



Together, we  
**MAKE  
WORK  
BETTER**

**GMB Congress**

**Brighton 2023**

**Final Agenda**



# BE SEEN BE REMEMBERED

*Did you know?* Promotional products are the best medium by far for getting us to take action\*  
\*Research commissioned by BPMA and conducted by independent research company Relevant Insights LLC



*Make your Union*

GMB branded products are a cost-effective way to promote your cause, attract new members and engage with current ones.

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*Stand out from the crowd*

# FINAL AGENDA

GMB CONGRESS 2023

Sunday 4th – Thursday 8th June



**1974 CONGRESS, BLACKPOOL, MOTION 257**

*PRE-CONGRESS DELEGATE MEETINGS*

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

**PERIVALE BRANCH**  
(London Region)

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## GMB ZERO TOLERANCE STATEMENT

The GMB is committed to preventing harassment and discrimination. All forms of discrimination and harassment are unacceptable, undermine the dignity of an individual, are morally wrong, unlawful and have a detrimental impact on individuals, on the workplace, for the union and in society.

Any such behaviour will not be tolerated within our union.

One of our core principles is the right for everyone to be treated with equality, dignity, and fairness in work and society.

As contained within our Rulebook 'Our Purpose' states: 'We will aim to end exploitation, discrimination and injustice.' 'Our Aims' are: to promote equal opportunities within the union, the workplace and society in general, and end discrimination.

GMB will not tolerate any behaviour, gestures, verbal, written or electronic communication or physical act that can reasonably be perceived as being discriminatory or harassment.

Every GMB employee or member should be confident to report acts of discrimination or harassment and confident that they will be protected from any reprisal.

GMB will treat all complaints and reports of discriminatory behaviour and harassment seriously, fairly, and proportionately without fear or favour. GMB will investigate them promptly, efficiently and in confidence, in line with our policies and Rulebook.

Awareness-raising programmes, education, and on-going training will be given to employees and members. GMB is committed to promoting respect, equality, inclusion, and diversity at all levels of our lay and employee structures.

This statement applies to:

GMB members

GMB employees, workers, contractors, and all those directly or indirectly performing functions in relation to GMB

**Adopted by GMB Congress 2014 as part of the GMB Women's Project CEC Special Report**

**Updated by the Taskforce for Positive Change (and endorsed by the CEC on 1 February 2022).**



# Leigh Day is the only top-ranked firm for employee and trade union advice in national legal directories

We consistently get results for GMB members, most recently winning cases in the Supreme Court against both Asda and Uber.

Each outcome has clarified and changed the parameters of employment and discrimination law - the implications are significant not only for thousands of members in the retail sector and the gig economy, but also for employers.

We only work for claimants, and are proud to continue this tradition with GMB.

“

The impact the team has had upon modern employment litigation is unrivalled.”

Legal 500 2022

## Leigh Day

✉ [postbox@leighday.co.uk](mailto:postbox@leighday.co.uk)

☎ +44 (0)20 7650 1200

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Winner of the LexisNexis Legal Awards  
Employment Team of the Year 2022



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## CENTRAL EXECUTIVE COUNCIL AND NATIONAL OFFICE

### GENERAL SECRETARY & TREASURER

SMITH, GARY

### NATIONAL SECRETARIES

HARRISON, RACHEL

PRENDERGAST, ANDY

### GENERAL MEMBER AUDITORS

DAVIES, JAYNE (NWI)

FOX, KEVIN (NEYH)

HORTON, STEPHEN (MI)

---

### CENTRAL EXECUTIVE COUNCIL LAY MEMBERS (49)

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ALLINSON, SHANE (NEYH)

Manufacturing

ASHTON, TRACEY (MI)

Public Services

BEVAN-JOHN, ARRON (WSW)

Public Services

BRINKWORTH, GWYLAN (WSW)

Public Services

BUCHANAN, KEVIN (SC)

Commercial Services

BURLEY, AMANDA (NEYH)

Public Services

CARR, MIKE (NEYH)

Commercial Services

CLARKE, MARGI (MI)

Commercial Services

CLARKSON, CAROL (NEYH)

Commercial Services

DALEY, ELAINE (MI)

Commercial Services

DANIELL, SANDRA (WSW)

Commercial Services

DEAN, ANNE (SC)

Public Services

DOLAN, JOHN (SC)

Manufacturing

FAITH, DANNY (LO)

Commercial Services

FARR, BRIAN (WSW)

Manufacturing

FLANAGAN, DAVID (NWI)

Commercial Services

GAGLANI, SHAILESH (LO)

Manufacturing

GIBBS, GORDON (MI)

Public Services

GILLIGAN, DEAN (LO)

Public Services

GREGG, MARGARET (NWI)

Commercial Services

GUNTER, COLIN (MI)

Manufacturing

HARRIS, GARY (LO)

Public Services

HENEGHAN, FIONA (SO)

Public Services

HENSBY, KEVAN (NEYH)

Public Services

HOOKEY, RACHAEL (LO)

Public Services

HOPE, DAVID (NWI)

Public Services

HURLEY, SARAH (LO)

Public Services

HUTCHINSON, MARY (NEYH)

Manufacturing

JONES, KEVIN (WSW)

Public Services

JUMMA, FARZANA (NEYH)

Public Services

JUSS, WARINDER (MI)

Commercial Services

MCLEAN, DAVID (NEYH)

Public Services

MEYRICK, PETE (MI)

Fine Manufacturing

MINNERY, JUNE (SC)

Public Services

PINDER, CATH (NEYH)

Manufacturing

PLANT, BARBARA (SO)

Public Services

RICHARDSON, GORDON (MI)

Manufacturing

ROBERTSON, CAROL (MI)

Commercial Services

ROBINSON, PENNY (LO)

Public Services

SAGE, MALCOLM (MI)

Commercial Services

SCOTT, ROBBIE (LO)

Commercial Services

SMART, VIV (MI)

Public Services

SPICER, DONNA (SO)

Public Services

SUTTON, CATH (NWI)

Commercial Services

WALKER, SUE (NEYH)

Commercial Services

WARCUP, JOHN (NEYH)

Commercial Services

WELHAM, BOB (NWI)

Manufacturing

WINSON, LORRAINE (NWI)

Public Services

ZUBRUTE, SAMANTA (MI)

Public Services



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**NATIONAL OFFICE**

BARNES, ANNA

BARTLAM, WENDY

BEAN, EMMA

BETTERIDGE, MARK

CALLOW, JOHN

CAMPBELL, ANN

CLEARY, JENNIFER

DOW, GRAHAM

FISHER, MEGAN

GANNON, PAT

GIBSON, JOHN

GILANI, SANGEETA

GRAYSON, NATALIE

HOLDEN, ROSS

JOHNSON, EMMA

KILPATRICK, GARY

MANN, LYNSEY

MARSHALL, SAM

NOSAKHERE, TYE

O'HEARN, EAMON

PANTON, KEVIN

PARKER-DEAN, JON

PERRIN, HILARY

PHILLIPS, ASHA

ROBERTS, MATT

ROBINSON, BOB

ROGERS, SCOTT

SAUNDERS, ELEANOR

SHEARS, DAN

SHORT, STEVE

SIBTHORPE, GAVIN

SMITH, BARRY

SMITH, KAREN

STRAIN, LAUREN

TINNEY, LAUREN

TURNER, LAURENCE

TURTLE, ALISON

WOLFSON, RHEA

**CONGRESS 2023 LAY DELEGATES  
GENDER BREAKDOWN\***

REGION	NOMINATED			ELECTED AND APPOINTED		
	Men	Women	Non-Binary & Other	Men	Women	Non-Binary & Other
LONDON	33	25		34	24	
MIDLANDS	50	27		38	24	
NORTH EAST, YORKSHIRE & HUMBER	41	25		44	23	
NORTH WEST & IRISH	47	19		41	13	
GMB SCOTLAND	20	16	1	23	15	1
SOUTHERN	26	22	1	25	20	1
WALES & SOUTH WEST	32	11		32	11	
<b>TOTALS</b>	<b>249</b>	<b>145</b>	<b>2</b>	<b>237</b>	<b>130</b>	<b>2</b>

\*as advised by Regions, as at 31/03/2023

## **DELEGATE EQUALITY MONITORING DATA**

(BELOW DATA SHOWS SUMMARY, OF ALL REGIONS, OF COMPLETED AND RETURNED MONITORING FORMS)

### **What is your gender?**

205 Man  
 111 Woman  
 2 Non-binary  
 2 Prefer not to say / did not answer

### **Do you identify as trans or have a trans history?**

0 Yes  
 187 No  
 5 Prefer not to say / did not answer

### **What is your sexual orientation?**

11 Bisexual  
 6 Gay Woman / Lesbian  
 7 Gay Man  
 208 Heterosexual / Straight  
 25 Prefer not to say / did not answer

### **Are you disabled or living with a long term impairment, illness or health condition?**

83 Yes  
 154 No  
 26 Prefer not to say / did not answer

### **What is your age group?**

0 Under 20  
 8 20-29  
 24 30-39  
 63 40-49  
 98 50-59  
 70 60-69  
 14 Over 70  
 10 Prefer not to say / did not answer

### **What is your ethnicity?**

3 Asian / Asian British-Bangladeshi  
 5 Asian / Asian British-Indian  
 3 Asian / Asian British-Pakistani  
 3 Any other Asian Background  
 8 Black / Black British-African  
 17 Black / Black British-Caribbean  
 1 Black / Black British- Any other black background  
 4 Mixed / Multiple ethnic groups – White and Asian  
 1 Mixed / Multiple ethnic groups – White and Black Caribbean  
 1 Mixed / Multiple ethnic groups – Any other Mixed / multiple ethnic background  
 24 White – UK / English / Welsh / Scottish / Northern Irish / British  
 5 White – Irish  
 2 White – Gypsy or Irish Traveller  
 8 Any other White background  
 7 Prefer not to say / did not answer  
 3 Other Ethnic Group – Self Define

---

## LONDON REGION (LO)

### REGIONAL SECRETARY

KENNY, WARREN

### SENIOR ORGANISERS:

DAVIES, GAVIN  
WARR, TONY

### MEMBERSHIP DEVELOPMENT OFFICER

BANGS, LISA

### ELECTED ORGANISERS:

TAVOLARA, HILDA

### REGIONAL STAFF:

BAJAJ, AMITA  
CLEMO, IDA  
HALL, PETER  
HENDRIE, TRINA  
KEANE, PAULA

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## LAY DELEGATES (58)

SURNAME, FIRST NAME, BRANCH

ADJEI-KYEM, BARBARA H55 Harrow PS  
AHMED, RAJA NAVEED G56 GMB Professional Drivers  
AKASIE, GODWIN G43 London Security  
ALI, MURAD L55 London Ambulance Health  
ALI, SALEH AHMED X89 Heathrow  
BEESON, TRACY G50 Evri  
BIGGS, PETER H55 Harrow PS  
BLOCK, PAUL G20 Energy Central  
BRETTON, CHRIS E28 EEAS  
CAMPBELL-WHITE, BEN C30 City of London  
CHANA, TARANJIT E10 Ealing  
CHOLERTON, TONY L39 London Zoo  
COX, WENDY L55 London Ambulance  
DHARAMPAL-HORNBY, JOE X58 London Central Gen  
DOLAN, MARTIN A53 Didcot & Oxfordshire  
DOWNEY, GAVIN B10 Barking  
DUDLEY, KAREN B44 Beds County  
EDGORTH, NATHAN X34 GMB@PCS  
GOLDING, JIMMY P31 Peterborough Food  
GOODSON, MARY P06 Barnet PS  
HANLON, CATHERINE P17 Plaistow  
HOLLAND, CATHY C35 Essex PS  
HOOD, VICKY X10 Royal College of Nursing  
HORNER, SCOTT X20 Labour party Staff  
HUSTON, CHRISTINE I36 Islington Apex  
JONES, CATHRINE B44 Beds County  
JONES, STEPHEN R27 Redbridge  
KENT, DAVE N24 Norwich Gen  
LAW, ALAN K17 Kings Lynn  
LEVY, DAVE X58 London Central Gen  
MAHOMED, BISMILLA L54 London Stores General  
OBADINA, OMOTAYO E20 Edmonton/Enfield  
OSWICK, WAYNE S71 Stansted Airport  
PAREKH, DAKSHA C22 Central Wembley  
PLUMMER, LEE H46 Hounslow  
POLLARD, LIAM S25 Whittington  
POPE, HEATHER B11 Barking & Dagenham  
PUDASAINI, RAJENDRA C46 Central North NHS  
RAHMAN, SHAH P17 Plaistow  
REDNALL, TOM E12 East Dereham  
REIS, WENDY S44 Southend  
RISVEGLI, DENNIS I35 Islington & Haringey  
ROBERTSON, STEPHEN B14 Banbury  
RONEY, CLIFF E15 Thames General  
SIMCOCK, LUKE H37 Hillingdon  
SMITH, JANICE E12 East Dereham  
STOHR, ADRIAN B22 Braintree & Bocking  
THORNTON, JEN X59 NW London  
TINNION, MIKE G56 Professional Drivers  
UNADKAT, VARSHA C22 Central Wembley  
WALDRON, SHARON P17 Plaistow  
WARR, NICOLA B46 Bucks County  
WEEKES, ANN C46 Central North NHS  
WHEELER, ROBERT H30 Hendon  
WHITTINGTON, WENDY H24 Havering  
WILDE, SIMON L56 London Log  
WILLIAMS, RACHEL X34 GMB@PCS  
WOOLF, STUART C11 Cambridge 2



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## MIDLANDS REGION (MI)

### REGIONAL SECRETARY

ALLEN, MARTIN

### SENIOR ORGANISERS:

GEARING, AMANDA

WAUDBY, LESLEY

### ELECTED ORGANISERS:

MITCHELL, REBECCA

WARBURTON, SAM

WHYATT, COLIN

WRIGHT, KIM

### REGIONAL STAFF:

ATKISS, ADELLE

BOWIE, FINBAR

CASTLEDINE, DAVID

CASWELL, KATE

### NON-ELECTED ORGANISERS:

FAGAN, RACHEL

JAMES, SARAH

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## LAY DELEGATES (61)

SURNAME, FIRST NAME, BRANCH

ALLEN, KEIFA X10 Birmingham General

ALEXANDER, STEPHEN L10 GMB Leicestershire

BAILEY, GARETH S61 Stafford & Stoke Municipal

BAKER, GARY B43 Birmingham City General

BAKER, KEVIN C15 General

BARNETT, CHERYL S61 Stafford & Stoke Municipal

BOISTON, ANTHONY N58 Nottingham No.8

BRIDGES, JOHN G50 Grantham Community

BROWN, ANTHONY N67 Nottingham Tram

BROWN, ROBERT R36 Rocester/JCB General

BURKETT, IAN R25 GMB Energy & Utilities

BURNETT-PITT, JACQUELINE N99 Northants Local Gov.

BURTON, IAN EM1 GMB EMAS

CHRUSTEK, DOROTA G22 Gas Staff & Services

CLARKE, IAN X09 GMB Rolls Royce

CLARKE, RACHEL L27 Leicester General

COOKE, BYRON W60 Wellington

COOPER, ROSEMARY B43 Birmingham City General

DAFT, MELVYN N51 Nottinghamshire General

DAVIDSON, YVONNE N81 East Midlands Police Staff

DAY, SIMON A02 Ambulance

DEVANEY, TOM G75 Grimsby General

DUDSON, ALAN W18 Walsall Local Authority

EVANS, JASON L50 Leicester Water

FERGUSON, ROBERT D44 Derbyshire Community

GLEBOCKI, KAROL S75 Stoke Unity

GREEN, WENDY B55 GMB Mid Lincs

HENSHAW, PAUL M50 Midlands Healthcare

HOWELL, NICOLA L10 GMB Leicestershire

HUMPHRIES, ANDREW M15 Mansfield Central

HYLTON, GARFIELD A25 The Amazon Workers'

JAMES, DARREN S85 Sandwell Community

JOHNSON, ANN-MARIE G50 Grantham Community

JONES, BRIAN B95 P H Jones

KEIGHTLEY, NATHAN C36 GMB Coalville

KELLAM, HELEN Z63 Nottm Tec

KELLAM, PATRICK Z63 Nottm Tec

LAL, MADAN W70 Willenhall

LEWIS, ANDREW W75 Worcester & Hereford  
Community

LUSHER, SAMANTHA B02 Birmingham Public Services

MAKUCH, DAWID M12 Magna Park

MALYS, MAGDALENA B88 Brownhills & Walsall Castings

MCCREADY, LISA S75 Stoke Unity

MILLER, RAY R36 Rocester JCB

MURPHY, JACQUELINE A02 Ambulance

NIYOMUGABO, EMMANUEL X10 Birmingham General

OBI, EWERE DESTINY A25 The Amazon Workers'

PICKERILL, PAUL N46 Newcastle & Chesterton

POOLE, IAN A17 Asda

PREECE, IAN W60 Wellington

ROWLANDS, NATALIE C40 B&WM Care Sector

SHARPE, HOLLY EM1 GMB EMAS

SHAW, LAWRENCE N90 NASUWT

SHORT, MILES S30 North Lincs Unitary

SOMES, HELEN S01 Sherwood Forest Hospitals

THOMAS, YVONNE C40 B&WM Care Sector

VENNELL, SANDI JEAN NT1 Nottingham Educational

WESTWOOD, JOHN-PAUL B76 Brierley Hill

WHILDING, ROBERT B26 Buxton

WILLIAMSON, ALISON B02 Birmingham Public Services

WINT, TRACEY P42 Professional Drivers

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## NORTH EAST, YORKSHIRE & HUMBER REGION (NEYH)

### REGIONAL SECRETARY

NOLAN, HAZEL

### SENIOR ORGANISERS:

DAVIES, PETER

### ELECTED ORGANISERS:

ALDWINKLE, ANDREW

MAUGHAN, LAURA

### REGIONAL STAFF:

FLETCHER, KAT

MORAN, MICHAEL

---

## LAY DELEGATES (66)

SURNAME, FIRST NAME, BRANCH

ATKINSON, SUE A61

AVERY, GRAHAM W22

BALL, IAN K20

BELL, ADAM N26

BELL, NATHANIEL H36

BLACKBURN, ADRIAN A57

BLAND, THOMAS H40

BOYES, PHILIP X20

BROWN, HEATHER JANE A61

BUTLIN, CLAIRE S15

CALVERT, TERENCE B24

CARTER, SHELAGH S38

COFFIELD, JAMES P55

DOUGLAS, DAVE S15

EQUIANO, HASHIM L27

FISHER, ELLEN W81

FOSTER, SUZANNE N39

FRANKS, KEITH Y10

GAMBLE, SARAH B06

GAMBLE, TERRY B06

GAVIN, CINDY X20

GIBSON, ANDREW L18

GILBERTHORPE, KENNETH Z22

GILLET, DOMINIQUE A56

GREGSON, JONATHON B30

HARGATE, PAUL S15

HARRIS, PHIL R62

HOOK, DOMINIC N33

HUNT, MICHELLE A61

JACKSON, MARTIN B14

JARVIS, GRAHAM Z22

KEMP, IAN STUART Z22

KENNEDY, ANDREW ANTHONY A36

KITCHEN, JACKY N39

KITCHENER, SIMON W81

LETTIN, CHRISTINE B14

LOCK, WILLIAM S15

LOCKWOOD, NEIL R75

LONGSTAFF, JOHNATHAN D30

MCKENNA, ROSALEEN L10

MCMANN, ALAN M25

METCALFE, TRACY D43

MILLER, TRACEY A61

MOAT, LEWIS R62

MORRELL, DEAN W22

MUDD, DARREN T18

PURNELL, STEPHEN W22

RAFIQ, NESAR X20

RHODES, PAUL W81

RIDDLE, DAVID W22

ROBINSON, LISA W22

SHAW, JULIE H72

SHEEHAN, SARAH S38

SOWERBY-SCOTT, SUE D30

SPEAKMAN, RICHARD Z46

STEELE, ANDREW B12

STEER, PHILLIP L14

THOMPSON, JOY D43

THOMPSON, CRAIG N64

TIMBEY, LESLIE D43

TIMPSON, SANDRA A57

UTTLEY, JAMIE S15

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## NORTH WEST & IRISH REGION (NWI)

### REGIONAL SECRETARY

WALKER, DENISE  
MCCARTHY, PAUL

### SENIOR ORGANISERS:

HOLDEN, NEIL

### ELECTED ORGANISERS:

ALMOND, MARIA  
ATKINSON, KAREN  
NASH, KERRY  
SMITH, NEIL

### REGIONAL STAFF:

DAVIES, JANET  
FARRINGTON, ROSS

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## LAY DELEGATES (54)

SURNAME, FIRST NAME, BRANCH

ALI, KAMRAN RMB1  
ALLEN, ANTONY M96  
BAMFORD, MARK P42  
BRADY, MICHAEL U88  
BURGESS, LEE L06  
COLLINS, TIMOTHY J06  
CUNNINGHAM, JENNIFER A76  
DELAHUNTY, PAT P41  
DENTON, MATTHEW V15  
DOHERTY, KAY W80  
DOWNEY, ANDREW B40  
DRAKE, MARCUS A76  
DURKIN, STEPHEN L33  
EARL, THOMAS C18  
FETHERS, JONATHAN M98  
FLANAGAN, KEVIN Q22  
FLATLEY, ALAN B16  
GIBLIN, JENNIFER N61  
GOULDING, BILLY M35  
GRAY, DAVID G40  
HARTLEY, SARAH A56  
HINDLE, PAUL OPS1  
JONES, PAULA G54  
KEITH, JAMES C15  
KONIG, ANTHONY K87  
LALKHAM, BERNARD J01  
LEIGH, DAVID A62  
LYONS, LOUISE N30  
MALCOLM, ALAN X02  
MARNELL, EDWARD Z15  
MCCANN, ANDREW B85  
MCCULLOUGH, CHRISTOPHER S70  
MCCULLOUGH, EAMON B91  
MCDONNELL, JOHN T20  
MCGAFFIN, LYNETTE M53  
MCGROARTY, CATHERINE W80  
MCGROTTY, AARON D78  
MERCER, LINDA A08  
O'HAGAN, NEIL V15  
PITCHFORD, JO B23  
PITCHFORD, RUTH B23  
PLIMLEY, WILLIAM W87  
RAWSTHORNE, BARBARA Y03  
RICHARDS, PAUL K28  
ROYLE, STEVEN A08  
SMITH, JASON L34  
SMITH, JOE W87  
SUTCLIFFE, DEREK P42  
TRICKETT, ANDREW B16  
TURNBULL, MICHAEL A62  
TURNER, PAUL N61  
WEAR, JOANNE C15  
WILLIAMS, THOMAS Q22  
WOODWARD, RYAN J05

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## GMB SCOTLAND (SC)

### REGIONAL SECRETARY

GILMOUR, LOUISE

### SENIOR ORGANISERS:

ARKISON, PAUL

### ELECTED ORGANISERS:

NIMMO, KIRSTY

### REGIONAL STAFF:

STEEL, RORY  
FLYNN, JANICE

---

## LAY DELEGATES (39)

SURNAME, FIRST NAME, BRANCH

AIRNS, ELIZABETH Lanarkshire NHS

BOYD, MARGARET Glasgow Nurses

CARR-POLLOCK, THOMAS Bathgate

CARSON, BRENDA Clyde Bonding

CHANNON, JOHN SGN

CHARLTON, MICHAEL Dundee 1

DRYLIE, ANNETTE Fife Public Services

FINN, MARY Glasgow NE&SW Health Service

FURIE, SHIRLEY West Dunbartonshire PS

GALE, MELANIE Glasgow NE&SW Health Service

GRAHAM, ROBERT Fife Public Services

GREENE, ALI Scottish Ambulance Service

HILL, NICHOLAS Stirling 1

KYLE, DREW East Ayrshire Council

LIVINGSTONE, DAVID North Ayrshire PS

LOGAN, ALEX Port Glasgow No4 Engineering

MACKENZIE, RODDY Dumbarton 2

MACKIE, GEORGE Inverness and Highland General

MACLEOD, LORRAINE Asda Retail

MARTIN, LIZ Private Care

MAXWELL, HAILEY Glasgow General Apex

MCINTOSH, GARY Scottish Gas

MILLER, BILL Glasgow General (APEX)

MITCHELL, CHRIS Glasgow 40

MOORE, JAMIE Glasgow NE&SW Health Service

MULLIGAN, MARY Scottish Ambulance Service

REICHLIE, CIORSTAIKH Glasgow Nurses

RITCHIE, KEVIN Aberdeenshire PS

ROBERTSON, CHARLIE LA Staff

ROBERTSON, THOMAS South Ayrshire PS

SCOTT, HARRY South Lanarkshire PS

SMITH, KENNETH Upper Clyde Eng Shipbuilding

SNEDDON, ALLAN Edinburgh and Lothians

THOMSON, ANDREW Scottish Security

THOMSON, SHONA Glasgow 1

WALKER, LINDA Edinburgh and Lothians

WILLIS, DAVID Aberdeen City

WILSON, TAM Glasgow General Apex



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## SOUTHERN REGION (SO)

### REGIONAL SECRETARY

BOWDEN, JUSTIN

### SENIOR ORGANISERS:

FEGAN, STUART

### MEMBERSHIP DEVELOPMENT

#### OFFICERS:

GRAFTON, PAUL

#### ELECTED ORGANISERS:

MCDERMOTT, JIM  
GORDON, MICHELLE  
NIXON, NICKY

### REGIONAL STAFF:

SHURGOLD, JULIE  
WIJE, ASHA  
CARLSON, ROB

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## LAY DELEGATES (44)

SURNAME, FIRST NAME, BRANCH

ADJE, CHARLES X98 LFB  
AHURLO, JOHN G36 Security  
APPLETHWAITHE, CHRIS T15 Thames Water  
BATALHA, TELMO C23 Carshalton  
BOYLE, JOSHUA E41 East Sussex  
BROWN, DAVINA C60 Croydon  
BUTLER, CHRIS S35 Spearpoint  
CHARLES, MARIA L26 Richmond & Wandsworth  
CLEMENTS, DAVE S13 SE Transport  
DAS, SHAMIK B59 Brussels  
DAVIES, CHRISTINA W47 Wilkinsons  
DE BRUXELLES, MARTHA W15 Wilts & Swindon  
DIAMOND, LUCY S69 SECAMB  
DONNELLY, ROBBIE D30 Dorset  
DWUM, FRANCIS G50 St. George's  
FERGUSON, MIKE B50 Sussex  
GOMEZ, JOSE B40 Bournemouth  
HARLINGTON, RICHARD S69 SECAMB  
HAYDOR, ALI S37 Southampton  
HIBBERD, CHRIS W27 Tolpuddle  
IJIEH, SYLVESTER G50 St. George's  
JACKSON, EARL L16 LB Greenwich  
JERROM, DAVID L17 LB Lewisham  
JOHNSON, LARA R26 Reading & Dist.  
KASSAM, LEILA X96 South London Universities  
KAY, CHARLES A10 ASDA Retail Area 1  
KETTELL, KATHY L26 Richmond & Wandsworth  
LAMEY-GOLDING, CHRISTINE L09 LB Lambeth  
LANGLOIS, TIM J11 Jersey  
LOVELL, BOB S42 Southampton Transport  
MILLER, LAURA L32 LB Sutton  
NEWMAN, ANDY W15 Wilts & Swindon  
NKUM, CHARLAINE K19 South London Gen  
PALERMO, NICOLETTA B50 Sussex  
PARSONS, JULIET E38 Environment Agency  
RAZA, SYED P29 S.Coast Gas & Utilities  
SALIASI, LINDITA C60 Croydon  
SILVERA, HORTENSE K19 South London Gen  
SONY, PAUL G36 Security  
THOMPSON, SHERINE M27 LB Merton  
WALLACE, EMMA H62 Evri  
WRIGHT, TROY D27 Dungeness Elect  
WRIGHT, NICK E41 East Sussex  
ZBOROWSKA HUGGETT, MARZENA M27 LB Merton

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## GMB WALES & SOUTH WEST REGION (WSW)

### REGIONAL SECRETARY

BRADY, RUTH

### SENIOR ORGANISERS:

ANDREWS, KELLY

BAKER, ADIE

HUGHES, NICK

### ELECTED ORGANISERS:

BROAD, ROSEMARY

DARCY, KATHERINE

### REGIONAL STAFF:

BRADY, JULIA

COLUCCI, DEBBIE

FUNNELL, ANNA

HOLDROFF, MICHELLE

HOYLES, TOM

MORLEY, KAREN

PETTY, CERI

WEEKS, JADE

WHYMAN, CAROLE

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## LAY DELEGATES (43)

SURNAME, FIRST NAME, BRANCH

ALLEN-A'HERNE, SARAH A50

BADMAN, MANDY R41

BAKER, GARETH C33

BOWLER, MARK R41

BREWER, DEREK C02

BUNKER, JAMIE B86

BUTLER, MAXINE W66

CARLSON, TRISTAN H03

CARLYON, CHRISTOPHER Y03

CHEDZEY, GEORGIA C48

COLE, ADRIAN W23

COUSINS, ERIC A03

DAVIES, IAN J15

EDWARDS, WAYNE M18

FELTON, MATTHEW M58

FORROW, JAYSON E02

FUNNELL, NEIL C22

GRIFFITHS, NICOLA M18

HEALY, YVONNE M58

HOOD, KATE S62

HUNT, PAUL W71

ISMAY, DEAN C02

JAMES, EMMA A55

JONES-WESTCOTT, REBECCA C31

LAYLAND, CLIVE C04

MARSH, CHRISTOPHER X45

MCGUIRE, PAUL W21

MILLS, ANDY B96

PACKER, BRIAN T11

PANDEY, SUNIL W23

PARR, PAMELA C10

REYNOLDS, STEPHEN W21

ROBINSON, SAM D19

ROGERS, PHILIP S62

STRACHAN-TAYLOR, JONATHAN C31

SUTTON, JEFFREY A55

THOMAS, PAUL P72

VINER, ANDREW C33

WARN, NIGEL D19

WILLIAMS, MATTHEW H03

WILLIAMS, SUZANNE C48

WILSON, MICHAEL D15

YOUNG, PETER A58

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## GUIDELINES FOR CONGRESS BUSINESS

These guidelines provide a broad, but flexible, framework for dealing with Congress business and have been drawn up in accordance with the Rules of the Union. They are intended as guidelines for the President, Congress and the Standing Orders Committee itself.

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### 1. CONGRESS

Congress is convened and delegates are elected subject to the provisions of the Union Rulebook. Congress shall conduct its business at the following times:

Sunday 4 June – Wednesday 7 June  
9.30am – 12.30pm, 2.00pm – 5.30pm

Thursday 8 June  
9.30am – Lunchtime

Changes in these times will be discussed between the President of Congress and the Standing Orders Committee.

### 2. STANDING ORDERS COMMITTEE

The Standing Orders Committee shall be appointed in accordance with Rule 9. The members of the Standing Orders Committee shall elect a chair from amongst their own number.

The Standing Orders Committee shall have power to recommend to Congress proposals on the conduct of Congress business as covered by these guidelines.

The Standing Orders Committee shall meet as and when may be necessary to arrange Congress business.

The Central Executive Council may appoint up to three Observers to advise Standing Orders Committee.

### 3. GENERAL MOTIONS AND RULE AMENDMENTS

Motions on general policy and to amend rules shall be placed on the agenda according to the provisions of the Rulebook.

It is the responsibility of the Standing Orders Committee at Congress to make recommendations to Congress for the handling of the agenda.

The Standing Orders Committee has three responsibilities in respect of Motions submitted to Congress:

1. The Committee shall determine whether or not each Motion is “in order” for debate at Congress i.e.
  - whether the motion ought to be dealt with by a more appropriate body (for example a JIC or a section or delegate conference);
  - whether, at a congress which is not a rules revision congress, the motion conflicts with a rule, or is an explicit rule amendment or would require a consequential rule amendment to give effect to its provisions;
  - whether the motion covers more than one subject;
  - whether, after consultation with the delegation, the provisions of the motion are still relevant and appropriate to the present situation (i.e. whether the motion has been “overtaken by events”);
  - whether the wording of the motion is incomprehensible;
  - whether at a rules revision congress, a rule amendment motion would leave a rule deficient;
  - whether the motion conflicts with a previous congress resolution that it does not expressly seek to overturn.

If a Motion comes within any of these categories, it shall be ruled “out of order” by the Standing Orders Committee, and the Committee shall recommend to Congress accordingly.

2. The Committee shall make proposals to Regional delegations on the withdrawal of a Motion in favour of another Motion on the Congress agenda. In determining whether to recommend the withdrawal of a Motion, the Committee shall ensure that the principles and proposals incorporated in that Motion are fully covered by the Motion that will remain on the agenda.

A Regional delegation is entitled to reject the Committee’s proposal to withdraw, and to allow its Motion to stand on the agenda.

If a Regional delegation agrees to the withdrawal of its Motion the Standing Orders Committee will, if it wishes, recommend the right to second the other Motion or the right to speak in support of it. The Standing Orders Committee will report the recommendation accordingly to Congress.

3. The Standing Orders Committee shall assist Regional delegations in the drafting of composite resolutions and shall make proposals and recommendations accordingly.

In determining proposals on composite resolutions, the Committee shall bear in mind the following points:

- that the principles and proposals of the Motions concerned are covered in the composite resolution
- that the wording of the composite resolution reflects the meaning of the original Motions.

The first Report of the Committee shall, as far as possible, report on agreed composite Motions, and/or indicate those Motions which are being considered for compositing and fix the time and place at which Regional delegations are required to meet the SOC either to discuss the compositing of Motions, or any other matters relating to Motions standing in the name of a Regional delegation.

In the event of a delegation failing to respond to an invitation to meet the SOC this shall be reported to Congress with the recommendation that the Motion shall fall.

If in the opinion of the SOC a Regional delegation has unreasonably declined to composite a Motion, this shall be reported to Congress with any recommendations that the Chair of SOC deems appropriate.

If it is proposed to composite Motions on which the CEC has adopted different attitudes, the CEC Observers shall consult with the General Secretary. The Standing Orders Committee and the Delegations involved in the proposed compositing shall be informed of the CEC attitude prior to the proposed composite being finalised.

If the Regional delegation agrees to a composite resolution, agreement will then be sought between the delegations concerned on which shall move and second the resolution and, where appropriate, which Regional delegation shall have the right to speak in support of it. The Standing Orders Committee will report the recommendation accordingly to Congress.

Priority in debate will be given to those delegates who assist in achieving a composite.

#### **4. EMERGENCY MOTIONS**

Any Delegate wishing to submit an Emergency Motion shall in the first instance seek the agreement of his/her Regional delegation that the Motion is an Emergency Motion. It shall then be referred to the Standing Orders Committee, which shall decide whether the Motion is an Emergency Motion after taking account of the following points:

- whether the Motion involves a serious

situation needing quick action

- whether the Motion relates to events that have occurred after the closing date for motions as prescribed in the Rulebook
- whether the Motion relates to a decision already taken by the Congress which is in session and would consequently amend or rescind the decision.

Emergency Motions can be composited.

#### **5. WITHDRAWAL OF MOTIONS**

If a Regional delegation wishes to withdraw a Motion in the name of a branch of the Region, or in the name of the Regional Committee, the Regional Secretary shall notify the Standing Orders Committee.

#### **6. MATTERS OF URGENCY**

Any delegate wishing to bring before Congress "a matter of urgency" not on the agenda shall in the first instance seek the agreement of his/her Regional delegation that the matter is one of urgency. It shall then be referred to the Standing Orders Committee, which shall recommend whether or not the matter is one of urgency, after taking account of the following points:

- whether the matter needs immediate decision and is a matter which is not (whether by Motion or otherwise) already on the agenda
- whether the matter could have been dealt with adequately in an ordinary Motion placed on the Congress agenda, or by an Emergency Motion.

The Standing Orders Committee shall inform the President of Congress and Congress of its recommendation. The President shall put the Motion that the matter be taken as a matter of urgency, and it is then the responsibility of Congress to decide whether the matter be so brought forward.

#### **7. CENTRAL EXECUTIVE COUNCIL**

The Central Executive Council has the right within rule to submit Motions to Congress. The Central Executive Council will notify Regional delegations of these Motions prior to their pre-Congress meetings.

The Central Executive Council shall have the right to submit Motions as "a matter of emergency" to Congress. The Central Executive Council should notify the Standing Orders Committee of their intention to do so.

Subject to the provisions of Rule 8, the Central Executive Council members should only speak at Congress where they are representing Central Executive Council policy. Where a Central Executive



## MAKE WORK BETTER

Council member is asked by his/her Regional delegation to speak to the Regional delegation's policy, he/she shall only do so provided the delegation's policy is not in contravention with Central Executive Council policy.

### 8. DEBATING PROCEDURE

The Procedure for debating Congress Motions shall normally be at the discretion of the President who will indicate to Congress wherever appropriate, the procedure or procedures he/she intends to adopt.

In determining the procedure for debating Motions, the President shall have regard to the following points:

- no resolution of the Congress in session can be amended, rescinded or negated by a subsequent Motion, at that Congress;
- precedence in debates shall be given to a Motion of the Central Executive Council;
- rule amendments take precedence in debate over general Motions;
- personal attacks on colleagues should not take place.

The Standing Orders Committee shall advise the President what Motions will fall if another motion or a Special Report is carried. If a CEC Special Report is carried then any Motions in opposition to the Report in whole or in part will fall and not be debated.

### 9. TIME LIMITS FOR SPEAKERS

The times for speakers will be recommended by the Standing Orders Committee, taking account of the amount of business on the agenda.

It may be necessary, in order that the business of Congress is properly completed, that time for speakers be curtailed. The Standing Orders Committee shall recommend revised times for speakers to Congress.

If, in the interests of saving Congress time, a Motion that the Central Executive Council is accepting without qualification is formally moved and seconded, there shall be no CEC speaker on the Motion.

### 10. VOTING

It shall be within the discretion of the President to determine the manner of voting, whether it be by a show of hands, a tellers vote or a card vote.

Only Delegates seated in the Congress Hall should vote. If, in exceptional circumstances, the President instructs that the doors to the Hall be closed, he/she should give prior warning to Delegates.

**Show of Hands:** The President shall call for those in favour to show, and shall then call for those against.

**Teller Vote:** The tellers elected for each Region shall, when the President of Congress instructs, count the hands raised In Favour. They will report this total to the General Member Auditors. The tellers then shall likewise count the hands raised Against, and similarly report the total to the General Member Auditors. The General Member Auditors shall report the result to the President.

**Card Vote:** A book of voting cards will be issued to each delegate. Each book will contain numbered cards marked "For", and cards marked "Against". The number on each card is to identify the number of the vote, and cannot be used to identify the individual voting. The appropriate voting card will be selected and used by the delegate to vote either "For" or "Against". The card must not be marked in any way, but placed in the ballot box provided by the teller.

When the President has decided that a card vote is necessary:

- a. tellers will provide a ballot box for each regional delegation;
- b. the President will announce the number of the card to be used – for example: 'Card Vote number 1';
- c. delegates will choose the appropriate numbered card, marked either "For" or "Against" from their book of voting cards and place it into the ballot box provided;
- d. once the President has announced 'Card Vote completed' tellers will take the ballot boxes to the General Member Auditors;
- e. the General Member Auditors will count the votes, and notify the President of the result
- f. President: The President of Congress shall have no vote. If there is a tied vote, then the motion shall fall.

### 11. VOTING FOR PRESIDENT AND VICE-PRESIDENT

The President and Vice-President of the Union shall be elected by Congress, in accordance with the provisions of Rule 12 and 13.

### 12. LITERATURE

No literature or leaflets – other than official GMB literature – may be distributed inside the Congress Building without the prior permission of the Standing Orders Committee.

Literature, wherever distributed, which is intended to influence the voting intentions of delegates to Congress, should be brought to the attention of the Standing Orders Committee.

**13. PREVIOUS CONGRESS DECISIONS**

The following Motions, carried at previous Congresses, relate to the conduct of Congress.

**1974 CONGRESS, BLACKPOOL, MOTION 257**

PRE-CONGRESS DELEGATE MEETINGS

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

PERIVALE BRANCH  
(London Region)

**1985 CONGRESS, BLACKPOOL, SPECIAL MOTION**

CORE RULE 34

Congress re-affirms the powers of the Central Executive Council as provided for within Rule to revise Officials' salaries and matters related to conditions of service.

CENTRAL EXECUTIVE COUNCIL

**1993 CONGRESS, PORTSMOUTH, MOTION 144**

CONGRESS DOCUMENTS

Congress agrees that at future Congresses, all documents provided by the Central Executive Council and any Motions with several components, shall be voted on by paragraph or section, where that year's Congress decides by a majority vote to do so. Congress can thus reject parts of documents and Motions without rejecting all that is presented.

MELTON GENERAL BRANCH  
(Midland & East Coast Region)

**1999 CONGRESS, BLACKPOOL, MOTION 9**

CONGRESS DEMOCRACY

Congress has previously resolved that Pre-Congress meetings should not determine an intractable attitude to resolutions from other regions until the conclusion of the general debate (1974 Congress).

Congress now demands the end of the practice of regions mandating delegates on any motions other than those of their own region, unless a major matter of principle is involved.

NORTH WEST LONDON BRANCH  
(London Region)

**2003 CONGRESS, BLACKPOOL, MOTION 11**

UNION DEMOCRACY

Congress calls for delegates to have democratic freedom.

It would be of assistance to have voting procedures explained at start of Congress.

At last Congress many delegates supported motions but voted against because they were instructed to oppose.

New delegates were not aware they could have free votes.

THAMES VALLEY BRANCH  
(London Region)

**CONGRESS 2017, PLYMOUTH, MOTION 1**

CONGRESS PROCEDURES

This Congress calls on the Standing Orders Committee and Central Executive Council to ensure that delegates are provided with a written copy of the CEC's stance in response to their motion (s) ahead of any Pre-Congress delegates' meetings as to better facilitate and inform lay members during Congress each year.

LOWESTOFT BRANCH  
(London Region)

**CONGRESS 2017, PLYMOUTH, MOTION 2**

SAVE MORE TIME FOR CONGRESS DELEGATES TO SPEAK

This Congress is concerned at the extended period over which the business of annual congress is conducted, and agrees the crucial importance of lay delegates having a full opportunity of contributing to the development of GMB policy.

We call upon Congress, therefore, to ensure that the time of this event is used as optimally as possible and, whilst accepting that paid officials and guest speakers have a role to play at Congress itself, to limit the amount of time set aside for their respective contributions.

TORBAY AND SOUTH DEVON BRANCH  
(Wales and South West Region)

**CONGRESS 2018, BRIGHTON, MOTION 8**

SPEAKERS ON MOTIONS

This Conference urges that, in the interest of the smooth running of Congress that, and to maximise the time allocated for open and meaningful debate, any motion that remains unopposed should have its speakers limited to the mover and the seconder.

Q78 BRANCH  
(North West & Irish Region)

# STANDING ORDERS COMMITTEE REPORT NO 1

## GMB CONGRESS 2023 STANDING ORDERS COMMITTEE REPORT NO 1

The business of Congress will be conducted in accordance with the Agenda, the Programme and the Guidelines for Congress Business, subject to changes at the President’s discretion.

### Times for Congress

The Standing Orders Committee wishes to draw the attention of Delegates to the starting times of the morning and afternoon sessions set out in the Congress programme as follows:

Sunday 4 June – Wednesday 7 June

9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Thursday 8 June

9.30 am – Lunchtime

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

### Times for Speakers

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

#### General Motions and Rule Amendments:

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

#### Officers’ Reports:

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

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

#### Special Reports and CEC Statements:

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

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

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

### Questions on Balance Sheet and Auditors’ Report

Questions on the Balance Sheet and Auditors’ Report must be submitted in writing to graham.dow@gmb.org.uk no later than 5.30 pm on Monday 5 June.

### Motions Out of Order

The Standing Orders Committee has ruled that the following Motions and Rule Amendment are Out of Order for the reasons specified:

#### Motion 5 Monaghan Report Recommendations

This Motion calls for recommendations in the Monaghan Report to be written into and adopted by GMB in the Rulebook. This would require rule amendments, but none have been submitted, and the Motion does not state where in the GMB Rulebook the Monaghan recommendations should be added.

#### Motion 6 Dignity and Fair Pay for Trade Union Workers

This Motion is not appropriate for Congress to debate as it involves matters relating to GMB staff terms and conditions which are not within the scope of Congress and is contrary to the Special Motion adopted at Congress 1985 (reproduced in the Guidelines for Congress Business) which reserves such matters to the CEC.

#### Motion 29 Equality Officers – A Full Time Role

This Motion is not appropriate for Congress to debate as it involves matters relating to GMB staff terms and conditions which are not within the scope of Congress and is contrary to the Special Motion adopted at Congress 1985 (reproduced in the Guidelines for Congress Business) which reserves such matters to the CEC.

#### Motion 32 Mileage Rates

This Motion is not appropriate for Congress to debate as it involves matters that are in the competence of the CEC to determine. Under Rule 33, Paying Expenses, the CEC will set scales of payments for expenses, fares, subsistence and loss of working time for members, representatives, and officials who carry out GMB business. The Motion is also contrary to the Special Motion adopted at Congress 1985 (reproduced in the Guidelines for

## MAKE WORK BETTER

Congress Business) which reserves such matters to the CEC.

### **Motion 33 Mileage Rates**

This Motion is not appropriate for Congress to debate as it involves matters that are in the competence of the CEC to determine. Under Rule 33, Paying Expenses, the CEC will set scales of payments for expenses, fares, subsistence and loss of working time for members, representatives, and officials who carry out GMB business. The Motion is also contrary to the Special Motion adopted at Congress 1985 (reproduced in the Guidelines for Congress Business) which reserves such matters to the CEC.

### **Motion 71 GMB as a Disability Confident Employer**

This Motion calls for GMB to sign up to be a Disability Confident Employer. This is a staffing issue because each level of Disability Confident accreditation covers matters that would normally be a matter for the union's internal staffing structures including the NNC such as recruitment processes, employment policies, and reasonable adjustments. These are not within the scope of Congress and is contrary to the Special Motion adopted at Congress 1985 (reproduced in the Guidelines for Congress Business) which reserves such matters to the CEC.

### **Motion 124 Delayed Parcel Deliveries**

This Motion calls for future recognition agreements with logistics and delivery companies to include clauses relating to delayed parcel deliveries. This motion ought to be dealt with by a more appropriate body, that is through the process of collective bargaining by GMB members in those areas and the relevant GMB committees.

### **Motion 142 The Police Force**

This Motion calls for all police staff to undertake an enhanced DBS check. This Motion ought to be dealt with by a more appropriate body, that is through the process of collective bargaining by GMB members in those areas and the relevant GMB committees.

### **Motion 144 Mandatory Risk Assessments for Staffing Ratios for Each and Every Classroom**

This Motion calls for mandatory staff ratios to be set up for Special Schools. This Motion ought to be dealt with but a more appropriate body, that is the two national schools committees.

### **Motion 146 Clear Cover Policy for School Support Staff**

This Motion calls for a cover policy in schools. This Motion ought to be dealt with by a more appropriate body, that is the two national schools committees.

### **Motion 157 National Campaign to Rescind Section 2 T & Cs within Ambulance Services**

This Motion calls for a national campaign to eradicate the use of section 2 terms and conditions in ambulance services. This Motion ought to be dealt with by a more appropriate body, that is the GMB National Ambulance Committee.

### **Motion 158 NHS Ambulance Workers Pension and Retirement Age should be aligned with other Emergency "blue-light" service workers**

This Motion calls for a campaign for ambulance workers to pursue a comparative pension retirement age with the workers above or for a "special class" arrangement to be applied. This Motion ought to be dealt with by a more appropriate body, that is the GMB National Ambulance Committee.

### **Motion 159 Standardised Meal and Rest-break Procedure and Penalty Payments across all NHS Ambulance Services**

This Motion calls for a national campaign to have a unified meal and rest break procedure with an updated penalty payments review across all NHS Ambulance Services. This Motion ought to be dealt with by a more appropriate body, that is the GMB National Ambulance Committee.

### **Motion 163 Ending Low Pay Culture**

This Motion calls for GMB to write to every local authority asking them to adopt the commitment to pay the Living Wage for employees, with protections for contracted staff. This Motion ought to be dealt with by a more appropriate body, as this is an industrial/JIC matter, and most council pay rates are governed through the NJC collective agreement.

### **Motion 221 Feeding Staff and Children to Support Concentration, Wellbeing, and Mental Health at all Schools.**

This Motion calls for support for free breakfast clubs and free meals for various groups including staff. This Motion ought to be dealt with by a more appropriate body as it could be part of a pay claim item, that is the relevant JIC or schools committees.

### **RA 286 Rule No 15 Clause 6**

This Rule Amendment proposes the use of Single Transferable Vote for electing a General Secretary and Treasurer. This method of voting can be used for statutory elections but is only relevant if there are more than two candidates standing for election, and there is no way of knowing how many candidates will stand. To make the proposed Rule Amendment workable, the amendment would need to be qualified to apply only where there are more than two candidates but does



## MAKE WORK BETTER

not do this. The proposed amendment would leave Rule 15 deficient, and GMB would have to instruct the Scrutineer to conduct a ballot using Single Transferable Vote even if there are only two candidates for election.

### Motions in line with Existing Policy

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

Motion 78 Pay Parity for Black Asian Minority Ethnic Workers – Time to Enshrine the Ethnicity Pay Gap in Law

Motion 83 Community Hubs for Mens' Well Being

Motion 84 Dignity at the Toilet

Motion 86 Neurodiversity in the Workplace

Motion 91 Help The Long Covid Sufferers

Motion 101 Pensions Triple Lock

Motion 104 Paternity Leave

Motion 118 Zero-Hours Contracts

Motion 123 North South Poverty Divide

Motion 130 Retail Workers Abuse is at a Record High

Motion 153 Equal Terms and Conditions within the NHS

Motion 190 No Back-Sliding on Windrush Compensation

Motion 194 Regulation of Sex Workers

Motion 197 Protect Trans Rights

Motion 201 Long Term Covid Sufferers should be viewed as having a disability

Motion 202 Period Poverty

Motion 205 Prevention of NHS Privatisation

Motion 207 Health Staffing and Training Commission needed to ensure enough medical staff are available to NHS

Motion 210 Misuse of Funding in the NHS

Motion 217 Academisation/'Hiving Off' All Schools

Motion 229 Energy Prices in the UK

Motion 235 The Pollution by the Water Industries of rivers and coastlines

Motion 236 Cut the Crap

Motion 251 Accessible Transport

Motion 253 Removal of Low Traffic Neighbourhoods

### Composite Motions

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

### Mobile Phones

If mobile phones are brought into the Congress Hall, they must be switched off at all times when Congress is in session.

### Film Cameras

The Standing Orders Committee has given permission for film cameras to be used in the Conference Hall. The Committee has been assured that filming will be carried out with no interference to Delegates.

### DVDs, Videos etc

Requests to play DVDs, videos, etc should be submitted to the Standing Orders Committee for approval prior to being shown at Congress.

### Bucket Collections

Requests for permission to hold Bucket Collections should be submitted in writing to the Committee by 11 am on the first morning session of Congress. (It is a term of Exhibitors' agreements with GMB that they will not request permission to hold a collection.) Requests must be submitted in writing by the Regional Secretary, and must have the support of the Regional Delegation. Priority will be given to requests for bucket collections which concern trade union or related issues. Where permission is granted, those requesting the collection must organise, count and bank the collection, if necessary liaising with the Congress office for support from Congress Stewards. They must then notify the Congress office of the amount collected, so that the President can inform Congress.

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

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



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## **STANDING ORDERS COMMITTEE MEMBERS**

Dudley, Karen (LO) – Chair

James, Darren (MI) – Vice-Chair

Rafiq, Nesar (NEYH)

Pitchford, Jo (NWI)

Finn, Mary (SC)

Palermo, Niki (SO)

Warn, Nigel (WSW)

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## **CENTRAL EXECUTIVE COUNCIL OBSERVERS TO THE STANDING ORDERS COMMITTEE**

Hope, David (NWI)

Welham, Bob (NWI)

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160	A GLOBAL TRADING SYSTEM THAT IS WORKER - CENTERED	LONDON
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## KEY




Motions and Rule Amendments marked with an  have been ruled as 'Out of Order' by the Standing Orders Committee and are listed in Standing Orders Committee Report No.1



Motions marked with  are in line with Existing Policy. They are reported in Standing Orders Committee Report No 1 and the policy positions are listed at the end of the Final Agenda.



Motions marked with a  followed by a number are port of a Composite Motion which are listed at the end of the Final Agenda.

# 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 Region

## 2. PREVIOUS MOTIONS SUBMITTED

This Congress appeals to Conference that the progress or otherwise of motions that have been previously submitted, should if not agreed upon by a resolution of Conference be re-submitted for discussion and appraisal.

This Congress feels that to discuss new motions is totally irrelevant until the previous motions have been discussed and voted upon.

### **N50 NOTTINGHAM NO 1 BRANCH** Midlands Region

## 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 Region

## 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 Region

# UNION ORGANISATION: GENERAL

## 5. MONAGHAN REPORT RECOMMENDATIONS

This Congress calls upon the GMB to ensure that all the recommendations in the Monaghan Report need to be written into and adopted by the GMB in its Rulebook.

### **S38 THE SHEFFIELD MUNICIPAL AND LIGHTER TRADES BRANCH** North East, Yorkshire & Humber Region

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## **6. DIGNITY AND FAIR PAY FOR TRADE UNION WORKERS**

This Congress notes that GMB is the recognised trade union for many trade union employers.

This Congress recognises the vital role that trade union staff play in supporting trade union members, by advising and helping organise workers, running ballots, facilitating industrial action, supporting trade union structures, committees and conferences, administering membership, communicating trade union struggles and demands to members and the wider world.

Trade unions as organisations that represent workers seeking to maintain and improve their conditions of employment, should themselves be model employers. Trade unions should ensure the highest possible standards and terms and conditions of employment for their employees.

Unfortunately, however this is not always the case. Trade union employees often face discrimination at work. There are far too many reports of bullying, sexual harassment, and victimisation, with Non-disclosure agreements (NDAs) sometimes used to avoid accountability. Trade unions as employers often fail to offer above inflation pay rises to their staff.

The Monaghan report found that our own union was institutionally sexist and that bullying and harassment are endemic within GMB structures. We welcome the work done thus far by the CEC Taskforce for Positive Change to confront sexism, racism, harassment within the union's structure.

We call on this union to ensure that trade union employers where we have recognition agreements conduct similar investigations into institutional inequality, bullying, harassment in their structures and ensure adequate policies and process are put in place to ensure trade union workplaces are safe.

We call on this union to reinvigorate cross branch meetings of Trade Union and Political Staff (TUPS) representatives.

Trade union staff like all other workers are facing a cost of living crisis. Trade union employers, including the GMB, should ensure staff are paid adequately and receive above inflation pay rises.

Trade Union staff work hard to support our struggles. Trade union staff deserve dignity at work and deserve a decent payrise.

This Congress thanks Trade Union staff for their work, especially during this time of heightened industrial strife.

## **X59 NORTH WEST LONDON BRANCH** London Region

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## **7. SENIOR LEADERSHIP TEAM OF THE UNION**

This Congress calls on the Central Executive Council to make the senior management/ leadership team accountable to the Executive.

Relevant minutes of their last meeting to be provided at the next Central Executive meeting and in addition to the National President and National Vice-President, an elected member or members of the Central Executive Council to attend all senior management/leadership team meetings.

## **G50 GRANTHAM COMMUNITY BRANCH** Midlands Region

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## **10. SUSTAINABILITY & ETHICAL FUTURE**

This Congress calls on the GMB to support this motion and create a policy.

We seek support for the GMB to take a sustainable and ethical approach to the removal of single use plastics across the Regions and to opt into a plant based only catering for conferences and regional buffets.

Climate change is a moral obligation on all of us, we must look at ways of being part of this change to ensure the health and future of our members and families. We are in a climate catastrophe. The survival of jobs across the country is dependent upon a planet to continue to live upon.

## **GMW1 GREATER MANCHESTER WASTE BRANCH** North West & Irish Region

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## **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 Region

## 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 Region

### 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 Region

### 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 Region

### 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



## MAKE WORK BETTER

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 Region

## UNION ORGANISATION: REPRESENTATION & ACCOUNTABILITY

### 20. REGIONAL BOUNDARY CHANGES

This Congress recognises a consequence of any regional boundary change, the total number of Central Executive Council member's decreases. Congress instructs the Central Executive Council to determine its membership.

This will include its minimum when it increases or decreases to reflect the Unions diversity structures and membership of the Union.

### G50 GRANTHAM COMMUNITY BRANCH

Midlands Region

### 23. SUPPORT FOR BRANCH REPRESENTATIVES

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 Region

### 24. SUPPORT FOR GMB REPRESENTATIVES

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 Region

## **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 Region

## **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 Region

## **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 Region

## **29. EQUALITY OFFICERS – A FULL-TIME ROLE**

This Congress believes that Equality is a belief that every trade unionist should embrace and support.

That equality must be fought for and be won for every member.

That the 5 strands of equality make GMB even stronger.

That progress has been made with the establishment of the Women's Campaign Unit and the newly elected National Race Organiser.

An organiser job is a full-time role, and when added the extra responsibility of Equality Officer, staff are completing the job of 2 staff members without any additional work sheet.

Recruitment campaigns with an equality focus have a part to play in helping to Make Work Better and grow our membership through positive recruitment.

Congress resolves that:

Each region to have a full-time organiser position with the focus of the role to be organising, empowering others and focusing on equality issues and campaigns with the self-organised strand groups.

Notes:

The GMB Union membership is made up of over 500,000 members.

The GMB Union has acknowledged that many of our members identify within an Equality Strand, with some identifying with more than one.

That each Branch is required to have a named Equality Officer within their branch as part of their Branch Plan.

That we have a National Equality Department with a full time Equality Officer for the GMB Membership.

That we have a National Equality Forum which meets, hosts a conference and tackles discrimina-

tion that many of us face.

**B23 BOLTON BRANCH**  
North West & Irish Region

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**UNION ORGANISATION:  
FINANCES & CONTRIBUTIONS**

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**32. MILEAGE RATES**

This Congress calls upon the CEC to change the current mileage claim rate for activists from 40p per mile to match HMRC rates (which currently stands at 45p per mile).

It seems a nonsense that we as a union fight constantly to ensure our members receive a fair reasonable mileage rate to cover increasing fuel costs and wear and tear on their vehicles, when as a union we fail to do the same for our own activists.

**B44 BEDS COUNTY BRANCH**  
London Region

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**33. MILEAGE RATES**

This Congress calls upon the GMB to insert into the GMB Rulebook that the GMB pay the HMRC Mileage Rate for members that use their own vehicles on GMB business.

**S38 THE SHEFFIELD MUNICIPAL AND LIGHTER TRADES BRANCH**  
North East, Yorkshire & Humber Region

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**36. MEMBERSHIP SUBSCRIPTION RATES**

This Congress notes that whilst we welcome the value to all members of the freezing of the subscription rate for union membership over the last two years, we recognise the membership of our union consists of various pay structures ranging between lower paid and higher paid workers. In the West Midlands Ambulance Branch for example, our lower paid members earning £10.90/hour pay the same subscription rate as higher earning staff earning £20.76/hour. The current subscription costs of lower paid branch members is over 130% of their hourly rate, whilst for our higher paid members the cost is only 70% of their hourly rate. Our lower paid members are effectively subsidising the subscription rates of our higher paid members.

Congress believes:

This flat rate subscription is unfair, unjust and unequal and does not reflect the core values of our union. The subscription rates of the union should reflect its values, be proportionate to the income of members and not be more expensive for our lower paid members than they are for our higher paid members.

Congress resolves:

That the union should begin a process of redressing this in order that a fair, just and equal system of contributions, reflecting our values, is established which more closely reflects a subscription rate of 100% of the hourly rate of all members.

**A02 AMBULANCE BRANCH**  
Midlands Region

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**38. REVIEW OF GRADE 2 GMB UNION RATES**

This Congress recognises that many working colleagues work part-time and pay rates of the GMB contributions accordingly.

Nevertheless, in some workplaces like Wilko (including not exclusively), part-time counts if you're doing up to 28 hours a week. May I add, majority of those part-time workers in Wilko are women.

However, GMB grade 2 rate is applicable for part-time contributions only for those who work under 20 hours per week. It seems that our colleagues who work just over 20 hours and below 28 hours fall into the full-time bracket rate, yet their contract of employment states "part-time worker".

As a result, there seems to be a large imbalance of the GMB contribution between those who work full-time and those who work part-time.

Congress recognises it is unfair for those working part-time. Hence, we instruct the CEC to do a full review of part-time workers grade 2 contribution rates and make the necessary changes, that to have GMB contribution rates and make the necessary changes, that to have GMB contribution rates more suitable for hours a week worked.

**L27 LEICESTER GENERAL BRANCH**  
Midlands Region

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**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 Region

## 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 Region

### 43. 24 HOUR HELP LINE FOR MEMBERS AND REPS

This Congress believes that there should be a 24 hour help/advice line for members and reps to call for advice in an emergency. Evening and weekends can be very challenging.

We urge this Congress to back this motion as the benefit to those in need of some advice and support would be one step towards the up-to-date union and meet the needs of our members' ever changing hours and work lives.

### C36 COALVILLE BRANCH Midlands Region



**44. TO SEEK A 24 HOUR LEGAL HELP LINE FOR MEMBERS** 

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 Region

**45. 24-HOUR LEGAL SUPPORT** 

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 Region

**46. GMB LEGAL SERVICES** 

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.



## MAKE WORK BETTER

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 Region

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#### **47. MAKE UNIONLINE GREAT AGAIN!**

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 Region

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#### **48. UNIONLINE NORTHERN IRELAND**

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 Region

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#### **49. CONVALESCENT VENUE FOR OUR MEMBERS**

This Congress During Covid times the invaluable convalescence home in Dawlish had to close its doors to members of our union and others.

Last year there was a motion to look into a suitable premise for this and unfortunately nothing suitable was available.

The CWU owned Elstead Hotel and training centre in Bournemouth has the facilities and trade union background to operate as an appropriate convalescent home for our members needing a place to go. We have GMB members and a solid recognition agreement here.

Congress, we request that the GMB look into this venue and the options available to use this venue with other unions to have the appropriate facilities, to allow the members there stability in their employment and our members needing time to recover from illness.

### **X20 LEEDS CENTRAL BRANCH** North East, Yorkshire & Humber Region

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#### **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.

## MAKE WORK BETTER

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 Region

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## 51. RACE AND EMPLOYMENT TRIBUNAL CASES C5

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 practicable at Congress 2024 with findings and recommendations.

### E10 EALING BRANCH London Region

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## 52. ENSURING EQUAL ACCESS FOR GMB UNION'S SUPPORT OF BLACK MEMBERS IN RACE DISCRIMINATION CASES C5

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 Region

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## 53. ET CASES LINKED TO RACE DISCRIMINATION C5

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.

## MAKE WORK BETTER

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 Nosakhere. 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 Region

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#### 54. EMPLOYMENT TRIBUNAL CASES LINKED TO RACE DISCRIMINATION C5

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 Nosakhere. 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 Region

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#### 55. ET CASES LINKED TO RACE DISCRIMINATION C5

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 Region

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## UNION ORGANISATION: EDUCATION & TRAINING

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#### 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 Region

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### **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 Region

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### **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 Region

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### **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.



## MAKE WORK BETTER

- 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 Region

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#### 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 Region

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#### 62. MENTAL HEALTH TRAINING

This Congress recognises that we are in the middle of a mental health crisis in the UK.

With 1 in 4 people experiencing a mental health issue each year and these figures roughly increasing by 500,000 people per year.

Our reps find themselves in the thick of the crisis in the workplace, on a daily basis. Increasingly, this happens during the representation process whilst supporting the member through issues they face with their employer, but it is also outside of this process. With members coming to reps looking for a sympathetic ear and some direction or guidance.

This is, in itself, having an increasing effect on our reps and we urgently need to support them.

Therefore, we ask the CEC to instruct a review of the reps training program, with a view to including a Mental Health First Aid course as a standard part of the GMB@Work introductory training.

This will give them a better understanding of how best to:

- Help members.
- Promote mental well-being in the workplace.
- Help and support mental health champions.
- Help to organise mental health support groups.
- Signpost information to members.

Congress acknowledges that our reps are working hard for our members and that we must ensure that they have all the tools they need to do this the best they can.

### L10 LEICESTERSHIRE BRANCH Midlands Region

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#### 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 Region

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#### 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 Region

**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 Region

**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 Region

**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.

## MAKE WORK BETTER

- 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 Region

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#### 68. MORNING STAR ATTACKS ON TRANS RIGHTS

This Congress finds the attacks by the Morning Star newspaper abhorrent and out of line with the GMB supportive stance on Trans Rights.

This Congress resolves that the Secretary, President and CEC will consider the Morning Stars position at their next meeting and if necessary, sever all ties with that publication.

### A55 BRANCH – AVON & WESSEX Wales & South West Region

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#### 71. GMB AS A DISABILITY CONFIDENT EMPLOYER

This Congress is aware of our longstanding 2006 policy that all GMB Offices should be DDA compliant and accessible as they can be.

We need to ensure that we are seen as a disability friendly employer and that we have inclusive recruitment practices and policies.

We call on GMB Union nationally to go further and to sign up to be a Disability Confident Employer and show a positive commitment to the employment of and facilities for disabled employees and visiting members.

### B44 BEDS COUNTY BRANCH London Region

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#### 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 #MyNames

### A50 BRANCH Wales & South West Region

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#### 74. STOP USING THE TERM BAME!!

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"***.

## MAKE WORK BETTER

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 Region

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## **75. STOP USING THE TERM BAME!!**

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.

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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 Region

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**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.

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 Region



## 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 Region

### 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 Region

### 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



## MAKE WORK BETTER

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 Region

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#### 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 Region

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#### 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.

## MAKE WORK BETTER

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 Region

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#### **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

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#### **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 Region

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#### **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 Region

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#### **87. DISABILITY PASSPORT PUT INTO LEGISLATION**

This Congress we ask that you recognise that members with disabilities are all too often falling through the cracks in the workplace, where reasonable adjustments either aren't being put into place or get forgotten about due to a change in management, this needs to stop.

If we had the Disability passport in place as compulsory legislation then we could use this to ensure our member were given the correct support in the workplace by all employers not just those who chose to follow it. We shouldn't have to always explain and fight to get what is a basic right for our members. If we make this legislation this would greatly improve the massive turnover of employees with disabilities who are forced to leave their jobs by unscrupulous employers, as it would ensure they are getting what they need to stay in the workplace.

### **N39 DURHAM AND TEES HEALTH AND SOCIAL CARE BRANCH**

North East, Yorkshire & Humber Region

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#### **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 Region

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## **EMPLOYMENT POLICY: HARASSMENT & ABUSE**

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### **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 Region

# 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 Ill 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 Region

## 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

## 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 Region

## 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.



## MAKE WORK BETTER

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 Region

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#### **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 Region

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## **EMPLOYMENT POLICY: PENSIONS & RETIREMENT**

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#### **96. REDUCTION OF THE NATIONAL RETIREMENT AGE**

This Congress recognises that the continued increase of the retirement age is detrimental to our members. C6

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 Region

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#### **97. STOPPING THE INCREASE IN PENSION AGE** C6

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 Region

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#### **98. RETIRE AT 68** C6

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.



## MAKE WORK BETTER

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 Region

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#### 99. WILL MY CHILDREN EVER GET A PENSION?

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 Region

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#### 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 Region

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#### 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 Region

**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 Region

**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 Region

**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 Region

**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 Region

**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

## MAKE WORK BETTER

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 NOI BRANCH**

London Region

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## **107. STOP THE EROSION OF WORKERS' RIGHTS** C7

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 Region

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## **108. THE RIGHT TO WITHDRAW OUR LABOUR** C7

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

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## **109. CAMPAIGN TO ABOLISH THE MINIMUM SERVICE LEVELS BILL** CB

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

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## **110. MINIMUM SERVICE LEVELS** CB

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,

## MAKE WORK BETTER

- 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 Region

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### 111. THE GOVERNMENT WANTS TO MAKE IT ILLEGAL FOR SOME SECTORS OF THE WORKFORCE TO GO ON STRIKE

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 Region

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### 112. PROTECT THE RIGHT TO STRIKE

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 Region

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### 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 Region

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#### **114. TORIES BONFIRE OF THE EU WORKER RIGHTS AND WORKPLACE SAFETY**

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 Governments actions
- Highlight the actions of the UK Government at every opportunity to obtain condemnation of this government's actions.

### **M23 GMB UNITE BRANCH** London Region

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#### **115. REPEAL THE EUROPEAN REFORM LAWS BILL**

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 Region

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**116. A FAIR DEAL AT WORK** 

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 Region

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**117. DEFENDING A NEW DEAL FOR WORKERS.** 

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 Region

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### **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 effects 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

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### **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,

**MAKE WORK BETTER**

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 Region

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**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 Region

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**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 Region

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## 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 Region

### 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 Region

## 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 Region

### 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 Region

**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 Region

**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 Region

**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 Region

**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 Region

**135. THIRD SECTOR WORKERS**

This Congress notes that according to the National Council for Voluntary Organisations (NCVO) 2022, the sector contributed £20.2billion (1% of total GDP) to the economy in 2019/20, with a total income of £58.7billion, 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



**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 Region

**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 Region

**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 Region

**INDUSTRIAL AND ECONOMIC POLICY: PUBLIC SERVICES**

**140. CARILLION COLLAPSE- LESSONS STILL TO BE LEARNED ON OUTSOURCING CHARGES AND AUDIT MARKET** c12

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 primarily 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 Region

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**141. PRIVATISATION MONITORING SUCCESS** C12

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 Region

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**142. THE POLICE FORCE** X

This Congress would like to bring the following motion to the attention of this congress.

The Police should be mandated to go through an enhanced DBS checks and for any cases of domestic abuse and sexual offences to be investigated by an individual organisation not affiliated with the Police force.

There should be no exceptions for anyone applying to the police force

Over the past few years, we have witnessed the allegations of domestic abuse, sexual offences and murders inflicted on members of the public by the Police.

The recent murder of Sarah Everard has stained the reputation of the Police force and created a culture of fear and lack of trust towards the Police in the country.

The shocking murder of Sarah Everard who was walking home from a friend's house when she was stopped by the off-duty Metropolitan Police Officer Wayne Couzens, has brought a deep sense of distrust towards the police.

Couzen identified himself as a Police Officer, then handcuffed Sarah and placed her in the back of his car and drove her to Dover, where he committed the most heinous crime against her.

The list of concerns involving his behaviour were never investigated however, he remained on the Force even when his colleagues had named him the “rapist”, yet no one brought this to Senior Officers due to the culture of the Met.

In recent weeks David Carrick has been convicted of a horrific campaign of rape and abuse against women. Due to the culture of Police officers, he was left to commit 48 offences against women and used intimidation towards members of the public to silence his victims.

Metropolitan Police Commissioner Sir Mark Rowley has said:

*“We are determined not only to root out those who corrupt the Met, but to do everything we can to ensure women both those who work in the Met and London, have more confidence to report domestic and sexual abuse—and to know that when they come forward, action will be taken.”*

Along with these crimes there have been numerous areas of standards where police which have fallen short of what is expected of a servicing member of the police force such as the two sisters who were murdered in the park and the Police Officers who were sent to protect the bodies, ended up taking pictures and sharing them through WhatsApp with fellow despicable colleagues.

The Macpherson report found Institutional Racism was rife throughout the Met both individual and at an institutional level. We now have recent evidence to show not only racism, but misogyny and homophobia is rife.

The Police have decent, hardworking police officers who are committed to protecting and service the community, but the actions of few are creating fear into the minds of the members of the public. New recruits need to feel empowered and protected to come forward with any information concerning their fellow colleagues without reproach and with integrity.

LO9 Lambeth Branch is requesting that a motion is carried that New Recruits and those in positions in the police go through an enhanced DBS checks and there to be no exceptions for anyone applying for a position in the force.

As well Police should mandated go through an enhanced DBS checks and for any cases of domestic abuse and sexual offences to be investigation at the internal stage by an individual organisation not affiliated with the police force.

**LO9 LB LAMBETH BRANCH**  
Southern Region

**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”

## MAKE WORK BETTER

- > Call on the new Lord Chief Justice to recognise the GMB as the representative union of Judges

### J25 GMB JUDGES BRANCH Southern Region

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#### 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 Region

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#### 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 assis-

tants 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 Region

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#### 149. A NATIONAL SOCIAL CARE SERVICE

This Congress is appalled at the Government's response to the Coronavirus leaving vulnerable persons and heroes that care for them unprotected and the number of Care Homes being put into special measures.

Congress calls for the GMB to lead a Campaign seeking for a National Care Service with clear instructions to the Government:

1. **A Real Living Wage** for all Care Workers as an absolute minimum.
2. **A Workable Contract of Employment** for all Care Work to include Contractual Hours, pay for all hours on duty, Sleep in's, Travel time, Sickness and Holidays.
3. **Professional Standards** the Care Certification to be upgraded and expanded the Professional Registration be Standardised throughout the UK.
4. **Partnership Working Group** of Commissioners, Providers, Government and Trade Unions to be established to action all solutions.
5. **Emergency Government Funding** as the current measures have got to stop never to be allowed to happen again.

### E12 EAST DEREHAM BRANCH London Region

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#### 150. PROFESSIONALISATION OF CARE WORKERS IN ENGLAND

This Congress needs to support our care members to provide the care that our most vulnerable people deserve.

GMB needs to do this by supporting our campaign to professionalise care workers in England.

Our care co-workers in Wales are already accountable and professional with their pin registration. Nurses require pin registration. Why would England not want their carers to be registered with pin numbers? Why are we happy for carers to be unskilled, overworked, unqualified and undervalued?



## MAKE WORK BETTER

Carers are vital. We are skilled. We are company for the loneliest people. We provide dignity and quality of life to the most vulnerable.

Care workers in England deserve and need professionalisation.

### **C40 CARE SECTOR BRANCH** Midlands Region

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#### **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 Region

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#### **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

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#### **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 Region



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**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 BARNESLEY HEALTH BRANCH**

North East, Yorkshire & Humber Region

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**155. JOB EVALUATION MANIPULATION MUST END**

This Congress commits to a campaign to end Manipulation of the Job Evaluation Scheme in the NHS.

Managers are being promoted – with no apparent need – Managers do not have appropriate qualifications.

Lower banded staff are discouraged and prevented from having legitimate and justified reviews of Job Evaluation whilst Senior Managers pushed through reviews for their pals with a few days.

**B14 BARNESLEY HEALTH BRANCH**

North East, Yorkshire & Humber Region

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**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 Region

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**158. NHS AMBULANCE WORKERS PENSION AND RETIREMENT AGE SHOULD BE ALIGNED WITH OTHER EMERGENCY 'BLUE-LIGHT' SERVICE WORKERS**

This Congress calls on the CEC to campaign for a comparative pension and retirement age for NHS ambulance workers aligned with other emergency 'blue-light' service workers.

NHS ambulance workers are very often the first healthcare professionals the public will come into contact when they become ill or suffer from any sort of trauma. Likewise, we all watch those documentary series programmes which portray the ambulance travelling extremely fast on blue-lights to someone in distress or with an injury – and we as viewers share that sense of relief as the ambulance crew or the rapid response car arrives on scene, because we know that the injured person will be okay now – as the NHS professionals have arrived and will make this person well again.

But do you ever think what happens to that ambulance worker of the long-term effects that this has? As you become older, many ambulance workers suffer with common medical ailments of stomach and abdominal problems, muscular-skeletal problems in back, neck, knees and shoulders, as well as suffering problems associated with mental health. When you compare the ailments to the nature of the work of ambulance personnel – there are clear links. Many ambulance workers don't often retire at full retirement age because of illness or injury and will often have their careers terminated well before this.

Given the medical conditions outlined, many ambulance workers will be expected to work beyond their retirement age of 66 years, as currently there is no provision for ambulance workers to retire with full unreduced benefits at the age of 60 years, like those workers in the Fire or Police services.

Lord Hutton in his 2011 report titled Independent Public Services Pensions Commission stated, "However, for the uniformed services – the armed forces, police and firefighters – where pension age has historically been lower to reflect the unique nature of their work a pension age of 60 is appropriate."

There had been a scheme within the NHS called 'Special Classes' which although now closed, did apply to some Nurses, Physiotherapists, Midwives, Health Visitors and Health Care Assistants – if the criteria were met.

We ask that the GMB campaign on behalf of ambulance workers only, to pursue a comparative pension retirement age either to that of the Fire and Police services or, consideration for an NHS 'Special Class' arrangement that was utilised before for some NHS workers.

**N61 NWAS BRANCH**  
North West & Irish Region

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**159. STANDARDISED MEAL AND REST-BREAK PROCEDURE AND PENALTY PAYMENTS ACROSS ALL NHS AMBULANCE SERVICES** 

This Congress calls on the CEC to standardise meal and rest-break procedure and penalty payments across all NHS ambulance services.

NHS Ambulance Service employers are obligated to give ambulance workers one unpaid meal break and one paid rest-break on any shift which has a duration period of longer than 8 hours. Routinely, because of workload pressures, ambulance workers don't always receive an unpaid meal break until very late into the shift or occasionally, will not get the opportunity to have a meal break. Moreover, rest-breaks are regularly denied or cannot be taken, because of the same demands of work.

Aligned to this, employers will ask ambulance workers to be available to respond to emergency calls, and if needed, to be disturbed while having a designated meal break to attend an emergency call – commonly, rest breaks can be interrupted by the employer and without permission from the ambulance worker.

Discretionary payments are made to ambulance workers for interrupted meal breaks and payments are made should an ambulance worker receive a late unpaid meal break or, does not get the opportunity to have an unpaid meal break.

However, meal and rest break penalty payments and process differs in each NHS ambulance trust and as many of these trust agreements were drawn up many years ago, those penalty payments have not increased in line with the equivalent inflation increases. Therefore, we call on GMB to lead a national campaign to have a unified meal and rest-break procedure with an

updated penalty payments review across all NHS Ambulance Services.

**N61 NWAS BRANCH**  
North West & Irish Region

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**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 Region

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## **INDUSTRIAL AND ECONOMIC POLICY: PAY**

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### **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 Region

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### **162. COST OF LIVING PAY**

This Congress recognises that millions of people

across the UK are struggling to survive a cost-of-living crisis. Congress is clear that this crisis exists because living costs are rising much faster than pay, caused, and exacerbated by global private profiteering, government decisions and mismanagement of the economy.

Tory Ministers want workers to pay for the crisis, while continuing to provide their friends in business with profitable contracts, tax breaks and favours.

This congress condemns the Westminster government's policy of tight constraints on public sector pay in the UK and opposes the austerity policies of successive Westminster governments.

Congress believes that all workers deserve RPI pay rises that maintain their standards of living. Furthermore, congress supports pension and social security inflation rises to ensure that living standards are maintained throughout society.

This congress instructs the CEC to campaign vigorously, in collectively with affiliates, to make sure that public sector pay rises match inflation, and to ensure that public sector pay rises match inflation, and to support and leverage affiliates campaigning on pay, including:

- i. A united campaign of recognised public sector trade unions to challenge austerity, pay cuts and the increased cost of living
- ii. Campaigning for investment in public services necessary to protect resilience and improve the pay of public sector workers and to avert a deeper recruitment and retention crisis
- iii. Produce, on a regular basis, detailed briefings and other materials that explore the issues behind the major political/ economic choices and decisions made in the UK.
- iv. Congress asks the CEC to take the necessary steps, in conjunction with affiliated unions and involving all political, industrial, and legal means, to secure a decent pay rise for all workers.

**X12 CARDIFF & DISTRICT**  
Wales & South West Region

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### **163. ENDING LOW PAY CULTURE** ✖

This Congress notes that several councils have recently made statements confirming that they will pay the living wage to their in-house employees. Whilst this union recognises that this is a welcome first step towards ending the long established exploitation of many who provide essential services for council tax payers, this does not prevent the on-going low pay culture for contracted out services.

Some councils are beginning to recognise this.

Wandsworth's new Labour Council, says that all new town hall contracts signed with external companies will now include requirements that they pay their staff an enhanced level of pay.

GMB believe that contracted-out services should ultimately be brought back in-house, but this commitment to increasing wages for the people who deliver a range of crucial frontline services will support lower paid workers struggling to make ends meet in the cost of living crisis and should be commended.

The new Labour Council leader said 'We are committed to making sure that anyone working on a council contract in Wandsworth is paid a decent wage for a decent day's work.

This includes people who do some of the borough's most difficult and challenging jobs, including those who clean our streets, collect our refuse and recycling and care for the sick and elderly in care homes.

"There is no moral justification for paying people less, especially at a time when household bills are going through the roof and families are struggling. Under my administration, any company that tenders for a council contract will need to guarantee that their workforce is paid the London Living Wage as a minimum."

The recognition of the fact that contracted out services will be subject to the same commitment is positive, however many existing contracts have years to run and this leaves many front-line staff who care for our elderly, clean our streets, maintain our parks and clean our estates with pay which effectively discriminates against them. If there is no moral justification for two-tier pay, then this must be acted on now and not in 5 years time.

GMB resolve to mount a national campaign to end low pay culture and will do the following:

1. Write to every local authority asking them to adopt the commitment to pay the living wage for its employees, with protections for contracted out staff.
2. Where local authorities refuse to adopt such a commitment, GMB will focus campaigning on both the local authority employer and contractors.
3. Where existing contracts are in place which underwriting on-going low pay, GMB will also campaign for local authorities to pay a supplement to ensure poverty wages are ended immediately.
4. As a matter of urgency, GMB will attempt to build membership and support strike action for members in services which continue to be blighted by two-tier workforce exploitation.

**L26 RICHMOND & WANDSWORTH BRANCH**  
Southern Region

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**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 Region

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**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.



## MAKE WORK BETTER

It is deeply unfair than 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 Region

## 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

### 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.

**C11 CAMBRIDGE 2 BRANCH**  
London Region



## 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 citizens 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 Region

### 169. THE REVOCATION AND REFORM BILL

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, its 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 Region

## POLITICAL: THE LABOUR PARTY

### 171. LABOUR PARTY MIXED ECONOMY POLICY MUST MAKE PRODUCTIVITY GROWTH AND INVESTMENT TOP PRIORITY

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 Region

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#### **172. LABOUR AND TUC SHOULD PLAN A VERSION OF THE USA INFLATION REDUCTION ACT IN THE UK**

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 Region

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#### **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

## **MAKE WORK BETTER**

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.

### **I35 ISLINGTON & HARINGEY BRANCH** London Region

## **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 Region

## 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 Region

### 180. CHANGE THE WAY ASYLUM SEEKERS ARE PROCESSED TO FILL THE SKILLS GAPS IN UK JOBS

This Congress notes that there is an opportunity to offer asylum seekers who want to work to pay their way rather than being tied up in legal paperwork stopping them from being able to pay their way rather than supporting the lack of skills in this country. We should utilise their skills enabling some vacancies to be filled where we have employment gaps.

According to Logistics UK, supply chain crises had fallen by 30,000 in the first quarter of 2022- just one example of jobs the UK supply chain could benefit from.

The cost of asylum reform in the UK from Priti Patel according to the Independent will cost the taxpayer £2.7 Billion.

Asylum seekers pay traffickers their life savings risking them and their families as they cross the channel, when they could pay as little as £60 to fly on a cheap airline, who will make sure they arrive safely without the huge border costs we see today.

We need a system that allows Asylum Seekers to prove their worth and be given favourable status. This would benefit the economy, bring the cost of processing down and make them feel wanted and feel they have contributed and make them feel part of this great multicultural country we all love. This would bring taxpayers costs down and show equality and respect to those in need.

**B22 BRAINTREE & BOCKING BRANCH**  
London Region

### 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.

## **MAKE WORK BETTER**

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 Region



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## SOCIAL POLICY: GENERAL

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### 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 Region

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### 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 Region

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### 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.

## MAKE WORK BETTER

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%
England	77.49 per 1,000 people	+5.86%
Wales	75.16 per 1,000 people	+4.86%
Northern Ireland	52.44 per 1,000 people	+8.16%

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 Region

#### 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 Region

## 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 Region

### 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 Region

### 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 Region

**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 Lakeland 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 Region**

**193. CAMELL 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 Region**

**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 Region**

**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 Region

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**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 Region

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**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 Region

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**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 Region

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**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

**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 Region

**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 Region

**206. NHS** 

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 Region

**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 £3billion 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 (EAS) BRANCH**  
London Region

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**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.

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 Region

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**209. DOCTORS SURGERIES** 

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 Region

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**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.

## **MAKE WORK BETTER**

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 Region

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#### **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 Region

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#### **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 Region

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#### **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 Region

**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

**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 Region

**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 Region

**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 Region

**221. FEEDING STAFF AND CHILDREN TO SUPPORT CONCENTRATION, WELLBEING AND MENTAL HEALTH AT ALL SCHOOLS**

This Congress notes that as a nation we need to provide free school meals for all pupils, teachers and staff in primary and secondary schools.

This will help families who need to cope with the declining situation we are finding ourselves in, with the cost-of-living rising rapidly due to rampant inflation! Parents and carers having to decide between heating or eating is causing mental health issues such as stress and anxiety. Children pick up on this, which causes them to be anxious, resulting in poor concentration, as does being hungry if the family cannot afford sufficient and good quality food. Not being able to eat just damages the improvement of quality in learning, children missing out on breakfast and lunches while others may be entitled to free school meals.



This doesn't stop here, teachers and support staff are giving more than just their working time to help with their pupil's education, whilst they are also suffering from the cost-of-living crisis.

Congress, we need to give our children the best chance in life, not only for their sake but for the future prosperity of the nation.

The staff who keep our children safe and are giving them the best chance in life are struggling too, we must recognise this and recognise all their achievements.

We ask you to support free breakfast clubs and free meals for all students in primary and secondary schools, also including our hard-working teachers and staff who start early and finish late for the love of their jobs.

This will provide for clearer minds for learning and teaching, and for parents and carers knowing that their children are receiving at least one good meal and breakfast, which means they are at school on time ready for the day ahead.

Let's not discriminate, let's help families that struggle with the cost of living and let's help our children's education, with keeping them fed giving them a clear head to study. This will help many people's state of mind, reducing the risk of stress when they are faced with the dilemmas of today's economy.

**B22 BRAINTREE & BOCKING BRANCH**  
London Region

**SOCIAL POLICY: SOCIAL CARE**

**222. BRING LOCAL AUTHORITY CARE PROVISION BACK IN-HOUSE**

This Congress acknowledges the amazing work of care workers up and down the country. These are the same carers who carried on throughout COVID with poor PPE provision, who gave up family life to protect the nations vulnerable residents and continue to look after the most vulnerable in society. These are the carers we clapped for every week.

However, Congress should know that the majority of our members want to see social care put back in public ownership receiving the same recognition as NHS health care workers. We recognise the difficulties of this ask as the majority of Local Authorities have outsourced their responsibility for their residents and have placed their care with the private sector.

The care sector has an ageing work force and as

of today has at least 165,000 vacant posts, more than the NHS right now. Congress, we should be fighting for the care workers of this country to be recognised for the work they do, and it is our belief that if these care workers were in the employ of the Local Authorities, they could receive better terms and conditions for providing their services, they would have the ability to join the Local Government Pension Scheme, have nationally recognised terms and conditions under the NJC Green Book, improved pay, improved training and would also be much more likely to be working for an employer where GMB are already recognised.

Our veteran retired nurses, cleaners, highways and shop workers who reach old age and need the country to look after them should not be sold to the lowest bidder, they should receive the highest standard of care with care staff that are paid fairly. When it comes to private providers, inevitably they enter the market for one reason - profit. Congress, much of this profit is in offshore bank accounts, many do not even pay into the tax system of this country but use taxpayers' money to profit on the back of our low paid care worker members.

We call on Congress to campaign to bring back in-house care provision for all Local Authorities, and for GMB's call for £15ph for care workers to be included in the pay talks for 2024.

**C15 PUBLIC SERVICES BRANCH**  
North West & Irish Region

**223. INCREASE THE THRESHOLD OF SAVINGS WHEN HOME OWNERS HAVE TO GO INTO CARE**

This Congress instructs the CEC to re-look at the threshold allowed when the home owner has to go into care. The figure is now too low and needs to increase. The CEC should set up a survey to find out the implications of this action with the aim of increasing the threshold amount.

**R36 ROCESTER/JCB GENERAL BRANCH**  
Midlands Region

**224. KEEPING PRESSURE ON LABOUR REGARDING SOCIAL CARE COMMITMENTS** C15

This Conference is concerned that yet again this Government has put social care reform on the back burner. Much needed reform has been talked about for decades and yet nothing is changing. Labour has pledged that should they get into Downing Street the first item of business will be Social Care and the full implementation of Frederick Curzon reform bill with a pledge to fixing a broken social care system.

Therefore, we call upon GMB to take every opportunity to keep pressure on Labour so that they do not renege on their commitment to make Social Care Reform the first priority when elected



to Westminster.

We also call on GMB to keep the pressure on Welsh Labour to honour their pledge of a fairer funded system in Wales by 2023.

**R45 RHONDDA CYNON TAFF BRANCH**  
Wales & South West Region

**225. KEEPING PRESSURE ON LABOUR REGARDING SOCIAL CARE COMMITMENTS** C15

Congress notes:

That it is concerned that yet again this Government has put social care reform on the back burner. Much needed reform has been talked about for decades and yet nothing is changing. Labour has pledged that should they get into Government the first item of business will be Social Care and the full implementation of Frederick Curzon reform bill with a pledge to fixing a broken Social care system.

Congress resolves:

- That we call upon Congress to take every opportunity to keep pressure on Labour so that they do not renege on their commitment to make Social Care Reform the first priority when elected to Westminster.
- We also call on the CEC to support the GMB to keep the pressure on Welsh Labour to honour their pledge of a fairer funded system in Wales by 2023.

**RCTCBC R45 Branch**  
Wales & South West Region

**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 Region

**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 Region

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**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 Region

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**230. PRE-PAYMENT METER JUSTICE** 

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 Region

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**231. PREPAYMENT METERS** 

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 Region

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**232. ENERGY – PRE-PAYMENT METERS** 

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 Region

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**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 Region

**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 Region

**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 Region

**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 Region

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## **SOCIAL POLICY: CLIMATE CHANGE**

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### **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 Region

**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 Region

**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 Region

**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 Region

**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 Region

**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 Region

**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 Region

**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 Region

**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 Region

**250. PUBLIC BUSES, 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 Region

**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.



## MAKE WORK BETTER

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 Region

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#### **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 Region

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#### **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 Region

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#### **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 Region

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#### **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 Region

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## **SOCIAL POLICY: WELFARE RIGHTS & SERVICES**

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#### **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.



## **MAKE WORK BETTER**

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 Region

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#### **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 Region

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#### **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 Region

## INTERNATIONAL

### 259. UKRAINE

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

### 260. UKRAINE HAS RIGHT TO DEFEND ITSELF AND TO CALL FOR AND EXPECT HELP FROM THE UK GOVERNMENT

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 Region

**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 Region

**263. FOR PEACE**

This Congress calls for a change of Union policy to drastically reduce rather than increase national expenditure on the manufacturing, deployment, and export of the means of war and mass destruction.

There should be a massive transfer of national resources away from warfare to welfare to support our underfunded public services including the NHS and to develop new green manufacturing industries to create proper employment for our members including those currently employed on the manufacture of armaments.

The risk of a new World War is now greater than ever and solutions to present and potential conflicts should be solved through diplomacy, conciliation and negotiation rather than military escalation.

GMB should campaign for an ethical foreign policy of peace and nuclear disarmament through the United Nations and not support the imperial delusions of the present British Government or the military maintenance of a world order which impoverishes billions of people.

**C35 ESSEX PUBLIC SERVICES BRANCH**  
London Region

**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 Region

**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 Region

**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 Region

**NATIONAL EQUALITIES CONFERENCE MOTION**

**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**

## RULE AMENDMENTS

(LINE NUMBERING REFERS TO RULES AS PRINTED IN THE GMB RULEBOOK)

### RA268. RULE NO: 6, CLAUSES: 1 & new clause 3

**TITLE: Complaints procedure for members  
(as shown in the 2022 Rulebook)**

**Print Existing Rule or Clause:**

#### Clause 1

Subject to other provisions within this clause, any member who wants to complain should ordinarily do so in writing to their branch secretary who will take the matter to the branch.

If the complaint is one of sexual harassment, the member should raise their complaint under the sexual harassment policy issued under Rule 5A and this rule shall not apply.

Any member may raise a complaint with their Regional Secretary if the complaint concerns the branch secretary or for any reason it would be inappropriate for the matter to be raised with the branch secretary and considered by a branch meeting, when it will be considered by the Regional Committee.

If raised with the branch secretary then if either:

- a the branch decides it does not have the authority to deal with the matter or provide a remedy; or
- b the branch considers the complaint, and the member is not satisfied with the branch's decision and provides written notice of appeal to the regional committee within one month of the branch meeting.

the Regional Committee will consider the complaint.

There shall be no right of appeal against any decision of the Regional Committee.

The Regional Committee may order a complaint to be struck out for scandalous vexatious or unreasonable behaviour by the complainant or for excessive delay in proceeding with the complaint. Before making such an order the complainant will be sent notice giving them an opportunity to show why the order should not be made.

**State Amendment:**

**At the end of the first paragraph remove full stop and insert:**

within one month of an incident happening

### Insert new clause 3

3 All complaints must be heard and concluded within six months of the date of the original complaint.

**Print how amended Rule or Clause is to read:**

1 Subject to other provisions within this clause, any member who wants to complain should ordinarily do so in writing to their branch secretary who will take the matter to the branch within one month of an incident happening.

If the complaint is one of sexual harassment, the member should raise their complaint under the sexual harassment policy issued under Rule 5A and this rule shall not apply.

Any member may raise a complaint with their Regional Secretary if the complaint concerns the branch secretary or for any reason it would be inappropriate for the matter to be raised with the branch secretary and considered by a branch meeting, when it will be considered by the Regional Committee.

If raised with the branch secretary then if either:

- a the branch decides it does not have the authority to deal with the matter or provide a remedy; or
- b the branch considers the complaint, and the member is not satisfied with the branch's decision and provides written notice of appeal to the regional committee within one month of the branch meeting.

The Regional Committee will consider the complaint.

There shall be no right of appeal against any decision of the Regional Committee.

The Regional Committee may order a complaint to be struck out for scandalous vexatious or unreasonable behaviour by the complainant or for excessive delay in proceeding with the complaint. Before making such an order the complainant will be sent notice giving them an opportunity to show why the order should not be made.

3 All complaints must be heard and concluded within six months of the date of the original complaint.

### G56 PROFESSIONAL DRIVERS' BRANCH

London Region



**RA270. RULE NO: 8, CLAUSE: 4**

**TITLE: CONGRESS OF THE UNION**

**(as shown in the 2022 Rulebook)**

**Print Existing Rule or Clause:**

All delegates must be fully financial members. Each region will be entitled to send one delegate for every 1,500 financial members, as stated in the membership figures for the previous September. These delegates will be selected in line with clauses 5, 6 and 7 of this rule.

**State Amendment:**

On line 4, replace “September” with “August”

**Rationale:** This amendment is so that we can more effectively manage the demand and pressure of competing demands on Branches and staff at what is typically a very congested part of the annual cycle of democratic Rulebook requirements. Currently, the paperwork to branches for delegate nominations to Congress is based on the end of September figures which then means Regions do not receive paperwork from National Office until mid-October and then Regions turn these around and send to branches shortly after. As it stands the paperwork misses Branch’s September meetings and in accordance with rule, most Branches would then not meet until their December meeting giving us very little time to organise before the end of December deadline. Additionally, the current timetable of Rulebook requirements has many competing demands in the final quarter each year including Branch Organising plans and Congress motions and other elections when Regional and National structures determine.

Therefore, moving the release of Congress nomination paperwork to Branches back by one calendar month to coincide with the end of August figures, rather than September should allow most Branches to cover this at both their September and December Branch meetings.

**Print how amended Rule or Clause is to read:**

All delegates must be fully financial members. Each region will be entitled to send one delegate for every 1,500 financial members, as stated in the membership figures for the previous August. These delegates will be selected in line with clauses 5, 6 and 7 of this rule.

**B10 BARKING BRANCH**

London Region

**RA271. RULE NO: 8, CLAUSE: 5**

**TITLE: RULE 8 CONGRESS OF THE UNION**

**(as shown in the 2022 Rulebook)**

**Print Existing Rule or Clause:**

5 For 90% of delegates, each branch of a region may nominate one member to stand for election as a delegate to represent the region at the Congress. These nominations must be sent to the regional office no later than 31 December. The region will then print and issue lists during the third week of January, setting out the name and branch of each candidate. The closing date for voting will be 28 February. The candidates who receive the largest number of votes will be elected.

**State Amendment:**

**In first sentence insert after “member”, “per 1500 financial members of the branch”; insert new second sentence “Where a branch nominates more than one member then at least one nominee must be a woman.”**

**Print how amended Rule or Clause is to read:**

For 90% of delegates, each branch of a region may nominate one member per 1500 financial members of the branch to stand for election as a delegate to represent the region at the Congress. Where a branch nominates more than one member then at least one nominee must be a woman. These nominations must be sent to the regional office no later than 31 December. The region will then print and issue lists during the third week of January, setting out the name and branch of each candidate. The closing date for voting will be 28 February. The candidates who receive the largest number of votes will be elected.

**B50 SUSSEX BRANCH**

Southern Region

**RA272. RULE NO: 8, CLAUSE: 7**

**TITLE: RULE 8 CONGRESS OF THE UNION**

**(as shown in the 2022 Rulebook)**

**Print Existing Rule or Clause:**

Each branch will be invited to nominate one further member to be considered by the Regional Committee in appointing delegates under clause 6 of this Rule, and in appointing delegates to make up any shortfall in the delegation following the election process in clause 5 of this Rule. In making these appointments, the Regional Committee may also consider members recommended by other committees, forums or post-holders within the Region.

**State Amendment:**

**In the first sentence, delete;** “one further member” **and replace with** “further members”.

**Print how amended Rule or Clause is to read:**

Each branch will be invited to nominate further members to be considered by the Regional Committee in appointing delegates under clause 6 of this Rule, and in appointing delegates to make up any shortfall in the delegation following the election process in clause 5 of this Rule. In making these appointments, the Regional Committee may also consider members recommended by other committees, forums or post-holders within the Region.

**B50 SUSSEX BRANCH**

Southern Region

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**RA274. RULE NO: 10, CLAUSE: 2**

**TITLE: RULE 10 CENTRAL EXECUTIVE COUNCIL**

**(as shown in the 2022 Rulebook)**

**Print Existing Rule or Clause:**

2 The Central Executive Council will be made up of voting members elected from each Region under rule 11. The general secretary and treasurer will also be a voting member of the Central Executive Council.

**State Amendment:**

**Add new sentence** “Regional Secretaries also have the right to attend and participate at the CEC but will not have voting rights.”

**Print how amended Rule or Clause is to read:**

2 The Central Executive Council will be made up of voting members elected from each Region under rule 11. The general secretary and treasurer will also be a voting member of the Central Executive Council. Regional Secretaries also have the right to attend and participate at the Central Executive Council but will not have voting rights.

**B50 SUSSEX BRANCH**

Southern Region

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**RA275. RULE NO: 10, CLAUSE: 2**

**TITLE: RULE 10 CENTRAL EXECUTIVE COUNCIL**

**(as shown in the 2022 Rulebook)**

**Print Existing Rule or Clause:**

The Central Executive Council will be made up of voting members elected from each Region under Rule 11. The General Secretary and Treasurer will also be a voting member of the Central Executive Council.

**State Amendment:**

Regional Secretaries will also attend all Central Executive Council meetings, however will not have voting rights.

**Print how amended Rule or Clause is to read:**

The Central Executive Council will be made up of voting members elected from each Region under Rule 11. The General Secretary and Treasurer will also be a voting member of the Central Executive Council. Regional Secretaries will also attend all Central Executive Council meetings, however will not have voting rights.

**Z63 NOTTINGHAM TEC BRANCH**

Midlands Region

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**RA276. RULE NO: 10, CLAUSE: 3**

**TITLE: Central Executive Council**

**(as shown in the 2022 Rulebook)**

**Print Existing Rule or Clause:**

3 The Central Executive Council will hold ordinary meetings as and when required, but at least six times per year. The Central Executive Council may meet at other times if necessary. One half of the total number of members in office must be present at the meeting for any of the council’s decisions to be valid (this is known as a ‘quorum’).

**State Amendment:**

**In line 3 after the sentence ending “if necessary” insert the following wording**

All Regional Presidents (who are not elected Central Executive Council members) should be invited to attend all Central Executive Council meetings as non-voting observers.

**Print how amended Rule or Clause is to read:**

3 The Central Executive Council will hold ordinary meetings as and when required, but at least six times per year. The Central Executive Council may meet at other times if necessary. All Regional Presidents (who are not elected Central Executive Council members) should be invited to attend all Central Executive Council meetings as non-voting observers. One half of the total number of members in office must be present at the meeting for any of the council’s decisions to be valid (this is known as a ‘quorum’).

**B10 BARKING BRANCH**

London Region

## MAKE WORK BETTER

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### RA277. RULE NO: 11, CLAUSE: 2B

#### TITLE: ELECTIONS TO THE CENTRAL EXECUTIVE COUNCIL

(as shown in the 2022 Rulebook)

##### Print Existing Rule or Clause:

Two members will be elected as general representatives in each region which has more than 75,000 members on 31st May in the year the election takes place.

##### State Amendment:

Amend two members to five members.

##### Print how amended Rule or Clause is to read:

Five members will be elected as general representatives in each region which has more than 75,000 members on 31st May in the year the election takes place.

**G50 GRANTHAM COMMUNITY BRANCH**  
Midlands Region

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### RA278. RULE NO: 11, CLAUSE: 2B

#### TITLE: ELECTIONS TO THE CENTRAL EXECUTIVE COUNCIL

(as shown in the 2022 Rulebook)

##### Print Existing Rule or Clause:

Two members will be elected as general representatives in each region which has more than 75,000 members on 31st May in the year the election takes place.

##### State Amendment:

Four members will be elected as general representatives in each region which has more than 75,000 grade 1 and grade 2 members on 31st May in the year the election takes place.

##### Print how amended Rule or Clause is to read:

Four members will be elected as general representatives in each region which has more than 75,000 grade 1 and grade 2 members on 31st May in the year the election takes place.

**Z63 NOTTINGHAM TEC BRANCH**  
Midlands Region

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### RA279. RULE NO: 11, CLAUSE: 10

#### TITLE: ELECTIONS TO THE CENTRAL EXECUTIVE COUNCIL

(as shown in the 2022 Rulebook)

##### Print Existing Rule or Clause:

New clause 10.

##### State Amendment:

Regional Presidents who are not elected to the Central Executive Council under rule will attend all Central Executive meetings however will not have voting rights.

##### Print how amended Rule or Clause is to read:

As above.

**Z63 NOTTINGHAM TEC BRANCH**  
Midlands Region

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### RA286. RULE NO: 15, CLAUSE: 6

#### TITLE: Electing a General Secretary and Treasurer

(as shown in the 2022 Rulebook)

##### Print Existing Rule or Clause:

6 Elections under this rule will be held by secret ballot.

##### State Amendment:

Add at end

On the basis of Single Transferrable Vote

##### Print how amended Rule or Clause is to read:

6 Elections under this rule will be held by secret ballot on the basis of Single Transferrable Vote.

**GLASGOW GENERAL APEX BRANCH**  
GMB Scotland

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### RA291. RULE NO: 19, CLAUSE: 2

#### TITLE: REGIONS AND HOW THEY ARE MANAGED

(as shown in the 2022 Rulebook)

##### Print Existing Rule or Clause:

Regions will be managed by Regional Councils which will each meet once every six months.

##### State Amendment:

Regional Council meetings to be every three months instead of every six months.

##### Print how amended Rule or Clause is to read:

Regions will be managed by Regional Councils which will each meet once every three months.

**G50 GRANTHAM COMMUNITY BRANCH**  
Midlands Region

**RA292. RULE NO: 23, CLAUSE: NEW CLAUSE 4**

**TITLE: RULE 23 REGIONAL SECRETARY – TO ATTEND CEC MEETINGS**

**(as shown in the 2022 Rulebook)**

**Print Existing Rule or Clause:**

Insert new clause 4.

Existing Clauses 4, 5 and 6 to be renumbered, as 5 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 Region

**RA297. RULE NO: 35, CLAUSE: 3**

**TITLE: BRANCHES**

**(as shown in the 2022 Rulebook)**

**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 Region

**RA298. RULE NO: 35, CLAUSE: 14**

**TITLE: Electing a General Secretary and Treasurer**  
**(as shown in the 2022 Rulebook)**

**Print Existing Rule or Clause:**

14 The regional secretary will have the power to close any branch or merge any branches for any reason they consider reasonable or necessary.

**State Amendment:**

Delete all and replace by:

The relevant Regional Committee is empowered to close any branch or merge branches where reasonable or necessary, but only after: offering the branch(es) the opportunity to make representations to the contrary; providing the branch(es) with a written response to any representations submitted; allowing the branch(es) the opportunity to appeal against that response.

**Print how amended Rule or Clause is to read:**

The relevant Regional Committee is empowered to close any branch or merge branches where reasonable or necessary, but only after: offering the branch(es) the opportunity to make representations to the contrary; providing the branch(es) with a written response to any representations submitted; allowing the branch(es) the opportunity to appeal against that response.

**GLASGOW GENERAL APEX BRANCH**  
GMB Scotland

**RA302. RULE NO: 43 CLAUSE: 2**

**TITLE: RULE REPRESENTATIVES IN THE WORKPLACE**

**(as shown in the 2022 Rulebook)**

**Print Existing Rule or Clause:**

1 Shop stewards or staff representatives will be appointed (or elected by the members employed where necessary), if approved by the branch committee or regional secretary (if more than one branch is involved).

2 These representatives will be appointed in any of the following ways, depending on which is the most suitable.

- a By a majority vote, through a show of hands or a ballot, of the members at the workplace.
- b By a majority vote, through a show of hands, at a branch meeting.
- c If all the members concerned agree that a member appointed by the regional secretary should act as representative.
- d By shop stewards or staff representatives at the workplace electing one of themselves as convenor or chief staff representative.

**State Amendment: Addition**

- 2e Workplace representatives should be elected every 3 years.

**Print how amended Rule or Clause is to read:**

Rule 43 Representatives in the workplace

1 Shop stewards or staff representatives will be appointed (or elected by the members employed where necessary), if approved by the branch committee or regional secretary (if more than one branch is involved).

2 These representatives will be appointed in any of the following ways, depending on which is the most suitable.

- a By a majority vote, through a show of hands or a ballot, of the members at the workplace.
- b By a majority vote, through a show of hands, at a branch meeting.
- c If all the members concerned agree that a member appointed by the regional secretary should act as representative.
- d By shop stewards or staff representatives at the workplace electing one of themselves as convenor or chief staff representative.
- e Workplace representatives should be elected every 3 years.

**L17 LB LEWISHAM BRANCH**  
Southern Region

**RA305. RULE NO:47a, CLAUSE: 2a**

**TITLE: Retired life members**

**(as shown in the 2022 Rulebook)**

**Print Existing Rule or Clause:**

**Rule 47a**

- 2a If a member retires on or after 1 July 2015, they can apply for free retired life membership within three months of no longer paying contributions in line with rules 45 or 46.

**State Amendment:**

**Delete clause and replace with**

If a member retires on or after 1 July 2023, they should pay £30 a year within three months of no longer paying contributions in line with rules 45 or 46 to qualify as a Retired Life member.

**Print how amended Rule or Clause is to read:**

If a member retires on or after 1 July 2023, they should pay £30 a year within three months of no longer paying contributions in line with rules 45 or 46 to qualify as a Retired Life member.

**R27 REDBRIDGE BRANCH**

London Region

**RA306. RULE NO: 47b, CLAUSE: (new)**

**TITLE: Apprentices and Students (new Rule)**

**Print Existing Rule or Clause:**

This is a new rule as we understand that Rule 46 allows for promotional rates but we cannot find a reference to Apprentices in the Rulebook yet we have this info on our literature. We note that Apprentices currently pay £3 a month and students pay £1 a month which needs updating.

**State Amendment:**

Contributions payable by apprentices should be £6 per month, approximately £1.50p per week.

Once a member has completed his or her apprenticeship, contributions will be applied at the relevant Grade 1 or 2 rates. Members will be contacted on a regular basis to ensure the appropriate rates are collected.

Students in full-time education will pay £2 per month: students in work will pay the Grade 1 or Grade 2 rates appropriate to their jobs.

**Print how amended Rule or Clause is to read:**

Contributions payable by apprentices should be £6 per month, approximately £1.50p per week.



## MAKE WORK BETTER

Once a member has completed his or her apprenticeship, contributions will be applied at the relevant Grade 1 or 2 rates. Members will be contacted on a regular basis to ensure the appropriate rates are collected.

Students in full-time education will pay £2 per month: students in work will pay the Grade 1 or Grade 2 rates appropriate to their jobs.

### **R27 REDBRIDGE BRANCH** London Region

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#### **RA307. RULE NO: 49, CLAUSE: 1**

##### **TITLE: STRIKE BENEFIT**

**(as shown in the 2022 Rulebook)**

##### **Print Existing Rule or Clause:**

Rule 49 Strike benefit 1

If members stop working unconstitutionally, no benefit can be paid without the approval of the Central Executive Council. If members stop working as a result of a strike approved by the Central Executive Council in line with these rules, every full financial member who stopped working will receive £30 a day for 10 weeks (the limit being £150 a week). In any dispute, the Central Executive Council may increase these rates by any amount, at any time, and for as long as it feels is appropriate.

##### **State Amendment:**

To increase the minimum payment from £30 a day to £55 a day (and removing 'limit' wording for the week)

Delete "£30" and replace with "a minimum of £55";  
Delete "(the limit being £150 a week)".

##### **Print how amended Rule or Clause is to read:**

Rule 49 Strike benefit 1

If members stop working unconstitutionally, no benefit can be paid without the approval of the Central Executive Council. If members stop working as a result of a strike approved by the Central Executive Council in line with these rules, every full financial member who stopped working will receive a minimum of £55 a day for 10 weeks. In any dispute, the Central Executive Council may increase these rates by any amount, at any time, and for as long as it feels is appropriate.

### **B50 SUSSEX BRANCH** Southern Region

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#### **RA309. RULE NO: 53, CLAUSE: 1**

##### **TITLE: FUNERAL BENEFIT**

**(as shown in the 2022 Rulebook)**

##### **Print Existing Rule or Clause:**

If a full financial member, who has been a continuous member for 5 years dies, the regional secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £400. (This person will need to show that they are responsible for paying funeral expenses.)

##### **State Amendment:**

Our reasoning is that due to the rising cost of funerals and the cost of living the current funeral benefit of £400 is inadequate

Remove "£400" from Line 5 and replace with "£450"

##### **Print how amended Rule or Clause is to read:**

If a full financial member, who has been a continuous member for 5 years dies, the regional secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £450. (This person will need to show that they are responsible for paying funeral expenses.)

### **E12 EAST DEREHAM BRANCH** London Region

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#### **RA311. RULE NO: 53, CLAUSE: 1**

##### **TITLE: FUNERAL BENEFIT**

**(as shown in the 2022 Rulebook)**

##### **Print Existing Rule or Clause:**

1 If a full financial member, who has been a continuous member for 5 years dies, the regional secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £400. (This person will need to show that they are responsible for paying funeral expenses.)

##### **State Amendment: Line 2 – change 5 years to 2 years**

##### **Print how amended Rule or Clause is to read:**

1 If a full financial member, who has been a continuous member for 2 years dies, the regional secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £400. (This person will need to show that they are responsible for paying funeral expenses.)

### **B14 BANBURY NO.1 BRANCH** London Region

# CENTRAL EXECUTIVE COUNCIL RULE AMENDMENTS

(Line Numbering refers to rules as printed in the GMB Rulebook)

## CECRA8. Rule 6

**Line 4 insert at end of sentence “who will consider the complaint as soon as reasonably practicable.”**

**Line 21 insert at end of sentence “as soon as reasonably practicable.”**

### Rule 6 Complaints procedure for members

1 Subject to other provisions within this clause, any member who wants to complain should ordinarily do so in writing to their branch secretary who will take the matter to the branch who will consider the complaint as soon as reasonably practicable.

If the complaint is one of sexual harassment, the member should raise their complaint under the sexual harassment policy issued under Rule 5A and this rule shall not apply.

Any member may raise a complaint with their Regional Secretary if the complaint concerns the branch secretary or for any reason it would be inappropriate for the matter to be raised with the branch secretary and considered by a branch meeting, when it will be considered by the Regional Committee.

If raised with the branch secretary then if either:

- a the branch decides it does not have the authority to deal with the matter or provide a remedy; or
- b the branch considers the complaint, and the member is not satisfied with the branch’s decision and provides written notice of appeal to the regional committee within one month of the branch meeting.

the Regional Committee will consider the complaint as soon as reasonably practicable.

There shall be no right of appeal against any decision of the Regional Committee.

The Regional Committee may order a complaint to be struck out for scandalous vexatious or unreasonable behaviour by the complainant or for excessive delay in proceeding with the complaint. Before making such an order the complainant will be sent notice giving them an opportunity to show why the order should not be made.

## CECRA9. Rule 8

**Clause 5, Line 3: Add new sentences “A branch whose financial membership exceeds 1,500 as stated in the membership figures for the previous September may nominate one further member per additional 1,500 members of the branch, as stated in the membership figures for the previous September. Where a branch nominates more than one member at least one nominee must be a woman.”**

**Clause 7, Line 1 delete “one further member”, insert “further members”. At end of clause add new sentence “A branch may have no more than three members on the Regional delegation.”**

5 For 90% of delegates, each branch of a region may nominate one member to stand for election as a delegate to represent the region at the Congress. A branch whose financial membership exceeds 1,500 as stated in the membership figures for the previous September may nominate one further member per additional 1,500 members of the branch, as stated in the membership figures for the previous September. Where a branch nominates more than one member at least one nominee must be a woman. These nominations must be sent to the regional office no later than 31 December. The region will then print and issue lists during the third week of January, setting out the name and branch of each candidate. The closing date for voting will be 28 February. The candidates who receive the largest number of votes will be elected.

7 Each branch will be invited to nominate further members to be considered by the Regional Committee in appointing delegates under clause 6 of this Rule, and in appointing delegates to make up any shortfall in the delegation following the election process in clause 5 of this Rule. In making these appointments, the Regional Committee may also consider members recommended by other committees, forums or post-holders within the Region.

A branch may have no more than three members on the Regional delegation.

## CECRA10. Rule 19

**Clause 2, line 1 after “meet” insert “at least”. Line 2 after “six months,” insert: “and may, as determined by the Regional Committee, meet up to four times per year.”**

2 Regions will be managed by regional councils, which will each meet at least once every six months, and may, as determined by the Regional Committee, meet up to four times per year. However, the councils can hold special meetings to consider emergency issues – the regional secretary and regional president have the power to decide whether to hold meetings.

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**CECRA11. Rule 43**

**Clause 2 insert news sub-clauses 2e, 2f, 2g:**

- e **The term of office of these representatives will be four years.**
- f **A member holding office as a representative under this rule on 30 June 2023, for the purposes of clause 2e, above, will be deemed to have commenced their term of office on 1 July 2023**
- g **In accordance with the Union's established practice, representatives will be eligible for re-appointment or re-election on the expiry of their term of office.**

2 These representatives will be appointed in any of the following ways, depending on which is the most suitable.

- a By a majority vote, through a show of hands or a ballot, of the members at the workplace.
- b By a majority vote, through a show of hands, at a branch meeting.
- c If all the members concerned agree that a member appointed by the regional secretary should act as representative.
- d By shop stewards or staff representatives at the workplace electing one of themselves as convenor or chief staff representative.
- e The term of office of these representatives will be four years.
- f A member holding office as a representative under this rule on 30 June 2023, for the purposes of clause 2e, above, will be deemed to have commenced their term of office on 1 July 2023
- g In accordance with the Union's established practice, representatives will be eligible for re-appointment or re-election on the expiry of their term of office.

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**CECRA12. Rule 49**

**Clause 1, Line 5, delete "£30", insert "£40". Line 6 delete "for 10 weeks (the limit being £150 a week)"**

1 If members stop working unconstitutionally, no benefit can be paid without the approval of the Central Executive Council. If members stop working as a result of a strike approved by the Central Executive Council in line with these rules, every full financial member who stopped working will receive a minimum of £40 per day. In any dispute, the Central Executive Council may increase these rates by any amount, at any time, and for as long as it feels is appropriate.

## COMPOSITE MOTIONS

### COMPOSITE 1

#### Covering Motions;

#### 23. SUPPORT FOR BRANCH REPRESENTATIVES – North West & Irish Region

#### 24. SUPPORT FOR GMB REPRESENTATIVES – North West & Irish Region

### SUPPORT FOR GMB BRANCH REPRESENTATIVES

This Congress calls on the CEC to support GMB representatives.

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.

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.

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.

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.

**MOVING REGION:** NORTH WEST & IRISH  
**SECONDING REGION:** NORTH WEST & IRISH

### COMPOSITE 2

#### Covering Motions;

#### 32. MILEAGE RATES – London Region

#### 33. MILEAGE RATES – North East, Yorkshire & Humber Region

### MILEAGE RATES

This Congress calls upon the CEC to change the current mileage claim rate for activists from 40p per mile to match HMRC rates (which currently stands at 45p per mile).

It seems a nonsense that we as a union fight constantly to ensure our members receive a fair reasonable mileage rate to cover increasing fuel costs and wear and tear on their vehicles, when as a union we fail to do the same for our own activists.

This Congress calls upon the GMB to insert into the GMB Rulebook that the GMB pay the HMRC Mileage Rate for members that use their own vehicles on GMB business.

**MOVING REGION:** LONDON  
**SECONDING REGION:** NORTH EAST, YORKSHIRE & HUMBER

**COMPOSITE 3**

**Covering Motions;**

**44. TO SEEK A 24 HOUR LEGAL HELP LINE FOR MEMBERS – Midlands Region**

**45. 24-HOUR LEGAL SUPPORT – Wales & South West Region**

**TO SEEK A 24-HOUR LEGAL SUPPORT HELP LINE FOR MEMBERS**

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.

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).

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 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.

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!

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! 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.

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.

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.

**MOVING REGION: MIDLANDS**  
**SECONDING REGION: WALES & SOUTH WEST**



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**COMPOSITE 4:**

**Covering Motions;**

**46. GMB LEGAL SERVICES – London Region**

**47. MAKE UNIONLINE GREAT AGAIN! – Southern Region**

**48. UNIONLINE NORTHERN IRELAND – North West & Irish Region**

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**GMB LEGAL SERVICES THROUGH UNIONLINE AND IN NORTHERN IRELAND**

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

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.

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.

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.

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.

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.

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.

In addition, 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.

**MOVING REGION: SOUTHERN**  
**SECONDING REGION: LONDON**  
**PRIORITY IN DEBATE: NORTH WEST & IRISH**

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**COMPOSITE 5**

**Covering Motions;**

**51. RACE AND EMPLOYMENT TRIBUNAL CASES – London Region**

**52. ENSURING EQUAL ACCESS FOR GMB UNION'S SUPPORT OF BLACK MEMBERS IN RACE DISCRIMINATION CASES – Southern Region**

**53. ET CASES LINKED TO RACE DISCRIMINATION – North East, Yorkshire & Humber Region**

**54. EMPLOYMENT TRIBUNAL CASES LINKED TO RACE DISCRIMINATION – Southern Region**

**55. ET CASES LINKED TO RACE DISCRIMINATION – North West & Irish Region**

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**EMPLOYMENT TRIBUNAL CASES LINKED TO RACE DISCRIMINATION AND ENSURING EQUAL ACCESS FOR GMB UNION'S SUPPORT OF BLACK MEMBERS IN RACE DISCRIMINATION CASES**

This Congress notes that 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.

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, Minority, Ethnic 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.

Congress instructs:

- That a sampling exercise should take place of race discrimination cases that have not been supported with the involvement of the National Race Network in conjunction with the National Race Officer.
- That we consider looking at Race cases over the last 5 years.
- The GMB Union to present a report to the GMB Congress 2024 with findings and recommendations

**MOVING REGION:** SOUTHERN  
**SECONDING REGION:** NORTH EAST, YORKSHIRE & HUMBER  
**OTHER REGIONS:** LONDON and NORTH WEST & IRISH

**COMPOSITE 6**

**Covering Motions;**

**96. REDUCTION OF THE NATIONAL RETIREMENT AGE – London Region**

**97. STOPPING THE INCREASE IN PENSION AGE – London Region**

**98. RETIRE AT 68 – London Region**

**99. WILL MY CHILDREN EVER GET A PENSION? – North West & Irish**

**RETIREMENT AGE – WILL MY CHILDREN EVER GET A PENSION?**

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

Congress notes that 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. 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.

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.

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.

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 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.

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.

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!**

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.

This Congress asks the CEC to challenge the government and stop the pension age from going up any further. 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. We call on GMB to lobby Government to reduce the retirement age instead of continually increasing it.

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.

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.

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.

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

**MOVING REGION: LONDON**  
**SECONDING REGION: NORTH WEST & IRISH**

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## **COMPOSITE 7**

### **Covering Motions;**

#### **107. STOP THE EROSION OF WORKERS' RIGHTS – London Region**

#### **108. THE RIGHT TO WITHDRAW OUR LABOUR – GMB Scotland**

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### **STOP THE EROSION OF WORKERS' RIGHTS TO WITHDRAW OUR LABOUR**

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; 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; and further 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.

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.

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.

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

## MAKE WORK BETTER

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.

We ask congress:

- To work with MPs and MSPs to get the anti-strike laws repealed.
- To join the TUC and STUC to campaign to protect our right to strike.
- 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.

**MOVING REGION: LONDON**  
**SECONDING REGION: SCOTLAND**

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### COMPOSITE 8

#### Covering Motions;

#### 109. CAMPAIGN TO ABOLISH THE MINIMUM SERVICE LEVELS BILL – GMB Scotland

#### 110. MINIMUM SERVICE LEVELS – Wales & South West Region

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### CAMPAIGN TO ABOLISH THE MINIMUM SERVICE LEVELS BILL

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"

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:
- 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
- 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.
- 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.

**MOVING REGION: WALES & SOUTH WEST**  
**SECONDING REGION: SCOTLAND**

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### COMPOSITE 9

#### Covering Motions;

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

#### 112. PROTECT THE RIGHT TO STRIKE (LONDON)

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### PROTECT THE RIGHT TO STRIKE FROM BEING MADE ILLEGAL FOR SOME SECTORS OF THE WORKFORCE

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 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?"

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.

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?

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.

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

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.

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.

**MOVING REGION: LONDON**  
**SECONDIN REGION: LONDON**

**COMPOSITE 10**

**Covering Motions;**

**114. TORIES BONFIRE OF THE EU WORKER RIGHTS AND WORKPLACE SAFETY – London Region**

**115. REPEAL THE EUROPEAN REFORM LAWS BILL – London Region**

**169. THE REVOCATION AND REFORM BILL – London Region**

**TORIES BONFIRE OF EU WORKER RIGHTS AND SAFETY – REPEAL THE REVOCATION AND REFORM BILL**

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 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.

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.

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.

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.



## MAKE WORK BETTER

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.
- 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.
  - call on central Government to bring forward a detailed set of proposals where laws need to be improved.
  - call on our Labour MPs to insist at the very least, full scrutinising of all workers' rights law changes.
  - believe that the Government should allow MPs sufficient time and power to scrutinise these proposals.
  - 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.

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.

**MOVING REGION: LONDON**  
**SECONDING REGION: LONDON**

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## COMPOSITE 11

### Covering Motions;

#### 116. A FAIR DEAL AT WORK – London Region

#### 117. DEFENDING A NEW DEAL FOR WORKERS – North East, Yorkshire & Humber Region

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### DEFENDING A NEW DEAL FOR WORKERS

Congress notes that workers and trade union rights are under attack from the Conservative Government including the latest anti-Strikes Bill and that the Labour Party has committed to repeal any new anti-strike legislation introduced by the Conservative Government.

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."

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.

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.

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.

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.

**MOVING REGION: LONDON**

**SECONDING REGION: NORTH EAST, YORKSHIRE & HUMBER**

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## **COMPOSITE 12**

### **Covering Motions;**

#### **140. CARILLION COLLAPSE- LESSONS STILL TO BE LEARNED ON OUTSOURCING CHARGES AND AUDIT MARKET – London Region**

#### **141. PRIVATISATION MONITORING SUCCESS – London Region**

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## **LESSONS FROM CARILLION COLLAPSE AND PRIVATISATION MONITORING SUCCESS**

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.

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 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 primarily 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”.

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.

**MOVING REGION: LONDON**  
**SECONDING REGION: LONDON**

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### **COMPOSITE 13**

#### **Covering Motions;**

**171. LABOUR PARTY MIXED ECONOMY POLICY MUST MAKE PRODUCTIVITY GROWTH AND INVESTMENT TOP PRIORITY – London Region**

**172. LABOUR AND TUC SHOULD PLAN A VERSION OF THE USA INFLATION REDUCTION ACT IN THE UK – London Region**

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### **LABOUR PARTY MIXED ECONOMY POLICY MUST MAKE PRODUCTIVITY GROWTH AND INVESTMENT TOP PRIORITY AND PLAN WITH THE TUC A VERSION OF THE USA INFLATION REDUCTION ACT**

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.

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.

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.

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.

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.

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.

**MOVING REGION: LONDON**  
**SECONDING REGION: LONDON**

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## **COMPOSITE 14**

### **Covering Motions;**

#### **206. NHS – London Region**

#### **209. DOCTORS SURGERIES – London Region**

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## **NHS DOCTORS SURGERIES**

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 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.

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.

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



## MAKE WORK BETTER

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.

Congress calls on GMB to lobby the Health Secretary to take immediate action.

**MOVING REGION: LONDON**

**SECONDING REGION: LONDON**

### COMPOSITE 15

#### Covering Motions;

#### **224. KEEPING PRESSURE ON LABOUR REGARDING SOCIAL CARE COMMITMENTS – Wales & South West Region**

#### **225. KEEPING PRESSURE ON LABOUR REGARDING SOCIAL CARE COMMITMENTS – Wales & South West Regions**

### KEEPING PRESSURE ON LABOUR REGARDING SOCIAL CARE COMMITMENTS

Congress notes:

This Conference is concerned that yet again this Government has put social care reform on the back burner. Much needed reform has been talked about for decades and yet nothing is changing. Labour has pledged that should they get into Downing Street the first item of business will be Social Care and the full implementation of Frederick Curzon reform bill with a pledge to fixing a broken social care system.

Congress resolves:

- That we call upon Congress to take every opportunity to keep pressure on Labour so that they do not renege on their commitment to make Social Care Reform the first priority when elected to Westminster.
- We also call on GMB and the CEC to keep the pressure on Welsh Labour to honour their pledge of a fairer funded system in Wales by 2023.

**MOVING REGION: WALES & SOUTH WEST**

**SECONDING REGION: WALES & SOUTH WEST**

### COMPOSITE 16

#### Covering Motions;

#### **230. PRE-PAYMENT METER JUSTICE – North West &**

## Irish Region

#### **231. PREPAYMENT METERS – London Region**

#### **232. ENERGY – PRE-PAYMENT METERS – Midlands Region**

### ENERGY – PRE-PAYMENT METERS JUSTICE

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. Pre-payment meters charge for energy at a higher rate than contracts where the customer pays monthly or by direct debit.

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.

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 In the last year, that Citizens Advice Bureau estimate that 3.2 million people in Britain were disconnected from their gas and/or electricity energy supply due to running out of credit on their prepayment meter, which is the equivalent of one every 10 seconds.

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.

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.

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.

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.

Congress believes that;

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.

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.

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 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.
3. Campaign for the government to immediately outlaw the use of pre-payment meters and disconnection for reasons of inability to pay.
4. Introduce a standard rate for energy for all, rather than the current system, which penalises those least able to pay.

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.

**MOVING REGION: NORTH WEST & IRISH**  
**SECONDING REGION: LONDON**  
**OTHER REGION: MIDLANDS**

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## **COMPOSITE 17**

### **Covering Motions;**

#### **259. UKRAINE – GMB Scotland**

#### **260. UKRAINE HAS RIGHT TO DEFEND ITSELF AND TO CALL FOR AND EXPECT HELP FROM THE UK GOVERNMENT – London Region**

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### **UKRAINE HAS RIGHT TO DEFEND ITSELF AND TO CALL FOR AND EXPECT HELP FROM THE UK GOVERNMENT**

This Congress condemns the Russian invasion of Ukraine of February 2022, launched from Russia, Belarus and Russian-occupied Ukrainian territory.

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.

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.

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.

We therefore condemn Western governments for their failure to supply sufficient weaponry to do so.

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.

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.

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.

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.

**MOVING REGION: GMB SCOTLAND**  
**SECONDING REGION: LONDON**

## CEC POSITIONS ON REMAINING EXISTING POLICY MOTIONS

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

#### E10 EALING BRANCH

##### LONDON REGION

We support the aims and objectives of the motion but it is already GMB policy to campaign for mandatory ethnicity pay gap reporting (2019:119).

### 83. COMMUNITY HUBS FOR MENS WELL-BEING

#### S75 STOKE UNITY BRANCH

##### MIDLANDS REGION

Prostate cancer awareness and paid time off for medical appointments are important. The calls of this motion are existing policy however – Congress 2012 Motion 195, 2015 Motion 309, 2017 Motion 312 and 2021 motion 203 address prostate cancer testing and awareness.

### 84. DIGNITY AT THE TOILET

#### H51 INVERNESS AND HIGHLAND GENERAL BRANCH

##### GMB SCOTLAND

Access to appropriate toilet facilities is important. The calls of this motion are existing policy however. Congress 2016 Motion 229, Congress 2017 Motion 89, Congress 2019 Motions 135, 255, 401 and 436, Congress 2021 Motion 43 and Congress 2022 Motion 94, 136 and 279 all call for various aspects of access to appropriate facilities in all workplaces, for all genders and for disabled people.

### 86. NEURODIVERSITY IN THE WORKPLACE

#### E10 EALING BRANCH

##### LONDON REGION

Congress 2019 Motions 129 and 130 included calls for continued work on neurodiversity. The GMB Thinking Differently at Work: Neurodiversity in the Workplace campaign resources are available on the GMB website for branches and regions to adopt and use locally in campaigning for employers to support neurodiverse members

### 91. HELP THE LONG COVID SUFFERERS

#### G95 GLASGOW NURSES BRANCH

##### GMB SCOTLAND

This motion is covered by existing policy, as per motions 140/2021 "Support for Long Covid Sufferers"; 180/2022 "LONG COVID AND THE EFFECTS IT HAS ON EMPLOYMENT" and 287/2022 "INDUSTRIAL INJURIES BENEFIT SCHEME"

### 101. PENSIONS TRIPLE LOCK

#### C35 ESSEX PUBLIC SERVICES BRANCH

##### LONDON REGION

We agree with this motion but it does stand as Existing Policy as per Motion 96, 2022 "Triple Lock for Pensioners"

### 104. PATERNITY LEAVE

#### I36 ISLINGTON APEX BRANCH

##### LONDON REGION

63/2009: CARRIED WITH STATEMENT

CEC STANCE: Existing legislation allows for two weeks unpaid parental leave. However, the GMB would wish to see rights to paid paternity leave and for a longer period than 2 weeks. A statement to Congress would give the CEC the opportunity to set out its position on this issue.

159/2015: CARRIED

ACTION TAKEN: As both Ordinary Paternity Pay and Additional Paternity Pay are capped at a low flat rate, many men cannot afford to take the time off. Take up of additional paternity has been particularly low (additional paternity pay has been replaced by shared parental leave as of April 2015). The Union is campaigning to improve the position in order for men to take more time off to spend with their children. We aim to build on the commitment given in the Labour Party manifesto 2015 to double paternity leave from two to four weeks and increase the level of pay to the equivalent of a full weeks' work paid at the National Minimum Wage as we believe this still falls short of the necessary financial safety net to ensure that men take the time off. We are working with the TUC on this issue who have also called for an increased level of paternity pay.

195/2019: CARRIED

CEC STANCE: The CEC will wish to see an extension of the period of non-transferable parental leave for fathers beyond the current two weeks. Current take up in the UK is very low and the TUC has estimated that less than 8% of fathers taking shared parental leave and instead relying on paternity pay. In Germany over 10 years ago the period of non-transferable leave was extended to a month and take up rose from 3.5% to 32%. The TUC has argued for a period of at least a month and the Motion suggests a slightly longer period of 6 weeks.

## 118. ZERO-HOUR CONTRACTS

### GLASGOW GENERAL APEX BRANCH

#### GMB SCOTLAND

GMB has longstanding policy calling for an end to the use and abuse of zero hours contracts. GMB is opposed to all forms of insecure work and has highlighted exploitative zero hours contracts. The National Policy Guide at pages 85 onwards provides a comprehensive summary of GMB policy, and references the following previous Motions and Special Report: Congress 2016 Motion 129 Poverty and Insecure Work; Congress 2013 Zero Hours Contracts; Congress 2014 Composite 5 Zero Hours Contracts; Congress 2014 Composite 6 Zero Hours Contracts and Employment Law; Congress 2015 Exploitation of the Working Poor by Zero Contract Hours; Congress 2017 CEC Special Report Insecure: Tackling Precarious Work and the Gig Economy. The Motion is very much in line with current policy.

## 123. NORTH SOUTH POVERTY DIVIDE

### R36 ROCESTER/JCB GENERAL BRANCH

#### MIDLANDS REGION

The CEC Special Report on Procurement and Spending from Congress 2021 covers this point; 'GMB does not believe that the answer to these disparities is to tear down London and the South East. Rather, we should prioritise bringing up spending levels in other nations, regions, and low-funded areas within regions, and bring overall public spending in line with comparable European countries.'

## 130. RETAIL WORKERS ABUSE IS AT A RECORD HIGH

### A17 ASDA BRANCH

#### MIDLANDS REGION

This motion is covered by existing policy, as per motion 78 "VIOLENCE AT WORK" (2006) and composite 5 "DOMESTIC ABUSE IN THE WORKPLACE" (2017)

## 153. EQUAL TERMS AND CONDITIONS WITHIN THE NHS

### S01 SHERWOOD FOREST HOSPITALS BRANCH

#### MIDLANDS REGION

While we fully support the aims and objectives of the motion, it is longstanding GMB policy to campaign for equal day one pay and terms and conditions for contracted out workers. It is also GMB policy to campaign for services that were previously provided by the public sector to be returned to delivery under public ownership

(2019 CEC Statement on Outsourcing and Public Ownership).

## 190. NO BACKSLIDING ON WINDRUSH COMPENSATION

### G56 PROFESSIONAL DRIVERS BRANCH

#### LONDON REGION

This motion is in line with existing policy from Congress 2019 'Justice for the Windrush Generation' which called for public inquiry into the scandal.

## 194. REGULATION OF SEX WORKERS

### G56 PROFESSIONAL DRIVERS BRANCH

#### LONDON REGION

Congress has longstanding policy calling for the decriminalisation of prostitution and sex work and advocating for safer conditions for sex workers. Namely through "Decriminalisation of sex workers" 303/2018; Support for sex workers' unionisation at an international level 275/2011; Safety, sex work and human rights 183/2009; Decriminalisation of prostitution 213/2006.

## 197. PROTECT TRANS RIGHTS

### X34 GMB@PCS BRANCH

#### LONDON REGION

We are proud of GMB's longstanding support of trans and non-binary workers' liberation and will continue this work, targeted in the workplace through the trans and non-binary equality in the workplace campaign, in line with the existing policy of the union through Congress motions: 2014 Motion 36, 2016 Motion 91, 2017 Motion 83, 2018 Motion 100, Motion 101, Motion 103 and Motion 261, 2019 Motion 96, and 2021 Motion 43.

## 201. LONG TERM COVID SUFFERERS SHOULD BE VIEWED AS HAVING A DISABILITY

### H30 HENDON BRANCH

#### LONDON REGION

This motion is covered by existing policy, as per motion 140 (Congress 2021)

## 202. PERIOD POVERTY

### H51 INVERNESS AND HIGHLAND GENERAL BRANCH

#### GMB SCOTLAND

Existing policy as per motions PERIOD POVERTY (186,187)/ 2018; FREE MENSTRUAL PRODUCTS FOR ALL SCHOOLS, COLLEGES AND ALL EDUCATIONAL PROVISION (224)/2022

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## **205. PREVENTION OF NHS PRIVATISATION**

### **G56 PROFESSIONAL DRIVERS BRANCH**

#### **LONDON REGION**

While we support this motion, it is longstanding GMB policy to oppose NHS privatisation and to return privatised services to public ownership (2019 CEC Statement on Outsourcing and Public Ownership).

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## **207. HEALTH STAFFING AND TRAINING COMMISSION NEEDED TO ENSURE ENOUGH MEDICAL STAFF ARE AVAILABLE TO NHS**

### **E28 EAST OF ENGLAND AMBULANCE SERVICE (EEAS) BRANCH**

#### **LONDON REGION**

It is recent GMB policy to support the establishment of an independent Health Staffing and Training Commission (2022:165). GMB also called for a similar body to be established in a 2015 motion to TUC Congress, which was referenced by the 2016 CE C Special Report on Social Care.

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## **210. MISUSE OF FUNDING IN THE NHS**

### **L45 LUTON BRANCH**

#### **LONDON REGION**

While we support the motion, it is longstanding Congress policy to campaign for better NHS funding (2017 CEC Statement on the NHS), and we actively campaign in this area including through pay negotiations.

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## **217. ACADEMISATION / 'HIVING OFF' ALL SCHOOLS**

### **R27 REDBRIDGE BRANCH**

#### **LONDON REGION**

GMB have longstanding policy of our opposition to the academisation of schools and we continue to raise this on all platforms. This has been debated by Congress at Congress 2011 C23 "opposition to Academies" and Congress 2013 Motion 178 "Academies". The Schools Bill is currently paused.

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## **229. ENERGY PRICES IN THE UK**

### **G20 ENERGY CENTRAL BRANCH**

#### **LONDON REGION**

As the motion states, the public ownership of energy is longstanding existing policy. This position has been debated at Congress numerous times (including in response to the 2021 CEC Special Report on Energy and the Environment), and it is an active area of policy work which helped secure the Labour Party's commitment to a Great British

Energy company under public ownership.

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## **235. THE POLLUTION BY THE WATER INDUSTRIES OF RIVERS AND COASTLINES**

### **E15 THAMES GENERAL BRANCH**

#### **LONDON REGION**

While we are fully supportive of the calls of the motion, it is already GMB policy to campaign for an end to raw sewage discharges and for 'far more punitive' consequences for companies that break the rules. (2022:C16)

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## **236. CUT THE CRAP**

### **L50 LEICESTER WATER BRANCH**

#### **MIDLANDS REGION**

While we are fully supportive of the calls of the motion, it is already GMB policy to campaign for an end to raw sewage discharges and for 'far more punitive' consequences for companies that break the rules. (2022:C16)

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## **251. ACCESSIBLE TRANSPORT**

### **E10 EALING BRANCH**

#### **LONDON REGION**

We fully agree with the calls of this motion and that the important of access to work via public transport is essential for many disabled people. However this is existing policy of the union – Congress 2019, motion 409.

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## **253. REMOVAL OF LOW TRAFFIC NEIGHBOURHOODS**

### **G56 PROFESSIONAL DRIVERS BRANCH**

#### **LONDON REGION**

Congress has already expressed its concerns over the potential effects of Low Traffic Neighbourhoods on emergency vehicle access and people with accessibility requirements. It is also Congress policy that LTNs should only be implemented following full consultation. (2021:246)



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