that Education Funding in NI is the lowest of the countries within UK.

£6,700 for pupils in England

£6,600 per pupil in Wales

£7,600 per pupil in Scotland

When extrapolated out, funding in Northern Ireland is approximately £108 million lower based on spending per pupil than in England.

W80 WESTERN EDUCATION BRANCH NORTH WEST & IRISH

Congress Decision: CARRIED

Progress: The Public Sector Section have been in discussion with the NWI region on how best to action this motion. Due to the issues with Stormont and there not being a sitting government, progress on this matter cannot commence. Public sector workers have in fact been out on strike in January 2024 due to there being no sitting government. The section

will work with the region on the matter and hope to have an update ahead of Congress 2024. This was also raised at the National Schools Committee in October 2023.

SOCIAL POLICY: SOCIAL CARE

226. COST OF PRIVATE SECTOR CARE FOR CHILDREN AND PEOPLE WITH MENTAL HEALTH DISABILITIES

Congress calls on local authorities to forensically examine the charges being levied by private sector care providers to provide care services and accommodation for children and people with mental disabilities in care provided by councils.

There are widespread reports of exorbitant charges for these services by private sector care providers. This is an entirely separate issue to the costs for providing care for the elderly in private sector care homes. Union members employed by councils in departments dealing with private sector care providers are aware of exorbitant charges by some private sector operators. Charges of up to £4,000 per week per child are totally unjustified.

There is evidence that private sector care providers are making unnecessarily high rates of return on capital in the sector. A lack of priority for securing value for public money by Directors of Social Services and a failure of elected councillors to insist on regular forensic examination of charges by officers to ensure reasonable charges are ultimately responsible for scarce public money being wasted. This cannot be allowed to continue.

Congress calls on all GMB elected councillors and shop stewards in local councils to ensure that forensic examination of charges are a regular feature in all councils when decisions are made on these care placement with private sector providers.

There are tools available to officers and councillors to enable them to assess reasonable levels of charges and these should be used in all councils as a matter of policy. Reasonable levels of charges allow care providers to pay decent levels of pay and conditions. Using these tools has the potential to save millions of pounds on the costs of these services.

If the market in any area is delivering only very high unjustified charges councillors should instead consider reverting to the council providing the care services itself to bring down prices to reasonable levels.

B10 BARKING BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Emailed Michael Gove a letter on 18.12.23 relating to children's care following Barnsley councillor speaking out on the issue on 15.12.23. NG passed on to the region to pick up – especially around foster carers being a solution to the problem. Sent to Nat care committee.

THIS HAS BEEN FORWARDED TO THE DPT for Education.

Rt.M.Gove.LevelUpChildrensCare.pdf

Government has 'failed' Barnsley's children says councillor as social care costs rise (msn.com)

SOCIAL POLICY: THE ENERGY & UTILITIES MARKET

227. RAPIDLY INCREASING ENERGY BILLS

Congress notes with concern the ever-increasing changes in the Conservative Government's Policy towards the rapidly rising Energy Prices.

Congress further notes that whilst there are policies in place to reduce bills until April 2023, the proposals to protect from that date are under threat.

The current costs of living crisis is already having a disproportionate effect on the most vulnerable in our society. It is also making more people fall on the wrong side of the poverty line. There is a rise in people using foodbanks, applying for other grants and loans.

The energy crisis is a large part of our cost-of-living crisis and potential winter power cuts threaten not just an increased pressure on the NHS but on other public services too.

We call upon Congress to:

1. As far as is practicable and possible to work with branches to raise awareness of the impact of cost-of-living crisis on members, particularly those in the equality strands who are statistically more likely to be hardest hit. This should also include signposting members to organisations who can offer further support.
2. To work with members and Regional Equality officers to establish a concerted campaign to ensure that there are Government policies put in place to prevent our most vulnerable in society suffering more from the energy crisis.

E10 EALING BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: THE ENERGY & UTILITIES MARKET

229. ENERGY PRICES IN THE UK

This Congress notes that EDF (Electricity De France) a French Nationalised Electricity Supplier supplies energy in the UK.

EDF energy prices have risen by 4% in France compared to 54% in UK and this State-owned firm was forced to take a £7billion pound hit to protect French households. (Source: Wales online 7 April 2022)

This news from last year shows how a single supplier can treat customers in their own country and customers in the UK completely differently.

We have recently heard of a mathematician stating that he could not calculate which tariff was going to be cheapest for him and even our members with many years experience in the industry are also struggling, so what chance has the public got?

Congress, what is the point of OFGEM the industry regulator if things like this are allowed to happen? We have a Secretary of State for Business, Energy and Industrial Strategy, Grant Schapps who is just three months into his role.

Part of the problem with the Energy Supply industry in the UK is that we do not seem to take it seriously and have through years of poor decision-making allowed the system to be weak in terms of energy security. This system is not delivering good value for the customers.

Congress, why is Electricity so much cheaper in France than the UK? There is not one single answer, but it could be that it is because EDF is State Owned and this is a massive factor. It is also fair to point out that they are the largest operator of nuclear reactors except for America, unlike the UK, France do not have to burn gas to generate electricity. Gas prices are obviously much higher now because of Putin's disgraceful war against the Ukraine.

We call on GMB to ask the Government to have a cross party agreement for Energy as it is a critical part of our infrastructure to provide energy security for the future. This agreement should be tasked with making commitments to long term policy so that both of the main parties and others if possible sign on to long term decisions such as increasing nuclear power generation in the UK as well as renewable energy and new technologies.

Many energy suppliers have gone bust so the theory of privatisation providing increased competition clearly has not worked. This therefore needs to be challenged once again. Energy prices were already high before last year, the prices are now at ridiculous levels that unfortunately many of our members will already be struggling to pay.

There has never been a better time to start the push back against capitalism and the so-called free market which is penalising the poorest members of the Union and our communities the most.

Our policy of re-nationalising the Electricity and Gas industries must be strongly pushed and vocalised for the sake of our members, the elderly, sick and vulnerable.

It is very honourable that this great Union has this policy but when was it last pushed or enforced! Our members need GMB to shout more loudly now more than ever.

The Energy sector in the UK is not working for the Customers. It was set up by the taxpayer and previously any surplus revenue went back into the Government. We do not believe it was set up to pay CEO's and Directors million-pound salaries and shareholders' profits.

G20 ENERGY CENTRAL BRANCH LONDON

Congress Decision: CARRIED

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: THE ENERGY & UTILITIES MARKET

230. PRE-PAYMENT METER JUSTICE (COMPOSITE 16)

This Congress registers deep concern at the dramatic increase in energy suppliers moving people on to pre-payment meters. Between October and December 2022, 60,000 people were transferred. Over 370,000 Court Warrants were issued in the last year to force people to have a pre-payment or smart meter installed in their homes. Those on smart meters already can be changed over to a pre-payment meter remotely by the energy company. In the last year, 32m people were disconnected from their energy supply due to running out of credit. Pre-payment meters are more costly, and the supplier takes a proportion of every payment to pay off their customers debt. This can, and does, add to the problems facing those already struggling to make ends meet.

We urge Ofgem and the Government to hold the energy companies to account for their actions and to ensure there is a fairer way for those in difficulty to pay their bills without having additional penalties added in terms of higher fees. Sadly, thousands are already struggling to heat their homes and it is proven this has a medical impact on people and children. Already there are excess deaths recorded due to people not heating their homes. We have seen significant profits taken by shareholders from Utility Companies over many years whilst their customers have to choose between heat or food, this cannot be just or right in a modern economy.

Congress, this impacts our members. This impacts on the poor, disabled, elderly and many working people. The energy market needs tight regulation with justice at its heart. We call on GMB to campaign with partners for action on pre-payment meters and to continue to hold the energy companies to account for their actions or lack of them.

Q22 MANCHESTER CENTRAL BRANCH NORTH WEST & IRISH

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: THE ENERGY & UTILITIES MARKET

231. PREPAYMENT METERS (COMPOSITE 16)

Congress notes that there has been a call to ban energy companies forcing customers, many who are our members, onto prepayment meters because they are struggling to pay bills.

Congress further notes that Citizens Advice Bureau estimate that 3.2 million people in Britain ran out of credit on their prepayment meter last year, which is the equivalent of one every 10 seconds.

Those who use prepayment meters pay for their gas and electric by topping up their meter either through accounts or adding credit to a card in a local shop or post office.

This is expensive.

The tariffs set by the energy companies on prepayment meters are far too high and difficulties occur when those on prepayment meters no longer have any credit left on the meter and have no money to top it up- leaving many unable to cook or heat their homes.

This is problematic when the local shop or post office is closed.

With the cost-of-living crisis under this Tory Government the prices of the energy companies tariffs are sky high.

Many who work, which include our members, are often faced with this situation which impacts their health wellbeing and mental health. We know that despite working, people are still struggling to pay for basic needs like food, gas, and electric and maintain a roof over their heads.

Congress is called upon to:

1. Highlight the issue of prepayment meters through bulletins, leaflets, communications or providing signposting to organisations who can help.
2. Consider working alongside decision makers, appropriate stakeholders, GMB backed MP's and legislatures to ban prepayment meters.

E10 EALING BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: THE ENERGY & UTILITIES MARKET

232. ENERGY – PRE-PAYMENT METERS (COMPOSITE 16)

This Congress notes that 3.6 million people had their gas and/or electricity cut off in 2022 after running out of credit on pre-payment meters.

Pre-payment meters charge for energy at a higher rate than contracts where the customer pays monthly or by direct debit.

For many, running out of credit is not a one-off event. More than 2 million people are being disconnected at least once a month. A fifth of those on pre-pay report going without heat or light for at least 24 hours, unable to cook or wash. To get connected you have to pay a standing charge before you have any energy.

Congress believes that;

Pre-payment meters are unjust and lead to the poorest in our society paying the most for energy. This is a poverty trap.

Disconnections are unacceptable and a stain on our society.

It is wrong for private companies to enjoy, profit from and abuse public sector laws that they have inherited since privatisation to pursue unprecedented numbers of disconnections.

Congress resolves to:

Campaign for the government to immediately outlaw the use of pre-payment meters and disconnection for reasons of inability to pay.

Introduce a standard rate for energy for all, rather than the current system, which penalises those least able to pay.

B43 BIRMINGHAM CITY GENERAL BRANCH MIDLANDS

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: THE ENERGY & UTILITIES MARKET

234. LABOUR LEADER SHOULD CHANGE HIS STANCE ON NEW NORTH SEA OIL AND GAS FIELDS

Congress is very concerned that an incoming Labour Government led by Sir Keir Starmer will ban investment in new oil and gas fields in the North Sea in addition to refusing to allow onshore shale gas extraction.

Sir Keir Starmer speaking at Davos in Switzerland in January 2023 is quoted as follows:

“What we’ve said about oil and gas is that there does need to be a transition. Obviously, it will play its part during that transition but not new investment, not new fields up in the North Sea, because we need to go towards Net Zero, we need to ensure that renewable energy is where we go next.”

This stance if it is not changed will be very damaging for both household energy bills and for UK energy security. It will mean that Britain will have to rely on supplies from regimes run by “henchmen, hangmen and head choppers “ as our General Secretary so memorably put it some years ago.

Congress calls on the CEC to vigorously oppose this policy and seek to get it changed before the election.

The arguments in favour of the UK having its own gas supplies are overwhelming.

Renewables are intermittent. The plain fact is that without gas to generate electricity there will be power cuts on the one day in six that there is no wind. During last winter there were long periods when two thirds of UK electricity consumption was from gas. There is as yet no viable alternative energy sources available at scale on the basis of current technology to generate electricity at reasonable prices.

New nuclear power stations are years away due to foot dragging. There is as yet no economically viable technology developed at scale to store renewables energy. Gas will be needed for electricity generation and for home heating for years to come until realistic, reliable, and affordable technologies are available.

Oil and gas fields have a lifespan of up to 20 years. Over such a timescale the UK government is faced with a straightforward choice- either develop our own supplies or leave UK industry and consumers to the mercy of the international markets. Labour should see sense on this.

A37 AVIATION SECURITY BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB continue to raise this matter and our concerns with the policy including through various forums available to us.

SOCIAL POLICY: THE ENERGY & UTILITIES MARKET

235. THE POLLUTION BY THE WATER INDUSTRIES OF RIVERS AND COASTLINES

This Congress condemns the polluting of our beautiful rivers and coastlines. This issue has been greatly exacerbated since the privatisation of water companies in 1989.

Thames Water says it had 2,000 potential pollution incidents in 2021 however, evidence shows that Thames Water dumped raw sewage into rivers 5,028 times in 2021. Thames Water has also been fined £4,000,000 after 30 hours of sewage went into Seacourt and Hinksey streams in Oxford on 24 and 25 July 2016. There are many more outstanding fines not only with Thames Water but with all major water companies in the UK.

Pollution incidents increased across the UK by 87.6% in 2021 as per Gov.uk. Southern and South West Water received an EPA performance rating out of 4 of 1 whilst Yorkshire, Wessex and Thames Water received an EPA rating out of 4 of 2. This is not acceptable.

This Congress calls upon the enforcement of the Water Companies to upgrade and invest part of their massive profits, which are incidentally received from their customers, back into the industry, instead of paying their shareholders dividends outside of the UK.

E15 THAMES GENERAL BRANCH LONDON

Congress Decision: EXISTING POLICY

Progress: GMB Water Forum met with Shadow Minister in October last year and raised these issues. Further work with political and press departments are taking place. GMB national officer and senior reps held talks with OFGEM and further meetings are scheduled for 2023 where water company plans for next regulatory period will be top of the agenda. GMB survey of water workers priorities for next regulatory period was sent out in January 2024.

SOCIAL POLICY: THE ENERGY & UTILITIES MARKET

236. CUT THE CRAP

This Congress condemns the pollution of our water courses and beaches with untreated sewage from UK water companies whilst bosses pocket seven figure pay packets. Water bosses continue to manipulate and abuse ineffective regulation to hide the true scale of this wholesale dumping of hazardous waste and its effects on our environment and ecosystems.

We support a renewed campaign of action to current (and future) government to ensure our flora and fauna are protected along with our hard working water workers who bear the brunt of public anger and manipulated monitoring regimes from employers.

L50 LEICESTER WATER BRANCH MIDLANDS

Congress Decision: EXISTING POLICY

Progress: GMB is pushing these issues in meetings with OFWAT. Working with Press, Communications and Political departments to highlight and campaign on these issues. GMB national survey of members on workplace and sector priorities. Meeting with Labour shadow minister.

SOCIAL POLICY: THE ENERGY & UTILITIES MARKET

237. AVERTING WATER SHORTAGES DURING SEVERE DROUGHTS IN LONDON AND THE SOUTHEAST

Congress has recognised that once in a lifetime severe summer droughts like that which happened in 1976 are inevitable in Britain. Indeed, due to climate change such droughts may occur more often.

Congress has also recognised that under current water storage and supply arrangements that there are no back up arrangements in place to top up reservoirs in London, the South East and East of England to avert severe water shortages during another drought like 1976. Congress has also noted that a scheme developed by Victorian water engineers to avert severe water shortages in these areas in times of severe droughts has yet to be implemented.

In essence this involves moving water from the west of Britain to the areas vulnerable to severe water shortages. Failure to act on such a scheme has happened under both Labour and Conservative Governments.

Congress notes that the input from GMB nationally to the official review of water supplies to 2100 in the region called on Thames Water and the UK Government to implement a version of the Victorian plan. This involves accepting the water being offered by United Utilities from the reservoir at Lake Vyrnwy in Snowdonia and via the Severn get it to the Thames via the restoration of the Cotswold canals and Sapperton tunnel and use it to top up reservoirs during periods of water shortages.

This Congress agreed plan actually made it into the Thames Water 2019 draft plan for water supply for London in the future. However crucially it is not included in the final plan of the current list of things Thames Water plan to do. Had the scheme been implemented hosepipe bans like those of 2022 would not have been necessary.

Instead of this very workable plan one of the things Thames Water is planning to rely on is the hope of consumers cutting daily consumption from 145 litres to 125 litres. This is a misguided approach. Water is not something that is scarce in the UK, in fact, quite the contrary: we use less than 2% of the water that falls each year for human and industrial consumption and irrigation and the other 98% flows into the sea.

Congress is calling on all sections and all Regions of GMB to renew the push for this common sense and financially viable solution to be implemented to avert inevitable severe water shortages in London and the Southeast in times of severe droughts. A red warning light should be flashing that there are currently no practical arrangements in place to avert water shortages in these areas during inevitable periods of severe droughts.

This Lake Vyrnwy scheme has the capacity to supply water to top up reservoirs in London, South East and East of England during periods of drought and as a bonus the Cotswold canals are restored for leisure and recreational use. It should be noted that at Lake Vyrnwy some 5 million gallons of water flow out of it every day into the sea via the Severn estuary. Snide comments about London stealing Welsh water in the context of severe droughts in parts of the UK, as occurred in the media last summer when GMB London region promoted this scheme, are beneath contempt.

Congress considers that it is essential that there is never a repeat of the near miss of the 2012 drought, so a belt and braces approach is the right one to rule out the £330m daily costs of failure of inadequate water supply in the south east of England.

E15 THAMES GENERAL BRANCH LONDON

Congress Decision: REFERRED

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: CLIMATE CHANGE

238. INDEPENDENT INVESTIGATION TO ESTABLISH THE COSTS FOR THE UK OF NET ZERO

Congress calls on the Labour Party to make a manifesto commitment that early in the next Parliament it will establish an independent investigation to establish and publish the likely range of costs for the UK to achieve net zero carbon emissions by 2050 and put forward proposals to fund these costs in a progressive manner.

Congress notes that the only available official estimate is the 2021 OBR figure of £1,400 billion. This is an estimate based on a range of scenarios from the CCC and the Bank of England. The OBR says some savings could be made but that these are highly uncertain. This amounts to £46.7 billion each year every year for 30 years. The real costs could be higher or lower as there are so many unknowns. It is not yet known how much of £1,400 billion will be incurred when during the 30-year period.

The phasing of these costs is in the hands of the Government and Parliament. It is essential that the Labour Party manifesto should be clear on the principles it will follow to meet costs of this magnitude.

Congress recognises that there are huge benefits for the UK using renewables and nuclear power to end its reliance on imported energy sources. There are also potential benefits from investing in technologies yet to be developed to scale to replace gas for industrial use and home heating. It is essential that the pace of change in the UK develops in lock step with the development of the alternative technologies and that the costs are levied in a progressive manner. Labour must resist an approach based on policy by aspiration.

For the 27.8 million households in the UK, the OBR estimate entail annual costs of £46.7 billion over 30 years add up an average cost per household of £1,680. This amounts to £32.30 each week every week. Over the 30 years this is £50,400 per household.

The Labour Party manifesto commitment should specifically recognise that these costs are way beyond the means of families on average incomes or below.

Any progressive scheme to pay these huge costs should recognise that cuts in taxes on employment for all workers except the higher paid and benefit increases will be needed to offset carbon taxes and charges and carbon replacement technology costs.

A recognition of these huge costs should temper any plans by the Labour Party to bring the UK net zero carbon target forward from the internationally recognised 2050. The UK should stick with the 2050 target. This is a very big and very challenging target. Labour must reject apocalyptic catastrophism on this issue which is not based on the main line assessment of the IPCC.

The UK population is about 1% of the global total. In the GDP per head international league the UK is not in the top 30. The argument that the UK has to provide global leadership on this by leading by example is a throwback to an outdated imperial mindset and is a failure to recognise that a global problem can only be sorted by coordinated global action and by the development of technologies that currently do not yet exist at scale. The UK should be part of attempts to coordinate global action and should invest in the new technologies required to achieve net zero.

G20 ENERGY CENTRAL BRANCH

LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: We have raised the matters raised by the motion with the Labour Party, and we continue to engage in active discussions on all aspects of Net Zero. In terms of preventing an unjust burden of costs, we secured a rejection through the 2023 Labour Party National Policy Forum process of the approach which has loaded ‘a disproportionate burden of future energy development on billpayers.’

SOCIAL POLICY: CLIMATE CHANGE

239. PROMOTION OF THE NET ZERO TARGET

This Congress needs to acknowledge the report from Chris Skidmore and the promotion of the net zero target to be brought forward to 2025.

British Gas is currently involved in Stage 2 with Ofgem and is working with the Gas Distribution Networks as the in-home conversion partner to investigate the work required to convert every home and business in the area to 100% hydrogen. This means that BG engineers are the face of the project for residents and for completing surveys in properties to understand what work would be required to convert the area to running on 100% hydrogen. This Congress needs to campaign more strongly, create more visibility and lobby the consideration of the good quality unionised workplace and minimise offshore employment and infrastructure. Congress need to promote the use of infrastructures within UK manufacturing producing jobs for UK workers and GMB members as building the UK’s hydrogen economy has the potential for 75,000 jobs, according to the Hydrogen Taskforce 2020 Economic Impact Assessment.

G22 GAS STAFF AND SERVICES BRANCH MIDLANDS

Congress Decision: CARRIED

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: CLIMATE CHANGE

240. LABOUR SHOULD DROP “PIE IN THE SKY” ELECTRICITY PLAN FOR 2030

Congress notes that as part of the Labour Party pledge to make the UK electricity supply carbon free by 2030 it plans to quadruple offshore wind capacity and double onshore wind capacity. This means an additional 42GW of offshore wind energy and a further 14GW on shore wind capacity.

This would require the installation of a further at least 3,200 giant wind turbines - with the towers and foundations fabricated from 8 million tonnes of steel. The numbers of turbine towers required are likely to be higher- as the onshore wind turbines are likely to be smaller than those offshore.

There are at least four problems with this plan to have carbon free electricity by 2030 as follows:

- First, the time required for the fabrication and installation of this number of wind turbines means that it cannot be done by 2030.
- Second, the time required to install the electricity transmission infrastructure to get this wind power into the grid means that it cannot be done by 2030.

- Third, there is no capacity in the UK to fabricate 8 million tonnes of steel into the wind turbine towers and foundations. All the jobs required to do the steel fabrication will have to be based - as they have been to date with the 28GW so far installed UK wind capacity- in the Far East.

- Fourth, on very cold days in December 2022 the total installed wind capacity delivered 1GW electricity and gas fired power stations were needed to deliver two thirds of the electricity required to keep electricity flowing. Another 42GW of installed wind capacity would not replace the gas as low wind was general over Britain. This is not something unique. One day in six there is little or no wind.

These are hard facts that cannot be ignored. Congress calls for Labour to go back to the drawing board so as to come forward with something other than this pie in the sky cloud cuckoo fantasyland policy for 2030 to put before the electorate on electricity generation in 2030.

Hard-headed realism suggests that there is no alternative to gas fired power stations for reliable electricity by 2030. Labour should stick to the net zero carbon emissions target date of 2050. In addition, Labour should get serious about developing steel fabrication capacity and jobs as part of a green energy supply chain in the UK as part of net zero by 2050.

G20 ENERGY CENTRAL BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: We have raised the issues highlighted by the motion in public and in direct discussions with Labour officials. It should be noted that the 2030 pledge is now in the pursuit of 'clean power' by 2030, as opposed to 'zero carbon' power, or other variations, which GMB has argued are not realistic.

SOCIAL POLICY: CLIMATE CHANGE

242. ENVIRONMENT

This Congress has noted that the UN has highlighted that unless the rise in the volume of greenhouse gases plateaus in the next 18 months, and begins to fall, we have no hope of avoiding the possibility of a runaway climate.

Back in 2015 in Paris the UN struck a deal where richer countries would help poorer nations adapt and there would be a limit placed on global warming so that it would never increase beyond 2°C and ideally not increase beyond 1.5°C. The reason these targets were set, was in order to avoid the potential of a runaway climate caused by the planet itself releasing its vast storehouse of greenhouse gasses. Should this happen all life as we know it would come to an end on this planet.

This is not some drug induced theory, dreamt up in a commune somewhere, it is now scientific fact accepted by 99.9% of all scientists. If we exceed 1.5°C of warming we are playing Russian roulette with an ever increasing number of chambers filled with bullets. Once we reach 2°C of warming we have no hope of recovery. Despite this due to the desire to produce western products cheaply and increase their standard of living to that seen on television, developing nations are reliant on coal and other fossil fuels, as it is cheap and plentiful.

To combat this it has become the responsibility of every person in a developed country to reduce their carbon footprint. To learn energy saving tips and skills that can help them now in reducing their energy costs.

We call on Congress and the Central Executive Council to task the Education Department to develop training courses for all of its members to assist them in learning energy and other money /climate saving skills and simple tricks, i.e.:

- Boiling a kettle with an additional litre of water in it over and above the water you need, uses enough energy to keep a led household bulb burning for 10 hours. So only boil the water you need.
- In general it is more energy and water efficient to use a dishwasher than washing them by hand, especially if you only use it when it is filled. This can be improved by using the energy-saving mode to conserve half the water (and water heating energy) used by other cycles. If possible, choose an air-dry cycle that uses unheated air to dry your dishes. You can save about 15-50 percent of your dishwasher's operational cost with this feature.
- Turning down the flow temperature of a boiler will not reduce the temperature it warms the house by but it will only slow the speed a room is heated. Doing this could save you an average of £100 a year.
- Turning appliances off at the socket could save a further £70 a year on average. Especially phone chargers and other transformer devices, when not in use, as they still drain power.

M23 GMB UNITE BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: HOUSING

243. HOUSING MOTION

This Congress warmly welcomes the decision by the new Wandsworth Labour administration in 2022 not to fund 1,000 new social homes to be built in the borough with the proceedings from the sale of public land or new homes in new developments. Instead, the new Labour administration is taking full advantage of the new facilities allowed by Government to raise long term loans to fund these public assets.

GMB Congress consider that this decision sets out a clear route for the building and funding of new council homes by the new Labour administration in Wandsworth and is a welcome clean break with the policies and practice on social housing used since the 1980s.

There has been a planned run down in the stock of public housing available at genuinely affordable rents for lower paid workers. Over the last 10 years this has been followed by the widespread sale of the public freehold land on which the council estates sit and demolition of the remaining badly needed council homes. At best this has resulted in mixed developments with little gain in the numbers of social homes, at worst the number of council houses has fallen.

These policies have been a disaster for lower paid workers, who need access to homes at genuinely affordable rents. Amongst the rubble of these demolitions lie the hopes and dreams of countless residents who simply need decent homes at genuinely affordable rents. The only real solution to a shortage of homes to let at genuinely affordable rents is to build more homes to let at genuinely affordable rents!

GMB Congress consider that a new Labour administration in Wandsworth now have an expansive policy to provide the funds it needs to build more council homes in the borough without selling its own land. GMB Richmond & Wandsworth consider that a new incoming Labour Government should build on this clean break with existing failed housing policy.

L26 RICHMOND & WANDSWORTH BRANCH SOUTHERN

Congress Decision: CARRIED

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: HOUSING

244. PROTECTION FOR TENANTS FROM SLUM LANDLORDS.

This Congress is alarmed by the fragile position of tenants as financial pressures on both landlords and tenants mount;

This Congress notes that, including due to higher mortgage interest rates, buy to let has become less profitable;

This Congress observes that following Brexit and Covid, sourcing building materials and skilled trades people is more challenging;

This Congress receives more frequent reports of unscrupulous landlords cutting corners, with necessary repairs put off or bodged;

This Congress is especially concerned about housing that is allowed to fall into a state that is hazardous to health;

This Congress accepts that given tight supply and fierce competition for rental properties, tenants cannot meaningfully assess in a single viewing the condition of a property they wish to rent;

This Congress deplores dishonest landlords obfuscating the condition of their property and stringing tenants along as to the necessity and timing of repairs;

This Congress considers that as with EPC energy and environmental efficiency statements, landlords should be required to declare any property related health hazards emerging over the previous 12 months, and that effective remedial steps have been certified as having been taken;

This Congress assesses that knowing whether a property has recently had outbreaks of vermin, cockroaches or mould will enable prospective tenants to better value properties and to hold landlords to account; and

This Congress calls on the Executive to lobby our Parliamentary Group to consider the possibility of such a new legal duty on landlords to disclose property related health hazards.

E35 BRANCH

WALES & SOUTH WEST

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB has supported efforts in the Labour Party National Policy Forum text endorsing Labour's plan for a new renters' charter including enforcing a new decent homes standard in the private rented sector, as well as a new code of practise for letting agents in an effort to crack down on the matter.

SOCIAL POLICY: HOUSING

245. ELECTORAL REFORM SERVICES SHOULD NOT BE INVOLVED WITH UNFAIR BALLOTS ON SOCIAL HOUSING ESTATES DEMOLITION

This Congress is very concerned that Civica - formerly Electoral Reform Balloting Services and used by unions for internal elections and industrial action ballots, is now involved in estate ballots for residents on estates facing demolition where the ground rules for the ballot are unfair and completely lacking in safeguards to stop unfair interference in the balloting process.

Congress has very clear policies to support residents on estates facing demolition and has called for the Labour Party and elected councillors and mayors to establish fair rules for ballots for residents to vote on plans for the future of their homes. Congress has welcomed the introduction of ballots by the Mayor of London but called for loopholes to be closed and fair rules to be made mandatory.

However, on the ground experience has demonstrated the lack of such fair rules in practice. It has also seen second ballots following in a very short period overwhelming votes by residents to reject demolition. In these ballots the promoters of demolition have been able to interfere in the balloting process with incentives for a yes vote. There has also been a complete lack of information about what the regeneration means for residents and a one-sided process of expert advice to the residents. Some residents have been excluded from the ballot- according to the promoters of demolition on the advice of Civica.

The involvement of the Electoral Reform Services and its subsidiary Civica in such unfair ballots is unworthy of them.

Congress calls on the Board of the Electoral Reform Services to engage with residents on estates facing demolition and with them and councils and housing associations draw up ground rules for fair ballots and safeguards to stop unfair interference in these ballots. Congress calls for the Electoral Reform Society to insist that councils and Housing Associations should follow these rules and where Civica is conducting the ballot it should enforce them.

Congress calls on The Electoral Reform Services to boycott ballots where ballot promoters do not follow the rules. They should also refuse to get involved in second ballots to overturn the first ballot against demolition as they should have done in an estate threatened with demolition in Camden in the Autumn 2022.

I35 ISLINGTON & HARINGEY BRANCH LONDON

Congress Decision: REFERRED

<p>Progress: GMB have raised the matter with the Mayor of London's Office. We have also raised the matter at the Labour Party National Policy Forum final stage meeting and secured wording around estate regeneration ballots and considering the scheme when it comes to the rest of the England.</p>
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SOCIAL POLICY: TRANSPORT

247. SUPPORT FOR PUBLIC TRANSPORT AND TRANSPORT WORKERS

This Congress deplores the Conservative Government's attacks on our vital public transport system.

Public transport is essential, not just to get many to work, but to connect us with family, friends, and social, volunteering and caring activities.

Our National Rail services are being run down and our rail unions are being demonised for fighting for a safe and reliable railway and defending decent terms and conditions for workers.

Our Bus services are chronically underfunded across so much of the country and we are seeing services withdrawn, not enhanced. The bus network in London, which so many other cities look to as a model, is being starved of funds by a punitive funding deal enforced by the Government.

This Congress resolves to send a message of support to all other unions engaged in industrial action to defend public transport and transport workers, and to publicise action to branches enable GMB members to support picket lines.

X59 NORTH WEST LONDON BRANCH LONDON

Congress Decision: CARRIED

Progress: At the 2023 Special TUC Congress, GMB and other transport unions resolved to work in solidarity in response to the threat levelled against all our members through the pernicious Minimum Service Level legislation. We continue to work closely with other transport unions on issues relating to funding, regulations, and all other industrial issues.

SOCIAL POLICY: TRANSPORT

249. LOCAL AUTHORITY OPERATION OF BUSES

This Congress notes that private and commercial operators have substantially reduced the quality of local bus services, prioritising profits and not the needs of people. Many people rely on buses to attend work, school, and vital medical appointments. Bus services also play a crucial role in reducing our carbon emissions, pollution, and congestion. The prohibition placed on local authorities by the Government prevents them from effectively managing their own bus service.

This Congress resolves to:

1. Ask the General Secretary (or other appropriate senior union official) to write to the Secretary of State for Transport and request the repeal of, or amendment to, the Transport Act 1985 to allow local authorities to; a) operate their own buses, and b) to do so without any preconditions.
2. Create a model motion, supporting the repeal of, or amendment to, the Transport Act 1985, as a resource for GMB Branches and GMB supported Councillors.
3. Request that GMB Branches and GMB supported Councillors promote the adoption of a motion supporting the repeal of, or amendment to, the Transport Act 1985 by their local authority.

M20 MILTON KEYNES CITY BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: In line with the calls of this motion as qualified by the CEC position, GMB has secured a commitment from the Labour Party that 'we will give communities the ability to take on powers to franchise local bus services. ... Labour will also lift the ban on and promote municipal bus ownership, building on the success of Labour-run councils like Nottingham and Reading.' We further secured a commitment that, under Labour, franchising '[will] not come at the expense of working conditions,' in recognition of the historic weakness in the London model which was remedied when the Mayor of London introduced a minimum wage rate.

SOCIAL POLICY: TRANSPORT

250. PUBLIC BUSSES, NOT PRIVATE PROFIT

This Congress recognises the enormous cuts our local bus services have faced because of a decade of austerity enforced by the Tory Government in London.

The current for-profit model has left workers and passengers at the mercy of a bus service not operated in the interests of people in the North East.

Conference notes:

GMB bus drivers in Sunderland were recently forced to take industrial action after a below inflation pay offer.

The company who own Stagecoach have repeatedly put profit over bus drivers and passengers.

The newly announced North East devolution deal would give a new Mayor Powers to franchise bus routes.

In Greater Manchester new franchises are already being awarded.

Conference instructs Northern TUC to:

Form a cross union campaign calling for the bus franchise process to begin on day one of a newly elected Mayors term.

Lobby Mayoral candidates in the upcoming mayoral election and council leaders on the need for busses to be franchised.

Lobby Mayoral candidates in the upcoming mayoral election and council leaders on the need for strong protection for workers to underpin any franchise contracts.

R40 SOUTH TYNE AND WEAR GENERAL BRANCH NORTH EAST, YORKSHIRE & HUMBER

Congress Decision: CARRIED WITH QUALIFICATION

Progress: In line with the calls of this motion as qualified by the CEC position, GMB has secured a commitment from the Labour Party that 'we will give communities the ability to take on powers to franchise local bus services. ... Labour will also lift the ban on and promote municipal bus ownership, building on the success of Labour-run councils like Nottingham and Reading.' We further secured a commitment that, under Labour, franchising '[will] not come at the expense of working conditions,' in recognition of the historic weakness in the London model which was remedied when the Mayor of London introduced a minimum wage rate.

SOCIAL POLICY: TRANSPORT

251. ACCESSIBLE TRANSPORT

This Congress recognises that our union through the London Regional Equality strand GMB Ability has long worked towards accessible transport for all and in turn GMB Ability recognises that this Congress has supported us.

Congress notes that despite some progress being made, members and potential members are still unable to travel reliably and safely on public transport.

We cannot trust that assistance booked will be available; a bus will actually have a working ramp, digital signs or sound systems; or that an accessible train station actually is what it's made out to be. That's before we get to looking for seats, especially if no-one can see your disability.

All this combined means that transport is becoming a bigger issue for disabled members now we are returning to the workplace in a post-Covid environment with transport services being cut. The issue being that we can't get there!

We call upon Congress to support the campaigning work on this issue and to assist with raising this at all levels of the Union in order that we can do more to help members gain safe, reliable, and most of all accessible access to the workplace.

E10 EALING BRANCH LONDON

Congress Decision: EXISTING POLICY

Progress: We continue to support our GMB self-organised equality groups to develop campaigns in this area of existing policy and we continue to seek opportunities to raise these issues in the wider labour movement

SOCIAL POLICY: TRANSPORT

252. WHERE BUSES GO, TAXIS GO

This Congress demands that Local Authorities give Taxis and wheelchair accessible Private Hire Vehicles, access to all bus lanes throughout the country.
Not allowing taxis and wheelchair accessible vehicles is a restriction of trade, causing longer and more expensive journeys for the travelling public.

G56 PROFESSIONAL DRIVERS BRANCH LONDON

Congress Decision: REFERRED

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: TRANSPORT

253. REMOVAL OF LOW TRAFFIC NEIGHBOURHOODS

This Congress is concerned that the increased use of Low Traffic Neighbourhoods (LTN's) is creating areas of London that are inaccessible to wheelchair accessible vehicles.
LTN's are now dead spaces, with no through traffic, causing increased traffic in surrounding areas and delays in Ambulance and Police response time.

G56 PROFESSIONAL DRIVERS BRANCH LONDON

Congress Decision: EXISTING POLICY

Progress: In line with existing policy, GMB promotes full and meaningful consultation when Low Traffic Neighbourhood (LTN) schemes are proposed. As an inherently local issue, it is for GMB Regions and branches to take forward the calls of the motion in response to individual schemes.

SOCIAL POLICY: TRANSPORT

254. ULEZ: THE DEMONISATION OF THE POOR AND DISABLED

This Congress is concerned that the expansion of the Ultra Low Emissions Zone (ULEZ) out to the borders of the M25 Motorway is forcing the poorest workers out of their vehicles, and onto a public transport system that is not fit for purpose.
We call on the Mayor of London to curb this new form of taxation that will only impede the disabled and the poorest in society.

**G56 PROFESSIONAL DRIVERS BRANCH
LONDON**

Congress Decision: REFERRED

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: TRANSPORT

255. IMPLEMENTATION OF THE ZERO EMISSIONS VEHICLE TARGETS MUST NOT BE DONE IN A WAY THAT DAMAGES THE CAR INDUSTRY AND ITS SUPPLY CHAIN

Congress calls on the current Government and Labour as the next alternative government to be flexible in the application of a Zero Emission Vehicle mandate which comes into force in 2024. On current plans manufacturer's car sales are obliged to be 22% of its total sales. This percentage rises steadily for the rest of this decade. If this figure is not met manufacturers face fines or be forced to buy carbon "credits" from other manufacturers. The size of the fines have yet to be announced.

Congress calls on the Government to use a carrot approach rather than a stick approach to developing electric vehicle production and sales in the UK. If the targets are not flexible, the fines and the costs of credits are too high there is a serious risk of damaging the UK car industry and its huge supply chain. If the damage is too severe the manufacturers will be driven overseas to jurisdictions with less challenging targets with the loss of jobs in the car factories and the supply chain.

Congress considers that the transition to net zero carbon emissions by 2050 must be done in a way that does not destroy our industrial base which is the basis for our prosperity as a nation. This has to be one the key factors in setting out roadmaps and targets on the road to net zero.

**B10 BARKING BRANCH
LONDON**

Congress Decision: CARRIED

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: WELFARE RIGHTS & SERVICES

256. FREE CHILDCARE FOR ALL

This Congress calls upon GMB to support free Childcare from the age of 1 as we have childcare costs for working parents at around £50 per day for childcare 50 weeks of the year. GMB calls on the Government to reform the way childcare works and create free quality childcare for all parents to ensure work is affordable for parents and by doing so this will create more jobs and will help support the economic growth of the UK.

**I36 ISLINGTON APEX BRANCH
LONDON**

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB continues to engage with the Labour Party in improving its policy ahead of the next General Election on childcare provision to better benefit children's development, parents' wellbeing and the wider economy in the creating jobs in early years education and supporting parents' return to work.

SOCIAL POLICY: WELFARE RIGHTS & SERVICES

257. CAPITA AND PIP

This Congress calls upon the GMB to lobby union backed MP's for the removal and banning of Capita from public service contracts relating to the assessment and implementing of PIP (personal independence payment) and also lobby for a full review and scrutinise all public contracts held by Capita.

With the seemingly endless media reports of bad assessments, people are suffering after being denied the help and support they need and unable to pay for care resulting in catastrophic results. Unless people are prepared to go to court to appeal the decision and get it overturned they remain suffering and in some cases die before the decision is reviewed.

Capita have to be convicted in a court of law for mall administration, this is another case of profit over life, profit over dignity and profit over people.

W60 WELLINGTON BRANCH MIDLANDS

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

SOCIAL POLICY: WELFARE RIGHTS & SERVICES

258. REOPEN PUBLIC TOILETS

This Congress demands that Local Authorities reopen the hundreds of public toilets, that have closed over the last few years.

Taxi and Private Hire drivers across the country, are being persecuted by their licensing authorities, for peeing in the street, as they have no access to public toilets.

G56 PROFESSIONAL DRIVERS BRANCH LONDON

Congress Decision: CARRIED

Progress: Action on this motion will be reported ahead of Congress 2024.

INTERNATIONAL:

259. UKRAINE (COMPOSITE 17)

This Congress condemns the Russian invasion of Ukraine of February 2022, launched from Russia, Belarus and Russian-occupied Ukrainian territory.

We salute the resistance of the Ukrainian people and its labour movement to this act of imperialist aggression. We are for the victory of Ukraine and the defeat of Russia in this war. We support Ukraine's right to appeal for, and be provided with, the military equipment and weaponry needed to defeat the invasion. We therefore condemn Western governments for their failure to supply sufficient weaponry to do so.

We extend our solidarity to Ukrainian trade unionists and socialists who continue to promote and defend workers' rights even in the midst of war. Defence of Ukraine against Russian aggression cannot be at the expense of workers' rights and self-organisation.

We are for the speediest possible end to the war, based on: withdrawal of all Russian forces; respect for, and restoration of, the territorial integrity of Ukraine; approval of any 'peace deal' by the people of Ukraine and its labour movement.

We support a post-war socially progressive reconstruction of Ukraine, with trade unions and civil society playing a central role in defining its nature and priorities. We therefore support the cancellation of Ukraine's foreign debt.

We support the restoration of peaceful relations between Ukraine and neighbouring countries. We therefore look forward to, and pledge our support for, popular democratic uprisings to overthrow the authoritarian and anti-working-class regimes of Putin and Lukashenka in Russia and Belarus.

We welcome the condemnation of the Russian invasion, the support for civil and workers' rights in Russia and Belarus, and the call for direct links with Ukrainian trade unions, which have been contained in statements on Ukraine issued by the GMB CEC over the past twelve months.

Following on from the above, we therefore call on all levels of the GMB to:

- Campaign for increased arms supplies to Ukraine.
- Provide material support to, and build direct links with, Ukrainian trade unions.
- Where possible, provide material support to, and build direct links with, Russian and Belarusian trade unionists, workplace-activists, and human rights campaigners.
- Campaign against any attempts by Western governments to pressurise the people of Ukraine into acquiescing to an unacceptable 'peace deal'.
- Demand cancellation of Ukraine's foreign debt.
- Support the campaigning and collection of material assistance organised by local Ukrainian communities in the UK.

GLASGOW GENERAL APEX .BRANCH GMB SCOTLAND

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB is proud to support our Ukrainian sisters and brothers in their struggle. Along with ASLEF and the NUM, GMB brought a motion to the TUC Congress which unequivocally identified Russia as the aggressor party, and demanded a just peace based on the return of illegally-seized territories and the support of the Ukrainian people. Despite opposition from some external groups, the motion carried with the support of 98 per cent the union members represented at the Conference.

GMB has further secured a Labour Party commitment to supporting a 'socially-just reconstruction' of Ukraine, in line with the demands of the Ukrainian trade unions and their federations. We remain in contact with the two main Ukrainian federations – the KVPU and the FPU – and Ivanna Khrapko of the FPU addressed GMB Congress 2023.

We continue to pursue all avenues for providing moral, political, and material aid to Ukrainian trade unionists. In the winter of 2023/24, GMB members raised more than £22,000 for the trade union international fund, administered on behalf of the Ukrainian unions by IndustriALL, through a branch appeal and other fundraising activity.

INTERNATIONAL:

260. UKRAINE HAS RIGHT TO DEFEND ITSELF AND TO CALL FOR AND EXPECT HELP FROM THE UK GOVERNMENT (COMPOSITE 17)

This Congress is very clear that the democratically elected government in Ukraine is fully entitled to resist the Russian attacks on its territory and is also fully entitled to secure defence equipment, arms and weapons from across the world to aid that defence. Ukraine is also fully entitled to seek to import the most modern and technologically advanced weapons systems from across the world to resist the attacks and regain its territory.

Congress considers that Governments in the UK and other nations with advanced defence manufacturing industries have a duty to respond positively with the weapons Ukraine needs to defend itself.

Congress considers that claims that such a response from the UK Government is the equivalent of war mongering, will prolong the war or risk the escalation of war with Russia are in fact back door arguments to leave Ukraine fend for itself and to face the forced annexation of large parts of its territory. Dressing up these claims with calls for peace talks does not change the fact that the policy they embody is actually acquiescence in the face of the Russian attack and an appeasement of it.

Ukraine has already paid a huge and terrible price in lives lost, cities and towns destroyed and its economy wrecked by the Russian invasion and bombardment. A terrible war of attrition is underway. Congress is clear that the UK Government- be it Tory or Labour- should continue to respond positively to the requests from Ukraine for weapons, training and financial support to defend itself and its territory. Congress further supports sanctions on Russia for launching this terrible war.

G57 GMB SOUTHALL BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB is proud to support our Ukrainian sisters and brothers in their struggle. Along with ASLEF and the NUM, GMB brought a motion to the TUC Congress which unequivocally identified Russia as the aggressor party, and demanded a just peace based on the return of illegally-seized territories and the support of the Ukrainian people. Despite opposition from some external groups, the motion carried with the support of 98 per cent the union members represented at the Conference.

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INTERNATIONAL:

261. LESSONS ON DEFENCE AND SECURITY POLICY FROM THE WAR IN UKRAINE

This Congress is very clear that the bedrock of the UK's national security and defence policy continues to be the North Atlantic Treaty Organisation (NATO) which was set up by the Labour Government after the Second World War.

Congress welcomes the decision of the Swedish and Finish Governments to apply for membership of NATO and looks forward to their accession as full members. They will bring important components to our collective security and defence.

The war in Ukraine has underlined the abiding importance of defence and security policies and the abiding requirements to maintain and properly equip adequate UK armed forces as an integral part of NATO.

An incoming Labour Government must make clear to the electorate it's unbreakable commitment to our national security and defences and to the maintenance of adequate levels of well trained and properly equipped armed forces.

Labour should commit to a new Integrated Review of Security, Defence, Development and Foreign Policy when it comes into office. This should look to the lessons from the war in Ukraine on using modern drones, longer range missiles, real-time satellite imagery and cyber warfare and what this means for the equipment of the British Army. This should also look again at the size of the army and what the conflict has shown on the continuing role and relevance tanks and land warfare vehicles.

Congress calls for an upgrading of the army's land warfare capability including tanks, armoured personnel carriers and reconnaissance vehicles. The Challenger 11 tanks are over 20 years old, soon to be reduced to 148. The Warrior Armoured Fighting Vehicles are over 26 years old. The Scimitar reconnaissance vehicle is over 50 years old. These require replacements with the most advanced equipment and capabilities.

New capabilities for the defence of vital offshore and undersea communications and energy infrastructures are required. Damage to these infrastructures would have devastating consequences for our security and way of life.

Congress concludes that there is no alternative for our security and defence to properly trained and equipped UK armed forces as part of NATO. This requires an ultra-modern high technology defence manufacturing industry in the UK to equip these armed forces.

Congress notes with satisfaction the leadership of GMB delegations in securing the adoption of this position at both the TUC Congress and Labour Party Conference in 2022 in the context of the war in Ukraine. Moves to diversify jobs away from defence manufacturing are neither sensible nor supportable as they undermine our vital national security and defences.

G57 GMB SOUTHALL BRANCH LONDON

Congress Decision: CARRIED

Progress: Labour has now committed to carry out a Strategic Defence Review in its first year of office.

In response to a GMB amendment, the 2023 Labour Party National Policy Forum report stated that 'Labour will ensure that ... the UK defence manufacturing base receives the investment it needs to grow and our armed forces have the equipment needed to defend the UK and provide long-term assistance to Ukraine.'

The NPF report – which was carried out by Labour Conference – also stated that 'Labour's commitment to NATO remains unshakeable.'

INTERNATIONAL:

264. RETURN THE REMAINS TO GRENADA

This Congress must use all its political resources to engage with the UK and/or US Governments to ensure that the remains of the Grenadian leaders slain in October 1983 and believed to be in the possession of the US Government, are returned to their families.

G56 PROFESSIONAL DRIVERS BRANCH LONDON

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Work is ongoing to engage with the UK and US governments and call on them to work with Grenadian authorities to ensure that the remains of Maurice Bishop and other Grenadian leaders killed in 1983 are returned to their families. We are currently working to raise the issue in Parliament in order to establish what knowledge the UK government has of the situation and any action it has taken on Grenada's request for repatriation. Further updates will be made as progress develops.

INTERNATIONAL:

265. JUSTICE FOR COLOMBIA

This Conference pays tribute to the important campaigning of Justice for Colombia on behalf of our trade union movement to support trade unionism, human rights and peace in Colombia.

Conference is committed to continuing our longstanding relationship with JFC. The GMB has long supported JFC's campaigning in defence of trade unionism, human rights and peace in Colombia. The GMB has also lobbied the British government over addressing anti-union violence in Colombia and supporting full implementation of the country's 2016 peace agreement.

Last year Colombia elected its first progressive government thanks to grassroots organising among trade unions, rural communities and social organisations. Colombia now has a historic opportunity to prioritise the needs of the poorest and those hardest hit by violence, to address issues faced by working people and to advance peace with social justice.

Conference welcomes the government's promotion of dialogue with armed groups, including the ELN guerrilla movement and signatories to the 2016 agreement forced to abandon the process by the then-government's lack of compliance.

The appointment of trade unionists to head the Labour Ministry is a positive development in addressing Colombia's dreadful labour rights record. The government plans to guarantee trade union rights, formalise the status of informal workers and eradicate gender and racial inequalities.

However, conference is extremely concerned about Colombia's human rights crisis. Close to 1,400 activists and 340 former guerrillas were murdered in six years following the peace agreement. Colombia remains the world's deadliest country for trade unionists.

Just as international support helped Colombia reach the 2016 peace agreement, it is needed today if the government is to reduce inequality and end conflict.

Conference stands in unconditional solidarity with the Colombian people, including our sisters and brothers in the trade union movement and all those striving for a fairer society.

Conference resolves to:

- Send members on JFC delegations to Colombia to witness the reality faced by trade unionists and activists
- Support the campaign work of JFC
- Affiliate to JFC at national level and encourage broader support at other levels of the union

W15 THREE SHIRES BRANCH SOUTHERN

Congress Decision: CARRIED WITH QUALIFICATION

Progress: GMB has continued to affiliate to Justice for Colombia nationally as well as support its campaigning work and promote broader support at other levels of the union. Notably this has involved working with the organisation to coordinate video solidarity messages from GMB lay representatives to Colombian trade unionists demonstrating on 27th September 2023 in support of the Historic Pact Government's proposed labour and social reforms as part of its programme for 'Total Peace', which face hostile opposition from conservative and anti-union politicians. Our National President, Barbara Plant also spoke for GMB on the panel at Justice for Colombia's fringe meetings held at TUC Congress and Labour Party Conference 2023. This solidarity has been gratefully received by Colombian unions and members on social media, and Colombian CUT union General Secretary Fabio Arias gave his thanks to GMB for its solidarity when he spoke to the CEC's Political, European and International Committee on 23rd October 2023 via video link. GMB continues to support Justice for Colombia's campaigning in defence of trade unionism, human rights and peace in Colombia.

INTERNATIONAL:

266. FOREIGN AID BUDGET

This Congress recognises that the UK has a proud history of being a world leader in International Development, with our work benefitting millions.

UK Aid is needed now more than ever before. Covid, conflict and climate shocks have complicated the global challenges we face and as a result, human development is regressing. For the first time in 38 years, the UN Human Development Index has decreased twice consecutively. Specifically, the devastating conflict in Ukraine has exacerbated global hunger. It is estimated that since 2019 the number of those facing acute food insecurity has soared from 135 million to 345 million. A total of 50 million people in 45 countries are teetering on the edge of famine according to the World Food Programme.

We are calling GMB to support a fixed timeline to bring Official Development Assistance (ODA) back to 0.7%

L26 RICHMOND & WANDSWORTH BRANCH SOUTHERN

Congress Decision: CARRIED

Progress: GMB continues to raise this call in the wider labour movement including in the Labour Party policymaking process ahead of the next General Election. In actioning this motion, GMB's submission to the HM Treasury's consultation for the Spring Budget this year calls for the Budget to include a fixed timeline of when the 0.7 per cent of UK Gross National Income target of spending on Official Development Assistance will be reinstated.

267. NON-DISCLOSURE AGREEMENTS

Conference commends the GMB for the production of the Monaghan report, the work of the Taskforce for Positive Change and for acknowledging the serious issue of sexual harassment and sexual assault both within and outside our union.

Despite a rise in global consciousness of the scale and impact of sexual harassment across many industrial sectors since 2017, the frequent use of Non-Disclosure Agreements

continues to undermine real structural progress to eradicating sexual violence as well as other forms of bullying, discrimination and harassment. GMB Policy notes that non-disclosure agreements, have been inappropriately used in many circumstances, including to cover up sexual abuse and harassment.

During the cost-of-living crisis and wide-ranging cuts to public services, money is clearly still being spent to cover up harmful behaviours rather than improving workers' pay and conditions. Indeed, work by GMB London region found that Newham council spent over £2.8 million of taxpayer's money on NDAs.

Conference calls upon the GMB to Lobby and campaign for a ban on use of NDAs by employers in incidents of sexual harassment or discrimination.

NATIONAL EQUALITIES CONFERENCE

Congress Decision: CARRIED

Progress: Action on this motion will be reported ahead of Congress 2024.

EMERGENCY MOTION

Emergency Motion 1: MISMANAGEMENT OF OUR WATER INDUSTRY (COMPOSITE 19)

This Congress commends the work being undertaken by GMB activists across the UK to end sewage. Sewage dumping is an issue that impacts our union and our members every day. We welcome the urgent intervention of Ofwat with the announcement in March of new powers for the UK's water regulator over the sector. These powers make it clear that service delivery must come before the distribution of bloated profits to company shareholders. This congress welcomes these additional powers but makes clear the urgent need to go further and end a system of regulation that has allowed the sector to mark its own homework for too long. This conference resolves to making better regulation and investment a priority for our national water sector, to end sewage dumping and invest in Britain creaking water network. This congress calls on the Labour Party to back GMB in our fight and commit to investing in Britain's out of date water infrastructure.

L50 LEICESTER WATER MIDLANDS REGION

Congress Decision: CARRIED

Progress: Action on this motion will be reported ahead of Congress 2024.

Emergency Motion 2: GROSS MISMANAGEMENT OF OUR WATER INDUSTRY: GMB FIGHT FOR CLEAN WATER

Congress notes the work of the GMB Commercial Services Section and our reps on the National Water Forum who are campaigning to end sewage dumping in UK waters. GMB welcomes Ofwat's new powers announced on 20 March 2023 to hold water companies to account and clamp down on excessive cash payments.

Whilst we welcome higher fines for water companies, these fines should be reinvested into infrastructure projects and improvements to water and waste management.

We need to go further and act quicker. This is not just about sewage pollution; our waterways, coastlines and water systems are dying. On 4 April 2023, DEFRA announced

their “Plan for Water” which includes new projects and investment to tackle storm overflow discharges, reduce nutrient pollution from treatment works and address water resilience challenges. We need the Government to look at the wider picture for clean, safe water-source to sea is the way forward. We are concerned about the “self-regulation” of the industry.

It is wrong that water companies monitor their own storm overflows and provide information on how they are performing. Water companies are misleading the government and the public daily.

A 31 March 2023 Environment Agency announcement shows that the water companies' claims to be investing to reduce discharges were 'wilfully misleading. Water companies should not be allowed to discharge thousands of times a year with the excuse of heavy rainfall.

This needs to stop.....

GMB are calling for an immediate urgent public inquiry into the investment and governance of the whole of the UK water sector to improve our dated infrastructure as this underinvestment goes back decades, beginning long before privatisation. We need a massive programme of heavy investment in wastewater and sewerage infrastructure, on unbiased water monitoring and enforcement which will boost regional jobs and local communities and improve the environment.

Whilst we welcome Water UK’s press release (18 May 2023) announcing a £10billion investment we are appalled that on the same day the Chair of Water UK said that customers would be paying for this through increased water bills.

The regulators and Government should work in partnership with all in the industry. Thousands of GMB members in the UK water sector should be the eyes and ears for the regulators, as they are passionate about the survival of their industry. GMB also call on the Labour Party to back us and show real action on this scandal.

E15 THAMES GENERAL Branch
London Region

Congress Decision: CARRIED

Progress: Action on this motion will be reported ahead of Congress 2024.

Emergency Motion 3: EQUALITY ACT AMENDMENT

On Tuesday 4th April it emerged that the Equality Minister Kemi Badenoch had asked the Equality and Human Rights Commission (EHRC) for advice on the “benefits or otherwise” of amending the Equality Act to define sex as “biological”. Currently, the [Equality] Act protects trans people from discrimination based on both sex and ‘gender reassignment’, regardless of whether they have undergone medical transition or hold a Gender Recognition Certificate.

It can allow trans people to access single-sex spaces such as [domestic violence] shelters, bathrooms, and hospital wards. The proposed change would remove a legal protection for trans people and encourage discrimination.”

The EHRC responded with advice to Kemi Badenoch that redefining ‘sex’ in the Equality Act to mean ‘biological sex’ would “create rationalisations, simplifications, clarity and/or

reductions in risk for maternity services, providers and users of other services, gay and lesbian associations, sports organisers and employers”. Should the government go ahead with this change it would not only discriminate against Trans people but other LGBTI+ people like those who are Intersex.

It would also give the government the green light to make further changes to the Equality Act to weaken protection for those who have a protected characteristics under the current Equality Act. Also it should be noted that the propose change could lead to conflict with United Nations as UN makes it clear on their website that LGBTQI+ people should be “Free and Equal, NOT Criminalized”, and “Deeply-embedded homophobic and transphobic attitudes, often combined with a lack of adequate legal protection against discrimination on grounds of sexual orientation and gender identity, expose many lesbian, gay, bisexual, transgender, queer and intersex (LGBTQI) people of all ages and in all regions of the world to egregious violations of their human rights”.

GMB Union should take the following action.

- Mount an immediate campaign to highlight what the Tories are doing.
- Urge the TUC to get all unions to join forces to campaign against the Tories proposal to change the Equality Act which will affect the LGBTI+ community.
- Urge the Labour Party and Keir Starmer and other political parties to stop these changes taking place.
- Urge the Labour Party when they are next in government to give more protection for the LGBTI+ community and strengthen the Equality Act. This isn't about safe spaces for women, this is about protecting the rights of LGBTI+ people and those who are currently protected under the Equality Act.

BRANCH G36 SECURITY SOUTHERN REGION

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

Emergency Motion 4: REFORMING OFSTED INSPECTIONS: RAISING STANDARDS AND SUPPORTING SCHOOLS

Congress notes the Ofsted statement on 21 April 2023 from His Majesty's Chief Inspector, Amanda Spielman commenting on the union calls for reform and a pause in Ofsted school inspections following the tragic suicide of headteacher Ruth Perry.

Ofsted states that it's aims are to “improve lives by raising standards in education” and that their inspections “help education recover and improve.” But sadly, this is far from the case. We all know schools are put under pressure by Ofsted but a London Region poll in April 2023 showed that over 70% of support staff work extra hours to prepare for an Ofsted inspection and shockingly 87% do not get paid for this extra work. 8 in 10 members say Ofsted does not have a positive impact on schools and puts them under too much pressure.

The current system of Ofsted inspections, the grading and lack of engagement needs a radical reform. The simplistic ratings do not give a proper overview of the school and a poor rating can have a devastating impact on a school and result in job losses for our members, if pupil numbers drop as result.

We know that many of our school-based members are suffering some form of work-related stress or anxiety which impacts on their mental health and wellbeing and Ofsted just adds to it.

Comments from our members about the Ofsted Inspection process include – “The demands are so high that morale is so low. So much so that I am considering leaving a job I love” and “It needs to be fairer. Look at the positives and help with the weaknesses”.

This Congress calls on GMB to work with the Department for Education to provide:

- A replacement inspection service that is fair, supportive and works in collaboration with schools before and after inspections with an agreed programme for review.
- A system that looks beyond just teachers and finally recognises support staff for the invaluable work they carry out in schools, often with our most vulnerable children.

This system should include recognition and on-going support for staff mental health and wellbeing.

H37 Hillingdon Branch London Region

Congress Decision: CARRIED WITH QUALIFICATION

Progress: Action on this motion will be reported ahead of Congress 2024.

RULE AMENDMENTS:

RA292. RULE NO: 23 CLAUSE: NEW CLAUSE 4

RULE NO: 23 CLAUSE: NEW CLAUSE 4
TITLE: RULE 23 REGIONAL SECRETARY – TO ATTEND CEC MEETINGS
(as shown in the 2022 Rule Book)

Print Existing Rule or Clause:

Insert new clause 4.

Existing Clauses 4, 5 and 6 to be renumbered, as 5 6 and 7

State Amendment:

The regional secretary will attend meetings of the Central Executive Council to answer questions from Central Executive Council members, to observe proceedings and to assist in the business of the Central Executive Council as required.

Print how amended Rule or Clause is to read:

23.4 The regional secretary will attend meetings of the Central Executive Council to answer questions from Central Executive Council members, to observe proceedings and to assist in the business of the Central Executive Council as required.

23.5 The regional secretary will supply the branches in their region with copies of a half-yearly financial statement and one copy of the annual report.

23.6 The regional secretary will have power at any time to examine the books and accounts of branches, or authorise any regional organiser or other officer to examine the books and accounts on their behalf.

23.7 The regional secretary must give three months' notice before they resign

W15 THREE SHIRES BRANCH SOUTHERN

Congress Decision: CARRIED

Progress: The Rulebook was updated in July 2023

RULE AMENDMENTS:

RA297. RULE NO: 35 CLAUSE: 3

RULE NO: 35 CLAUSE: 3

TITLE: BRANCHES

(as shown in the 2022 Rule Book)

Print Existing Rule or Clause:

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

State Amendment:

On line 4

Replace the word and before youth officer with a Comma.

Insert the words and race officer after youth officer.

Print how amended Rule or Clause is to read:

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

**D30 COUNTY COUNCIL BRANCH
SOUTHERN**

Congress Decision: CARRIED

Progress: The Rulebook was updated in July 2023

CEC Special Report: Social Care - Updates

The CEC special report on Care 2023 gave a list of recommendations for GMB and political policy. Since congress last year, the care sector has implemented a National Care Committee, which held its first meeting in September 2023.

Regions can be represented by 4 seats (one extra for Northern Ireland) which cover, local government, private care, charity sector and voluntary sector.

The N.C.C are the foundation for development of the GMB's National Care Strategy and focusing on developing strategies which will see lasting changes for GMB Union members in the care sector.

- The National Minimum Wage Regulations to be amended to include care workers' travel time and sleep-in shifts.

NPF Labour Party – Lobbying for a change in the law GMB have secured this as a policy for Labour and a strategy is being devised for information release accessed through a FOI relating to the costs of this policy and the backpay related costs.

- Statutory Sick Pay to be raised and reformed so that nobody is forced to go into work when they are ill.

GMB Union have begun the roll out of the Sick of SSP campaign in workplaces. This started in HC-One on the 28th November with over 150 people joining on the day of action and over 1000 participating in a petition signing calling for occupational sick pay which was aligned with the HC-One Pay talks. This initial campaign was the draft version and can now be utilised across all sectors of the care sector.

- An extension to the Assaults on Emergency Workers (Offences) Act so that it also covers care workers.

The National Care Committee and building a reporting resource which members can access to report incidents of violence and harassment in the workplace to us and their employer. GMB are then able to identify hot spots for campaigning on health and safety and advise politically with collected data submissions to prove a case that care workers need to be included in the legislation, while also using the hot spot targeting to launch workplace related campaigns – to make a difference in policies and procedures in the workplace and get members engaged in a relatable workplace campaign.

- A real living wage – £15 an hour for care workers.

All GMB Union pay submissions make the case for £15 an hour for care workers. This is more likely to be achieved in local government at this time.

- Labour to enact as an urgent priority in Government its pledges to reform social care, build a National Care Service (while learning from the mistakes made by the Scottish National Party), and establish a Fair Pay Agreement for care workers
GMB are speaking with Labour and participating in the formation of policies for the National Care Service, which the party has committed to following GMB NPF negotiations over the next 10 years.

- A public inquiry into the financial engineering of the care sector.

9/1/23 - GMB meet with Andrew Gwynne Shadow Minister Social Care. Wrote a letter to Steve Brine for a parliamentary enquiry into the funding of the care sector so we can see where the money actually goes – there needs to be transparency for this to work and we must get to the route – especially if no new money is being committed.

- Strengthen regulation in the sector and learn from the Biden administration's plans to regulate private equity in care.

Still to be researched. GMB spoke on a Private Equity in Care conference at a UniGlobal round table. GMB as the lead union in the affiliation from the UK have been able to give European colleagues useful learnings about P.E in care and tactics on how to stop it from filtering its way in through regulation

- A new funding settlement in social care that retains more money within the system and addresses chronic underfunding.

Helen Whatley Minister for Social Care met to discuss the current care structure and how funding can not be maintained in the current system. That pay needs to rise to tackle the

social worker crisis but funding is not secure in the hands of private equity and does not make its way to the workforce.

9/1/23 - GMB meet with Andrew Gwynne Shadow Minister Social Care, Fair Pay Agreements and New Deal will help solidify – but continuous conversations are happening with the current Minister DHSC and Labour to improve the system. The inquiry should help to educate and start real and transparent conversations.

- Local authorities should be supported to rebuild their directly operated care provision and workforces.

9/1/23 - GMB meet with Andrew Gwynne Shadow Minister Social Care.
Letter to Michael Gove sent 15th December

Southern Region – Kent County Council are talking about bringing children’s services back in house – actioned to the region on 9/1/24 to follow up

In January 2024 GMB submitted questions to a Public Accounts Committee meeting on the financialisation of the Social Care Sector, including concerns surrounding the for profit model and private equity ownership of large care homes.

CEC Special Report: Public Sector Pay

Restorative pay rises and fully funded settlements.

- Subject to discussion through our democratic structures, all pay claims have referenced real terms pay losses and ask for steps towards restorative pay.
- Lobby government for fully funded pay awards. E.g. NJC ‘We’re Worth More’ and ‘Pay What You Say’ campaigns.
- Secured the following commitment at the Labour NPF:
“Act to improve public service workers living standards throughout the Parliament.”

Fundamental reforms to the Pay Review Body process.

- Policy & Research Department paper on why we are seeking reform and what reform we want to achieve.
- Active participant in the DHSC led review of the pay setting process as negotiated during last year’s pay dispute. The review is focussing on the role of the Staff Council, timing of the PRB, data and evidence collection, and the appointments process.
- Not engaging with the PRB process for 2024/25 pay. GMBs claims will instead be submitted to the Secretary of State.
- Secured the following commitment at the Labour NPF:
“We will look at the process by which public sector pay is set, ensuring any independent mechanism has the confidence of all involved, without undermining existing collective bargaining arrangements that are supported by unions, seeking to make pay awards quicker, to make sure our public services can recruit and retain the workers they need in the national interest.”

Reform of civil service pay-setting to end the fragmentation and drift since the abolition of central pay bargaining.

This issue was raised through the Labour Party NPF process.

The restoration of the School Support Staff Negotiating Body (SSSNB).

- Secured the following commitment at the Labour NPF:
“Labour will value and recognise the professionalism of the entire school workforce and address recruitment and retention challenges by reinstating the School Support Staff Negotiating Body. The body will be tasked with establishing a national terms and conditions handbook, training, career progression routes and fair pay rates for support staff. This reform will ensure that schools can recruit and retain the staff needed to deliver a high-quality inclusive education.”
- In addition, Labour has also said that it recognises the value of support staff in both mainstream and specialist schools and stated that it will ensure that “teachers and support staff including teaching assistants have the training they need and recognition they deserve, including in specialist SEND and alternative provision settings, and providing better consistency in conditions for staff and support for standards.”
- We continue to work with the Labour Party to develop this commitment.

Opposing regionalised public sector pay policies.

- Existing and long standing policy.
- No recent attempts at introducing.

Funding for settling historic equal pay claims.

- Secured meaningful commitments at the Labour NPF on:
 - Finish the business of ending pay discrimination at work.
 - Measures to stop employers outsourcing workers to avoid equal pay, including equal value.
 - Restore ability to draw on equal pay comparators where workers terms and conditions are attributed to a single source.
 - Implement a regulatory and enforcement unit for equal pay with involvement from trade unions.

Ending the injustice of the two-tier workforce, including by building on the legacy of the Fair Wages Resolution, the Two-Tier Code, and ILO standards (including by learning from policy in Wales).

- Industrial work continues in this area to bring services back in-house and end discriminatory pay structures.
- GMB has contributed to the TUC’s recent work on two-tier working.
- We have also secured a commitment from the Labour Party that, in Government, it will ‘restore and strengthen’ the Two-Tier Code.