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**MAKE  
WORK  
BETTER**

**GMB Congress**

**Brighton 2023**

**General Secretary's Report**



# GENERAL SECRETARY'S INTRODUCTION

## GMB CONGRESS 2023

It has been an inspiring year for GMB. Across the UK and Ireland, there has been a renewed energy and unity about our union and what we do. We have been a powerful presence in workplaces, demonstrated our influence and expertise by shaping debates on key national issues, and won landmark industrial victories that help deliver big improvements to our members' lives. The message is clear - GMB is back to what we do best.

As your GMB General Secretary, I am acutely aware of the duty I have in leading our great union and I'm incredibly proud of what we are achieving. From my position, I can see that this success isn't the product of one person or the result of top-down actions. It is built on everyone, at every level and in every role, playing their part. That's what's happening in our union, and it is working.

There's a tangible sense of purpose to what we do, and it's underpinned by a collective spirit that is refreshingly inclusive. For the first time in the entire history of GMB, the majority of Regional Secretaries are women. There is a 50/50 split of women and men on our Senior Management Team. Throughout GMB, people are embracing positive change and pulling together to show that, once again, we are a team. We are proving that together, we make work better.

The workplace is our primary focus. The union is listening to members, understanding what matters, and constructing industrial campaigns to make the advances that start to positively change the balance of power at work. In local councils and the contractors they use to deliver services, GMB is on the march. We have organised disputes in refuse services that have made huge advances for members' pay and conditions.

In the NHS and Ambulance Service, we took on the Government who were refusing to reopen the annual pay award. GMB members took to picket lines with a message of 'talk pay now' and because of their amazing solidarity we achieved a major win that is the first step in a long-term workforce campaign for better in the NHS.

At Amazon, we are setting a blistering pace. Our demand for union recognition has only been made possible by listening to the hopes of working people, not imparting an outside view. We are battling a global giant and, if successful, we will send a message of hope across the world.

Our campaigning is producing great results for GMB members, and it is delivering historic levels of new members too. As we progressed through 2022, people joined us in huge numbers and the union grew again, a clear sign that we are on the right path.

The advances being made are clear evidence that we are moving on from the difficult times of our recent past, when we failed to listen and act on the issues that mattered to our members. Now, we are in a very different place. We have turned a page and are facing the future with confidence. The lesson is clear - when we look outwards and focus on our members, we move forward; when we become obsessed with internal issues, we slide back.

Undertaking so many disputes means that we have been making large financial commitments to supporting members taking industrial action. We have also continued to do our very best to help members during the cost of living crisis by, once again, freezing the cost of union subscriptions. This is only possible because of a clear focus on prudent financial management and making our operations as efficient as possible.

A huge amount of credit for the transformation in our fortunes should go to our CEC. Their challenge and guidance is critical in ensuring accountability to GMB members is at the heart of all the decisions we make. The CEC has also been steadfast in supporting measures that deliver sound financial health, not a straightforward exercise when our resources have been facing multiple demands.

The changes made to modernise our regional structures in 2022 are also making a big difference, helping to bring sizeable support to member activities and reinvigorating many branches. New ways of working are also being trialled in regions, putting organising at the heart of all we do and releasing the huge potential of our workforce.

The last 12 months has been a turning point for our great union. People are joining us in huge numbers, we are fighting and winning disputes, and GMB is growing again. We can look to the future with optimism, and while we must never forget the troubles of our past, we are no longer prisoner to them.

We are proud of what we do and how we do it. Together, we make work better.



**Gary Smith**  
GMB General Secretary

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# DECISIONS OF CONGRESS 2022 AND PROGRESS ON 2022 MOTIONS

Decisions of Congress 2022, and action taken on those decisions, can be found on the GMB website ([www.gmb.org.uk/democracy/gmb/congress](http://www.gmb.org.uk/democracy/gmb/congress)).

In accordance with Motion 7 agreed by Congress 2015 a progress report on all carried motions from Congress 2022 is available to members in the members area of the GMB National website and this report will be kept updated.

If any GMB member or Branch would like further information on the progress of their motion or have any policy enquiries, please contact Laurence Turner and Anna Barnes directly on [laurence.turner@gmb.org.uk](mailto:laurence.turner@gmb.org.uk) and [anna.barnes@gmb.org.uk](mailto:anna.barnes@gmb.org.uk).

# CAMPAIGNS & COMMUNICATIONS

Across the union, GMB people are campaigning hard and delivering great results. The last year has seen countless examples of our union listening to members in the workplace and undertaking powerful campaigns to make work better. The GMB National Office Campaigns and Communications team has played an important part in this success.

Alongside leading nationally directed efforts, we are working closely with GMB regional teams in multiple ways to support activity throughout the union. We add value through assistance in strategy and structuring campaigns, enhancing campaign techniques, media work, political relations, social media activity, and advice on members communications. We provide further support through an ongoing programme of campaign training and important research and policy content.

GMB campaigns are making a difference at every level. In the NHS and Ambulance Service, the 'Talk Pay Now' campaign forced the government to reopen a pay award they said was final. In Amazon, we are gaining international attention in the fight for union recognition. And, in employers big and small our team is supporting campaigns that win for our members.

## Media Activity

It has been an incredibly busy year for media coverage of GMB activity. From individual campaigns to broader coverage of our union's activities, we have seen a big increase in press attention.

Broadcast – we made a deliberate decision to encourage more TV and Radio coverage for the union and have been rewarded with some great results, with GMB appearing on broadcast media over 24,000 times in the year, a fourfold increase and an audience reach of 6.45 billion people. This is 'free' coverage, and it is estimated that if we had to pay for this level, it would cost the union £59.7m.



Print – GMB appeared in over 7,000 print articles in the last 12 months, double the amount of coverage from the year before.

Online – we trebled the number of online articles published about GMB (over 110,000), and generated an audience reach of 446 billion people.

### Social Media

Our social media content continues to deliver. On Facebook, we have switched towards more shareable graphics as the core method of communicating. Our median post reaction comments, likes and shares (engagement) is 502 per post, which has increased over the last few months. On Instagram, where the audience is typically slightly younger and slightly smaller, our median reach is 3000 accounts and median engagement is 219.

Twitter's change in ownership, and the shift towards subscription models, has led to challenges for all the organisations who have used it. There was a choice to be made – lose our verification status as an organisation that earned it through public value or pay for a fake verification to ensure increased reach. The subscription model fundamentally undermines the value of twitter, as it allows for anyone with deep pockets to buy their way to increased prominence, as well as potentially being able to present information as factual when it does not in fact come from trustworthy sources. As such, we did not buy either Twitter Blue or Twitter verified organisations.

We regularly exceed reach and impressions into the several million every month, but these numbers have been affected since the billionaire takeover of the social media site. Popular content from the account – not least around important stories like the Amazon dispute – achieve likes into the several thousand.

### Website

At the time of going to press we are about to launch the new GMB national website. This is designed to be visually clearer and easier to navigate, especially for our members seeking information on news and campaigns.

In line with our improved performance across traditional and social media, we've seen an increase in visits to the GMB website, with more than 5.3 million page views since Congress closed in 2022 – that's an increase of more than 32% on the previous year.

More than 70% of visits to the GMB website were made using mobile devices. That doesn't just reflect an increase in the use of smartphones, but also our members' busy lives. Our communication therefore must be engaging enough to compete in a busy online market and concise enough that they can get the information they need from their union while having a quick scroll through their phone on the bus.

### Video messaging

We remain focused on increasing the use of video messages to communicate our activity. User response statistics show that short videos attached to SMS messages are popular with our members, generating high levels of interest when compared to other forms of information provision, including email.



# EQUALITY

## Women's Campaign Unit

At Congress 2022 GMB renewed its commitment to fighting for equal pay and against the chronic undervaluation of women's work. The Women's Campaign Unit (WCU) has had an extraordinary year of building campaigns across regions and nations- in the public and private sector.

### Campaigns

GMB across the country has been working on systematic equal pay audits of employers. This is a rolling process aiming to backfill a longstanding gender data gap.

Following successful campaigns, the WCU is now supporting settlement talks in **Glasgow City Council** and **Birmingham City Council**. As we build capacity in the department, we will extend settlement support to members in **Dundee City Council** and Tayside Contracts, and where other campaigns have been successful in bringing employers to the table.

In Birmingham City Council, the campaign has led to significant growth in the Branch, with over a thousand members joining in the first 6 months. The campaign also found success in a recent Employment Tribunal which has forced the Council to stop hiding behind a decade old court order to bar our members from pursuing claims. The campaign continues to build momentum and deliver pay justice for the low paid women workers being discriminated against by their Labour led Council.



In Dundee City Council and Tayside Contracts, members are organising against the injustice of being outsourced and therefore unable to pursue equal pay claims against their employer. Members are motivated by the blatant discrimination Dundee City Council has turned a blind eye to for years and are leading the way in fighting for pay justice for outsourced local government workers across the UK.

Other local campaigns that have launched or will launch before Congress 2023 are **Coventry Council** and **Westmorland and Furness Council** and **Cumberland Council** (previously Cumbria County Council). Work is planned to kick start campaigns in **Kent, Croydon, Southwark** and **Wandsworth**.



GMB Scotland's WCU is not only campaigning and winning in Glasgow and Dundee, but they have also taken the fight to South Lanarkshire, Moray, West Dunbartonshire and Clackmannanshire Councils.

A long-awaited campaign has launched in Wilko where members who work in distribution centres, who are predominately male, being paid an additional 'environmental allowance' while retail workers, who are predominately women, do not have access to this additional payment. Reps in Wilko had believed there was an equal pay case for many years and with the establishment of the WCU, they finally had a way to kick start the campaign.

After a number of years, GMB will be once again take equal pay claims on behalf of our members in **Asda**. But more than that, members across the country will be running local and national campaign activity aimed at getting Asda to finally settle their equal pay claims. GMB members are fighting to return over £1bn of stolen wages to working women. After an historical Supreme Court victory, it is now time for an historical pay-out.



### National Campaign Activity

Alongside local campaign activity, GMB is campaigning to change the law on equal pay to ensure our members can more easily access pay justice. We are campaigning for:

- Cross employer comparators
- A new regulatory and enforcement system around equal pay
- Central government funding for local government equal pay liabilities

At Labour Party Conference this year the Women's Campaign Unit supported the union's focus on equal pay campaigns by speaking to Councillors from across the country about our campaigns and urging them to work proactively with GMB where there are currently ongoing campaigns or potential equal pay issues.

We also put on a fringe meeting focused on how we deliver equal pay for women after Labour brought in the Equal Pay Act 1970 and Equality Act 2010, which had an excellent turnout and engaging discussion with the panel and audience. Importantly, GMB put forward a motion on cross employer comparators as a first step in improving legislation around equal pay.

The National WCU attended the TUC Women's Conference where GMB put forward a motion on industrial injuries disablement benefit.

The Women's Campaign Unit continues to drive forward an ambitious and progressive strategy on equal pay legislation, meeting with experts in the field to gain a better understanding of existing law and international law while also bringing industry experts along with us.



### Equal Pay Claims

In too many instances, trade unions have sold equal pay claims like PPI or an insurance claim: take a claim and wait and see what happens. The net result is delays to settlement of a decade and beyond, huge amount of money spent on lawyers and discrimination that isn't properly resolved.

We are changing that, in part, by implementing a new Equal Pay App which allows GMB members to sue their employer for equal pay directly and online.

Using an easily accessible and user-friendly online form to collect data, this new way of working is built around our members, for our members. The cost-effective application will be used to hold data and ensure we can easily submit group equal pay claims to ACAS, the Employment Tribunal and our solicitors for potential litigation.

The information can be used by Organisers and Reps to identify new workplace leaders and ensure we are speaking to members who may not have lodged claims yet. It also allows us to better map workplaces and use equal pay claims to build the union.

### Equalities Data Monitoring Project

There are a number of recommendations in the Monaghan and Henry reports around representation, diversity and culture of the Union which require the Union to hold accurate and comprehensive equality monitoring data for members, activists and staff.

We have completed successful pilot projects on a new membership form. Online joiners were monitored over a month-long period and 98% of people shared their equality data with us. One region piloted collecting data on existing members in a particular employer and had a 99% success rate (from those that responded).

With the feedback received we have updated our website, application forms and the GMB membership system. In Spring 2023, we rolled out training to all staff and provided guidance notes for staff and reps on how to gather this sensitive information and input it correctly onto our system.

As our data grows, we will be able to do much more detailed analysis of our membership, understand our workplaces better and be able to run much more targeted campaigns, especially campaigns that tackle those inequalities that underrepresented groups face in the workplace. This will help us build and meet our aims of being a fully inclusive union.

## National Race and Organising

I have been delighted to have been able to add my support to the London Region "Fryer and Rehire campaign" against Pilgrim Foods Masters attempt to exploit our members in Southall and with the Midlands Region's campaign for recognition in Amazon- both of which have shown the best of GMB organising and campaigning with workers from diverse ethnic backgrounds to make work better!

### Main Projects

Five main areas of work have now been established to continue the implementation of the Elizabeth Henry Recommendations. Crucially they target every key aspect of our union, members, activists, staff, organising and campaigning!

#### GRASP

(Elizabeth Henry Recommendation 6)

The GMB Race Achievement Scholarship Programme (GRASP) is a ground-breaking initiative that will provide the opportunity for ten of our activists from racially marginalised and underrepresented backgrounds to be developed into GMB Race Ambassadors through a six month fulltime paid release programme. This

is the first programme of its kind undertaken by any union and most likely any employer and shows GMB's huge commitment to progressing race equality. Applications were open 11th of April 2023 to the 11 May 2023 with the programme scheduled to commence for the initial cohort on the 3rd of October 2023 to mark Black History Month.

### Kick Starting Race Equality Campaigns in our workplaces.

(Making Work Better)

National Race and Organising have teamed up with the WCU to develop a Campaigning Roadshow that is now up and running with arrangements underway or scheduled in most regions. The joint presentations highlight the organising and campaigning issues of race inequality and women's inequality in the workplace, how they intersect and how through organised campaigns we can achieve equal pay, and equity at work for women and Black, Asian, and Minority Ethnic workers.

### GMB centric Anti Racism Training for All.

(Elizabeth Henry Recommendation 5)

The work to deliver a comprehensive GMB centric Anti Racism Training for All package continues with the first phase of establishing trainers primarily from our members of Black Asian and Minority Ethnic backgrounds through the Training the Trainers course. Participants who complete the course and are capable will be a key part of the delivery of the GMB centric anti-racism training which will be rolled out next year.

### Coaching, Mentoring and Support Scheme for Black Asian and Minority Ethnic staff.

(Elizabeth Henry Recommendation 6)

This bespoke support scheme developed with Kerry Smith is yet another potentially ground-breaking scheme that will be open to our Black Asian and Minority Ethnic employees. The support comprises of a 3-tier support system which staff can access voluntarily after the initial sessions at the first tier that focus on belonging, wellbeing, organisational awareness, confidence building and achievement. The programme will be launched this year.

### Chronicling the GMB's historical presence of Black Asian and Minority Ethnic activists, race-

## based campaigns, and disputes.

(Elizabeth Henry Recommendation 4,5,6)

Work with the Race Subgroup and John Callow continues to progress on this essential project and the aim to launch the book at Congress 2024 is still on track. In addition, there is a realization that we will also need to ensure the book is made live in terms of maximising the potential to present it and publicise it through different media. We are also examining the potential to create a more extensive bank of resources to support training, campaigning, and organising on race particularly an approved booklist, film, and other media material.

# Equality and Inclusion

## Strand networks

Self-organising and activist development is an important for GMB's equalities campaigning. Each GMB region selects two representatives to each of the four national GMB equality strand leads networks. The networks each choose campaign priorities with the department facilitating regular online network meetings. This model of national organising has been in place since 2020 and continues to provide an essential space for equality activists to come together and share expertise on workplace equality organising, hear updates from department staff and plan campaigns.

For Disability History Month 2023, profiles of members of the disabled strand leads network were published online. The activists with a range of health conditions, differences and impairments show the vital campaigning undertaken by and for disabled workers. Shareable graphics have been used by regions at disabled worker events.

"I'm committed to the union movement standing up for disabled workers. We're here to make work better for all"

**GMB**  
UNION

- Anon, GMB disabled activist

"My disability helps me when advising disabled members"

**GMB**  
UNION

- Catherine, GMB Organising Assistant

"Disabled people have a strong voice and deserve their seats at all levels, especially at the top table"

**GMB**  
UNION

- Joe, GMB and Labour Party activist

"I use my disabilities to drive me forward. To empower me to get heavily involved in the union"

**GMB**  
UNION

- Dawn, GMB disabled activist

## TUC Equality Conferences

The TUC holds four equality conferences and the Young Workers' Conference each year and GMB continues to send sizeable delegations to every event – totalling 85 delegates this year.

Our engagement with the conferences markedly enhances our officer and activist knowledge of contemporary equalities concerns and organising in the workplace. The conferences provide opportunities for confidence-building and development of activists who belong to each strand who are otherwise underrepresented in GMB structures.

Motions drafted by reps and submitted to the conferences this year highlight the concerns our activists identify in their working lives and through their representation of the underrepresented and marginalised workers belonging to each strand:

- Women's Conference: Improving Women's Access to Industrial Injuries Disablement Benefit
- Young Workers Conference: A Living Wage for All: Young Workers Demand Fair Pay
- Black Workers Conference: Pay parity for Black Asian Minority Ethnic workers – Time to enshrine the ethnicity Pay Gap in Law
- LGBT+ Conference: Protect Trans Rights
- Disabled Workers Conference: Neurodiversity in the Workplace

Delegates speak on our motions and those from other unions at every conference, developing advocacy and leadership skills which they take back to their workplace activism.

The make-up of all delegations continues to be highly intersectional - representing the rich diversity of GMB members.

If you know a GMB member who'd benefit from attending a TUC equality conference in 2024, please contact your Regional Equality Officer.

## TUC Equality Committees

As conference and meetings have returned in-person, competition between unions for places on the TUC's national equality committees has increased. In 2022-23, GMB was represented by:

- Women's Committee: 2 members
- Young Workers Committee: 4 members
- Black Workers Conference: 2 members



- LGBT+ Conference: 4 members
- Disabled Workers Conference: 2 members

For 2023-24, we have nominated 13 activists in a mix of contested and uncontested elections for the committees, with outcomes to come at the conferences.

## Unseen disabilities campaign

The disabled strand leads network chose Unseen (hidden) Disabilities as a campaign priority. Employers, union reps and non-disabled people have some awareness of the needs of disabled workers, but unseen disabilities are often not at the front of employers' and organisers minds when it comes to making work better.

A working group of reps and organisers has been formed to advise on what nationally-produced resources and training are needed for activists to run a workplace campaign to make work better for workers with unseen impairments, conditions and differences. Numerous previous Congress motions have called for resources on this topic, showing it's widely needed.

The resources will give organisers and activists skills in recognising and advocating for disabled people's concerns as collective social justice organising opportunities – not just individual concerns where our advocacy is limited to casework.

Keep your eyes out for more on this campaign later in the summer!

## Trans and Non-binary Equality at Work

We delivered participatory training to 25 organisers and activists on running a workplace campaign using the toolkit resources which were launched in 2022.

The training covers an introduction to the subject, managing difficult conversations and organising and recruiting around this issue. Training has been co-delivered by trans members of the campaigning working group – an opportunity for activist development.

The session was described as 'fantastic and informative'. Attendees drafted campaign plans to enact in their branches/regions.

The TUC launched its 'Trade Unions for Trans Rights' network in April – two GMB activists spoke at a panel during the launch, yet again highlighting our fantastic and much-needed work in this area.

### Existing toolkits, campaign resources and regional visits

We provided refresher training on the Smash the Stigma: Menopause in the Workplace toolkit, enabling attendees to use the resources for local campaigns to improve work for workers experiencing menopause.

Workshops were delivered at Midlands and London region's engaging Regional Equalities Conferences on the trans and non-binary campaign toolkit and the reasonable adjustments and neurodiversity toolkits.

Workers attending the relaunch of the Ability Self-Organised group in London region engaged with a session run on campaigning for disabled workers.

We met with Bakkavor reps in London region and led a session on working with disabled workers across two Bakkavor sites.

The Head of Research and Policy spoke at a national Neurodiversity in the Workplace conference highlighting GMB's approach.

With Manufacturing and Commercial Services colleagues we explored equalities-based organising using existing campaign resources amongst food and drink, security, G4S Cash and Evri members.



### Other

At the time of writing, a fantastic 26 nominations for the Eleanor Marx Award 2023, which the department coordinates, have been received. We look forward to celebrating the winner at Congress.

Seven LGBT+ activists joined the TUC's newly-launched LGBT+ Leadership programme – a fantastic GMB showing – and a further member took part in the the Disabled Leadership school.

GMB regions and sections regularly approach the department for expert input on employers' proposed equality policies and initiatives. This year, amongst others this included feedback on:

- Bristol Council's Trans Inclusion and Gender Identity Policy Consultation
- Ministry of Justice Menopause in the Workplace video project
- Ark Academy Trust's equality and diversity policy statement
- British Standard's Institute's draft Menstrual and Menopausal Health in the Workplace guide
- G4S equality monitoring and equality staff survey initiative
- Oasis Academy Trust menopause policy

In February activists and organisers joined Southern region's Train the Trainers course – meaning that department-delivered training will continue to be high quality, participatory and empowering to members who might not usually enjoy learning.

# HEALTH, SAFETY AND ENVIRONMENT

Over the past year, we have made work better with members in Asda by:

- Challenging management at Asda Logistics Services over their proposals for drivers to unload deliveries to their new smaller format stores.
  - We got the company to immediately change their approach to risk assessment, and review their safe system of work for delivery.
  - Work on this will continue post-Congress 2023.
- Engaging with ALS over the height and safety of pallets despatched from distribution centres to stores.
  - Our expectation is that pallets will be loaded no more than 1.8m in height, with clear instruction that the heaviest cases will not be loaded at the top layer of the pallet. Work on this is ongoing at time of writing.
- Addressing significant fire safety issues in Asda Stores.
  - Reports from reps about blocked fire extinguishers, out of date fire extinguishers and blocked / no longer correct fire escapes.
  - Lynsey produced a guidance note for National H&S Reps, to help them deal with fire safety issues in their stores, and produced a poster to be displayed in all Asda stores.
- Organising the GMB response to Asda Retail management on the introduction of their Twilight trial for stock replenishment.
  - Lynsey also carried out a couple of night visits to observe the issues.
  - A dossier of evidence has been collated with input from all regions.
  - This will prove to ASDA that the trial is not working in a safe way and the risk assessments are unable to be followed due to key infrastructure not being in place.
- Working with the National Officer and the Women's Campaign Unit to deliver bespoke training on organising using health and safety

to the National Retail Health and Safety Rep Forum.

- This helped to develop an organising strategy and approach for Asda Retail.
- Developing our response to Asda regarding their trial of driverless vehicles.
  - Our reps are heavily involved in consultation, as we have severe reservations about the safety of driverless vehicles in general. These cannot currently be used on UK roads without a driver being in control of the vehicle, though the Government position on this is being steadily relaxed.

We have made work better with members in the logistics sector by:

- Forcing BestFood management to address substantial failings in their risk assessment process.
  - All stairs at third-party customer premises which the National Reps deemed as unsafe have now been risk assessed as such, with the result being no delivery to point of storage.
  - It is now up to the customer companies involved to either make the stairs safe or find another way for deliveries to be made (i.e., lifts, dumb waiters, etc.).
- Participating in a joint Bidfood/Bestfood combine meeting held at National Office, Euston to develop joint approaches and share good practice.
  - Our session was centred on developing health and safety structures to organise workers and grow membership, and was based on recent experiences with both BestFood and Asda.
- Producing an in-depth guide on Health & Safety for members who work in warehouses.
  - This new format of guidance also includes information on equality and diversity at work and how this should be considered when looking at H&S at work.

We have made work better with members in G4S Cash by:

- Tackling severe ergonomic issues with the vehicles intended for use in the transportation of foreign currencies.
  - The vans under consideration are not fit for the intended purpose as the back area of the van is too small to move around in and means that a lot of kneeling and twisting is required.
  - We met with the company to explain our concerns with the new process, which identified significant issues with the risk assessment process.
  - At time of writing we are convening a site visit to fully assess the vehicle.

We have made work better with members in the Waste and Recycling Sector by:

- Continuing our leading role in the Waste Industry Safety and Health (WISH) forum, making sure that GMB members are represented, and their voices heard.
  - The worker engagement and leadership sub-group which is chaired by Lynsey have recently started work on their next project, which is a guide about best practice in communication of H&S messaging and training.
- Lynsey led on the planning of the WISH Worker Engagement and Leadership Conference, held in October 2022.
  - The conference was very well attended and there was great feedback.
- Lynsey also presented on the work of the WISH Worker Engagement Group at the RWM/ Let's Recycle Live Conference in Birmingham in September 2022
- Dan helped to develop an organising strategy on violence in the Midlands at a specially convened meeting in the Midlands Region in April 2023
  - The meeting followed severe violent attacks on waste crews in Stoke-on-Trent, and focused on organising to force employer to properly address work-related violence risks.



We have made work better with members in schools by:

- Continuing to challenge the Department for Education over their shocking failure to remove asbestos from schools. We submitted evidence to the Work and Pensions Select Committee on HSE's management of asbestos in schools, and press for the committee's recommendation for phased asbestos removal to be enacted.
- We have also played a leading role in the campaign for the urgent removal of Reinforced Autoclaved Aerated Concrete (RAAC) from all schools where it is identified. RAAC is a concrete that is structurally similar to 'Aero' chocolate, meaning it can dangerously deteriorate from the inside with no visible issues until it breaks. As it was used to construct ceilings, there have been several



serious incidents and partial collapses.

- We are now part of a joint union team meeting monthly with DFE to closely monitor development and ensure RAAC is removed where identified.



- We have continued to provide advice and support to Regional colleagues handling Covid-19 outbreaks in school settings, and in supporting the increasing number of members in the education sector with Long Covid.
  - We contributed to the development of a number of joint documents on Covid-19, primarily around ventilation standards and occupational health provision.

We have made work better for all GMB members by:

- Providing up-to-date advice on a wide range of health and safety issues through our regular webinars for Safety Reps.
- Producing new guidance on health and safety issues for young members, which is designed to aid recruitment by being a one-stop shop on their rights at work.
- Contributing revised information to the Trans and Non-Binary toolkit
- Providing expert input on the workplace and public health aspects of the UK Covid-19 Public Inquiry.
  - This is likely to be an important area of work over the next few years, as the Inquiry only starts hearing evidence this year and is expected to take a number of years to conclude its' investigation.
- Working with the TUC and Sister Unions to challenge the UK government over the Retained European Union Legislation Bill, which threatens to repeal 50 years of UK Health and Safety Law that originates from the EU.
- Working through the Faculty of Occupational Medicine, developing new quality standards for Occupational Medicine providers to demonstrate they can provide high quality care for workers.
- Protecting our colleague within GMB by leading on the management of internal health and safety, especially around Covid-19, picketing risk assessment, and driving safety.

## Remembering John McClean



John McClean 1955 – 2022

Former National Health and Safety Officer John McClean sadly and unexpectedly passed away in August 2022. John joined the GMB as a lay member in 1976, working his way to becoming the Branch Secretary for Cambridge 2 Branch, and the Convenor for Cambridge Council in 1990. He was appointed as a Regional Organiser in London Region in 1993, but instead took up position as the Regional Health and Safety Officer. John moved to National Office in 2005, where he remained until his retirement at the end of September 2015.

John remained active post-retirement, becoming the chair of the Joint Union Asbestos Committee and the Asbestos In Schools campaign. John was a much-loved colleague, who cared deeply about those who he worked with, and he will be missed by all throughout GMB.

# LEGAL

## Legal Services

UnionLine remains the only trade union owned and operated law firm in the country providing a one stop shop offering a broad range of legal services, largely free to members, and with some non-employment services being available to their families.

UnionLine is operated from a head office in Sheffield. Staff work with the nominated organisers and staff to ensure that we do everything we can to support our members within the union. A proportion of the work is dealt with in-house in Sheffield, whilst more complex work is sent out to a network of highly regulated panel firms across the country who act as agents for our law firm.

The challenges around the management and finances of UnionLine have been reported to the CEC. We have had to continue to offset employment costs because of the ongoing deficit in forecasted income. We now have better budgeting in place and a greater understanding of how we have accrued debts to service providers like Premex. At the time of writing, we are appointing a new Legal Director and an important part of their work will be in relation to getting UnionLine on a sustainable footing.

The UnionLine business model remains a sound one and there is a recognition of the need to ensure the business is managed efficiently and marketed properly, with the focus being on supporting our members.

## Personal Injury

UnionLine and our panel firms continue to provide a comprehensive service on Personal Injury matters for our members and, in 2022, UnionLine recovered just shy of £18 million in damages for our members. Clearly, we would prefer our members not to be injured whilst going about their work but if that happens then UnionLine is there to ensure we recover maximum damages for them.

It is more important than ever that members realise that using GMB's legal service will ensure maximum damages are recovered.

## Collective Rights

We continue to brief and support regions and Officers on collective rights such as industrial action, statutory recognition applications to the Central Arbitration Committee and collective labour law matters. Much of our work focuses on industrial action issues, which in 2022 reached the highest level for many years as members organised and campaigned in the face of the cost-of-living crisis. We have been supporting organisers and staff in the private and public sectors, including those involved in the recent NHS dispute in England and Wales. We are working with colleagues on a new series of briefing sessions for officers combining industrial action law with the campaign around industrial action.

At the same time, we have seen a raft of anti-union measures from the Government. In July 2022 the Government repealed the restrictions on the use of agency workers in disputes, GMB is one of 11 unions jointly challenging this change in the law by way of judicial review in the High Court. The hearing is due on 3rd and 4th May. The Government also increased the level of damages that can be claimed to up to £1 million for a union the size of GMB. The Government is also rushing through legislation to introduce minimum service levels in the event of industrial action including in health, fire and rescue, education, transport, decommissioning of nuclear installations and management of radioactive waste and spent fuels and border security.

We have also advised regions on section 145 of the Trade Union and Labour Relations (Consolidation) Act 1992 on unlawful inducements cases in the light of the 2021 judgment of the Supreme Court on the subject.

## Individual Rights

The onslaught on individual rights by the Government has continued, and with the Tory Government still having a majority in Parliament, we have anticipated further attacks. We had expected that a new Employment Bill would be published in 2022 but this has not happened and we will keep regions advised of the position. The use of the employer tactic of fire and re-hire has highlighted the need for reform of the law in

this area to protect workers, and we submitted a response to the consultation on a new statutory Code on dismissal and re-engagement.

### **Litigation**

We continue to advise and manage large multi-party cases in all areas of the employment rights field in order to assist regions, including on equal pay and unlawful inducements. As a union, GMB continues to be involved in complex litigation. In this way, GMB is changing the law to establish new rights for workers. Equal Pay is an increasingly demanding area of work and the department is supporting the work of the Women's Campaign Unit and regions around our equal pay campaigns.

### **Policy**

We continue to contribute to union policy in all areas such as on individual and collective rights, including responding to public consultations on employment law, including the new Statutory Code on dismissal and re-engagement. We had been expecting a new Employment Bill to be published by the Government at some point since 2019 but this has not happened to date.

### **Brexit and Employment Law**

After the pandemic the UK's leaving of the European Union raises profound questions for the future of collective and individual employment rights and is still an area of great uncertainty. The Retained EU Law (Revocation and Reform) Bill aims to revoke all EU applicable legislation from the end of 2023. The only exceptions will be where areas are specified in regulations made by or specified by a minister or devolved authority. This could impact on a wide range of EU derived employment rights, including TUPE, Working Time, Atypical Workers, Areas of Discrimination law, areas of health and safety law, and equal pay for work of equal value. We will keep Regions advised.

### **Training**

The department undertakes training on collective labour issues including industrial action and statutory recognition.

### **Personnel**

The National Office Legal Department comprises Barry Smith, National Legal Officer, and Lauren Strain, National Assistant Legal Officer. We welcomed Lauren who joined us in August 2022. Barry is Secretary to the Congress 2023 Standing Orders Committee. As per the above, the department is due to appoint a new Legal Director.

## ORGANISING

Martin Smith, National Organiser retired from GMB at the beginning of 2023 and the post has not been filled.

Organising and Campaigning is now a core responsibility of National Officers, Regional Organisers and elected union representatives. The functions of the Unit have been devolved to National Sections and Regions.

A National Organising Team continues to meet and develop joint campaigns across the Union.

National and Regional Officers are collectively responsible for consulting members and activists to identify priorities for GMB in negotiations; building campaigns and developing workplace leaders, and coordinating activity within and across GMB Regions; developing, implementing and sharing innovative organising strategies and tactics, and using all of these to grow GMB in the workplace and across industries and sectors.

These innovative approaches to campaigning and organising are underpinned by training provided at national and regional level covering all the above and advice and guidance on preparing for and organising industrial action.

The cost-of-living crisis is having a fundamental impact on working people and thousands have joined GMB recognising the need for collective action to deliver increases in pay and to improve many aspects of work. In the twelve months to the end of March 2023, 91,000 workers joined GMB, and for many this was the first time they had joined a union.

The new members have been very clear about what they wanted through workplace meetings, in person and on-line surveys and many have been open about the hardships they faced with enormous increases in the cost of energy and food and the impossible choices they face.

The number of workers joining GMB each month has been a rising trend, with average levels of monthly recruitment up by over 50% in the last 12 months.

There have been some notable achievements in the past 12 months – a wave of walkouts by staff in Amazon warehouses saw a leap in

membership, and strike action at the Coventry Centre has led to a majority of employees joining GMB, which has resulted in GMB demanding recognition from the employer. Membership in Uber has more than doubled in 12 months and GMB membership in the NHS, particularly in the Ambulance Trusts is higher than it has ever been.

For the coming year, the new approaches to organising need to be embedded in GMB culture, developed further and used to secure new collective agreements with employers irrespective of sector.

# POLITICAL

Political priorities this year have focused on three things: securing our members rights and conditions at work in the ongoing cost-of-living crisis, fighting against further attacks on rights at work and on trade unions and planning for a better deal for workers ready for next year's general election.

In the last year, we have had a government that has gone from crises-to-crisis, a large part of this due to internal political and economic instability that is a result of poor leadership. Since Congress 2022, there have been three different Prime Ministers, four Chancellors and five Secretary of States for Education.

As always and throughout this chaos, GMB and our members have used politics to make work better. Building relations with some fantastic MPs and political representatives across the UK and at all levels to get our issues on the agenda.

## In Parliament and across the country

It has been another busy year for the political office – we've led the way on major policy shifts, campaigns and changes to legislation that will directly benefit our members in and outside the workplace.

In Parliament, we've worked with MPs, Peers and parliamentary staff on incredibly diverse issues, from lobbying politicians on behalf NHS and ambulance service members to ASDA retail, to campaigning for justice for the Cammell Laird 37.

## Notable highlights include:

Supporting our members in NHS ambulance trusts in getting the UK Government to talk pay with us.

Our members first went on strike on the 21st December with the Secretary of State for Health, Steve Barclay, point blank refusing to negotiate with us or other unions. Over further strike days, our members in ambulance forced the Government to the table, reasserting an old fundamental on Ministers.

The day before the strike, we got National Secretary, Rachel Harrison in front of MPs on the Health Select Committee who eloquently put

the case forward on why NHS and ambulance workers deserved a pay rise. Over the strike days that followed, many MPs and elected representatives joined our members on the picket lines.

On the 31st January, we ran a lobby of Parliament with members in the ambulance service from across England and Wales meeting local MPs, the Opposition Frontbench and Will Quince, the Minister responsible for NHS pay. They also got to hijack the Secretary of State for Health's own appearance in front of the Health Select Committee.

## Attacks on the right to strike and workers' rights.

Instead of talking to our members the Government's initial tactic was to bring forward legislation – the Strikes (Minimum Service Levels) Bill – which is a skeletal legislation and could potentially mean workers in sectors such as healthcare are forced to work on strike days. We have been working to oppose the Bill as it's been making its way through Parliament.

The Bill is currently still making its way through the House of Lords. But working across the movement and political parties we have defeated the government in votes in the Lords on key issues, including unfair dismissal protections, ensuring responsibility for enforcing work notices is with employers and not trade unions, that the laws are not enacted in Scotland and Wales and an amendment to ensure extensive consultation happens before any powers enacted in the Bill come into effect.

At the time of writing, the Bill still has to go back to the Commons and we do not know if Government will reconsider some of the amendments successfully voted on. By the time Congress happens, we will have a better idea.

The short-lived Truss' Government also brought forward a Bill that could potentially end key workers' rights and health and safety protections that were part of previous EU regulations, if not opted-in before the end of the year. GMB similarly has been opposing the Bill which has

now stalled ahead of the Lord's amendment stages. The Government is seemingly climbing down but the Bill may appear again in a more limited form, that may include limiting the number of regulations that will disappear or changing the date Government have to opt-in. Again, there may be a further update by the time Congress arrives.

We have also given verbal evidence to the Business, Energy and Industrial Strategy Select Committee on its inquiry into economic growth and labour law, giving evidence around Amazon and on AI and the future of work. Laurence Turner, GMB union's Head of Research, was able to directly respond to misleading evidence that Amazon gave the Committee directly with the cross-party MPs coming down on the side of GMB in its final report and calling for Government to do more to strengthen workers protections and better enforcement.

### Other legislation

Other Bills we have been working to influence with different amounts of success include the Procurement Bill, Energy Bill and others.

On procurement legislation we have been working with MPs and the Opposition to strengthen the consideration and value put on good employers, that value and recognise trade unions as well as use UK supply chains.

Similarly on energy legislation, we have been trying to secure clarity around the future of home heating and looking at the financing of new energy infrastructure including renewables and the criteria to ensure UK supply chains are used.

### Justice for the Cammell Laird 37.

The GMB union is still fighting for justice for the Cammell Laird 37 pickets from 1984. The Cammell Laird 37, all GMBATU members now GMB union, were picketing at work for better way and safer working conditions. Facing around 800 redundancies at Cammell Laird shipyard, the workers voted for strike action in an effort to save their jobs. This led to the occupation of a rig and frigate under construction.

After four months of occupation, during which the workers and their families experienced many challenges and hardships and with warnings made to them of special forces taking the installation by force, the group voted reluctantly to leave the rig. As they were preparing to decamp, an injunction seeking removal of

the occupying strikers from Cammell Laird was enforced by police who had surrounded the installations, leading to the arrest and imprisonment of all 37 workers at Walton Prison in solitary confinement for four weeks.

These trade unionists were tried and convicted in absentia, without the opportunity to defend themselves in court or a fair opportunity to clear their names. Jailed in a category A prison, HMP Walton in Liverpool. While serving their jail time, the four Albertina brothers lost their mother. They, along with their uncle, were allowed out for the funeral only, set to return to jail directly after. At the same time the Justice Secretary, offered to release them all if they "purged their contempt". Something all the pickets refused.

The Cammell Laird 37 never worked at Cammell Laird shipyard ever again; they were Blacklisted. They lost their redundancy and pension rights. Twelve of the thirty-seven have already passed away and those remaining, after nearly 40 years of campaigning, are desperate to find justice before any more pass on. GMB has been fighting to secure justice.

In February this year, GMB member, Gareth Thomas MP secured a Westminster Hall Debate on holding a potential public inquiry for the imprisonment of these workers. Cross-party MPs attended and spoke of the need to secure justice. The Minister was somewhat won over by the debate and was more helpful than what we had previously heard from the Government, committing to get the Ministry of Justice to look in to what legal avenues were available. The Labour Party opposition also committed to investigate and release papers relating to the matter.

### The year ahead

It is vital that our political work is driven by industrial needs of our membership and, apart from the above, we further continue to support GMB political activity across GMB Sections, Regions and Nations as they campaign with devolved, regional or local government and look to expand this work in the following year.

This year is also going to be big in terms of internal Labour Party matters, with a general election happening at some point in 2024. The Labour Party are selecting Westminster Parliamentary Candidates for the next general election in constituencies across Britain. GMB are supporting a growing number of potential candidates that we hope will put GMB values

into practise if elected. GMB Regions are using their own processes to ensure we endorse candidates that will deliver this. At this point over 55% of successful Labour Party candidates were backed by the GMB union.

This year is also key in regards to policy development with the manifesto process in full swing and the Labour Party National Policy Forum final stage meeting happening in July 2023. Our representatives are working hard to deliver on GMB key policy priorities, including around strengthening workers and trade union rights with a new deal for workers, strengthening equal pay laws, securing GB Energy, as well as supporting UK industry and manufacturing through better procurement and subsidies.

GMB political officers across the union will continue to work determinedly to make work better, by amplifying members voices and taking their case to all levels of government.

## RESEARCH AND POLICY

The National Research and Policy Department has been closely involved in the industrial, campaigning, and internal democratic work of the union during the last twelve months.

Industrial work during that time has included drafting the union's submission to the Low Pay Commission and GMB contributions to the National Joint Council (NJC) 'green book' local government and Chief Officers' pay claims, in close co-operation with the relevant industrial officers.

The Department provides ongoing bargaining support information, which includes production of a monthly inflation and wages report that is sent to all GMB employees, and factual support has been provided to a large number of National and Regional pay claims and organising projects. This has included providing research reports and statistical summaries to a number of internal committees.

A major focus for the Department this year has been the provision of training on employer and labour market research. Training has been delivered in most GMB Regions and this work will continue in 2023/24. A new set of digital bargaining and organising tools – Reps' Tools – were developed in-house and formally launched in September 2022.

These tools have had more than 250 unique users between September and April. They have been used to produce more than a thousand employer profiles and they have been used almost two thousand times in total during that period.

The Department also plays an extensive role in the delivery of Congress. Within the team, Anna Barnes has a particular responsibility in this area, and she has ensured the timely production of key advice and documents for Congress 2023.

The Department's support to Congress included the production of procedural documents to the Central Executive Council (CEC) and the Standing Orders Committee (SOC), as well as drafting policy reports. A UK-wide social care survey was launched in early 2023 which has been used to inform the recommendations to Congress and support industrial work.

Research and Policy staff also provided delegation support to a number of conferences, including TUC Congress, Labour Party Conference and GMB National Equality Conference. This work contributed to the securing of GMB Congress policies (including on equal pay comparators, defence manufacturing, and support for Ukraine) as TUC and Labour Party policy. Under an interim arrangement, the Department has also provided secretarial support to the CEC's Political, European, and International (PEI) sub-committee.

The Department took on additional responsibilities for international solidarity and trade work in 2020. In the last year, this has involved representing GMB on the UK-EU Domestic Advisory Group on trade, and supporting a number of international solidarity appeals and industrial work on European Works Councils.

The Department has also provided verbal and written evidence on a range of subjects to bodies including the Low Pay Commission (which Ross Holden leads on), Government Departments, the Labour Party, select committees, TUC working groups (including on Fair Pay Agreements), and the Labour Party's National Policy Forum (or NPF, working closely with the national Political Officer). Political commitments to a number of GMB Congress policies have already been secured through the NPF process and this work will continue until the final stage NPF meeting in late July. The team has also contributed to other policy discussions and submissions by GMB Regions and National Office Departments.

The Department is staffed by Laurence Turner, Anna Barnes, and Ross Holden. More information relating to the work of the team, including copies of monthly bargaining support reports and evidence submissions, can be found at: <https://www.gmb.org.uk/research-policy>



# ELECTION AND APPOINTMENT OF OFFICIALS

1 MAY 2022 – 30 APRIL 2023

## APPOINTMENT OF REGIONAL SECRETARY

<b>North West &amp; Irish Region</b>	Denise Walker
<b>GMB Scotland</b>	Louise Gilmour

## APPOINTMENT OF NATIONAL SECRETARY

<b>Public Services Section</b>	Rachel Harrison
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## APPOINTMENT OF NATIONAL OFFICER

<b>Commercial/Manufacturing Sections</b>	Matt Roberts
<b>Public Services Section</b>	Natalie Grayson

## APPOINTMENT OF NATIONAL RACE ORGANISER

<b>National Office</b>	Tye Nosakhere
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## APPOINTMENT OF SENIOR ORGANISER

<b>North East, Yorkshire &amp; Humber</b>	Joanne Hepworth
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## APPOINTMENT OF ORGANISERS

<b>London</b>	Jack Phipps John Weir
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## ELECTION OF ORGANISERS

<b>London</b>	Hilda Tavolara Lisa Bangs Lola McEvoy
<b>Midlands</b>	Natalie Grayson Ian Edwards
<b>North East, Yorkshire &amp; Humber</b>	Andrew Aldwinkle Katherine Mitchell Sarah Barnes William Dalton Jake O'Malley John Guy Michael Hunt Stuart Gilhespy Etain Stobbart Laura Maughan Paul Clark Christopher Preston Donna Dryden Julie Wynn Joyce Guthrie
<b>GMB Scotland</b>	Keir Greenaway Chris Kennedy

# TUC CONGRESS AWARDS 2022

**Jenny Symmons** (London Region) and **Paul Connor** (Midlands Region) were nominated for the TUC Organising Award 2022. Unfortunately their nominations were unsuccessful.

**Gemma Williamson** (North East, Yorkshire & Humber Region) was nominated for the TUC Women's Gold Badge Award 2022. Unfortunately the nomination was unsuccessful.

**Ben Cook** (Midlands Region) was nominated for the TUC Health & Safety Rep Award 2022. Unfortunately the nomination was unsuccessful.

**Robert Wheeler** (London Region) was nominated for the TUC Learning Rep Award 2022. Unfortunately the nomination was unsuccessful.

# COMMERCIAL SERVICES

The Commercial Services Section Grade 1 and 2 membership stood at 150,409 in March 2023, representing 32.2% of the Union's membership, an increase of +708 members over a 12-month period. In terms of the companies covered by national office in the section, membership rose by 1,033 to 81,382, and increased 1.3% over the last year.

The work of the section has been a joint effort with officers and reps working well together under the leadership of Commercial Services National Chair, Kevin Flannagan, the Section National Committee and Andy Prendergast, National Secretary. 10 Section National Committee responded to our Equality Monitoring Survey. They classified themselves as 5 Women and 5 Men. 1 was Black British/ Caribbean, 8 were White, English, Welsh, Scottish, Northern Ireland or British and 1 was White Irish.

The industries and companies in the Section are covered by Andy Prendergast, National Secretary (British Gas and Loomis). Gary Carter (Gas Distribution, Nuclear, Magnox, Electricity and Water); Nadine Houghton (Asda, Wilkos, Best Food and Bidfood), Eamon O'Hearn (Security and cash, Morrisons Data Services, and Evri) and Matthew Roberts (Aviation including British Airways and Swissport, along with Legal Services) who has joined the Section since the last Congress. Further support to the Section has been provided by Steve Garelick (London Region covering Private Hire and Taxi) and Gillian Ogilvie (Midlands Region covering Yodel). Section Support is provided by Kerri Harding (Senior PA).

## AMAZON

GMB have been extremely active in Amazon over the last year and were best placed to capitalise on the unofficial action that occurred following the company's decision to impose an insulting pay offer. Since then, Midlands Region have led the way, undertaking Amazon's first legal strike which has seen the membership double and having spread the action to other sites. At the time of writing, an application for union recognition has been submitted for the Coventry site and it is hoped that this will be

the first of many. This campaign has been a real achievement by Midlands Region and special credit must be goes to Amanda Gearing and the Midlands officers who have really driven this key campaign forward.

## ASDA

### ASDA RETAIL

GMB successfully campaigned for and won a pay rise for ASDA colleagues last April, this was the first time GMB had achieved success on pay in ASDA retail. We followed this up by campaigning for ASDA to be the highest paying of the Big 4 Supermarkets which was achieved in February 2023 (other retailers have since overtaken them) totalling a 15% increase in pay. Our campaigning success continued when senior reps successfully challenged ASDA over the introduction of 'Twilight' stock replenishment and forced ASDA to remove over 50 stores from the consultation saving 1,800 jobs. We now look forward to September 2024 where GMB members will be fighting for equal pay at their Equal Value hearing, following the recently published Independent Experts Report which compares the jobs in retail and distribution.

### ASDA DISTRIBUTION

Over the past 18 months, GMB has achieved pay increases of between 16-21% for our ASDA distribution membership. 2023's pay deal was a 10% pay increase for drivers in the north and Scotland with 8% on all elements for all other staff. The 2023 pay deal was accepted by 89% of GMB members. NJC reps are now turning their attention to campaigning around issues of Health and Safety (pallet heights) and focusing on the impact of the rollout of 750 ASDA 'convenience' stores over the next 3 years on GMB members.

### AVIATION INDUSTRY

Our members at British Airways and Swissport have endured another difficult year, as the turmoil and trauma in the sector gradually eases, but issues remain. In both employers we have fantastic groups of reps and activists. In Swissport we won a double-digit pay rise which will help address the recruitment and retention

crisis and keep the airports open. In British Airways we have been in extensive talks on reversal of cuts to pay and terms and conditions from the Coronavirus pandemic, with much progress achieved but a long way still to go.

### **BESTFOOD**

Following a successful industrial action ballot GMB members achieved a pay offer of 6% in addition to this, members won a long running aspiration to have location allowance consolidated into base pay. We are now preparing for the 2023 pay round.

### **BIDFOOD**

Following the completion and acceptance of the 2022 deal on pay harmonisation we are preparing to enter talks for 2023. We have successfully campaigned for improvements in driver safety by forcing the company to accept the need to improve their risk assessment process around driver delivery drops and giving the union greater involvement in the process.

### **BRITISH GAS- FIELD SERVICES**

The last year has seen the union continue to rebuild following the end of the fire and rehire dispute. The 2022 pay deal saw a fantastic rep driven recruitment drive which led to over 600 new members within the field area, a brilliant result that has helped ensure that membership amongst engineers remains at well over 90% density. Since then, we have negotiated a further pay increase that led to consolidated pay increases of between 5-18.8% which were topped up with payments of around £1900 plus 1.25% of salary, a deal that was accepted by 82% of the membership.

Aside from pay, the reps have been working extremely hard within the field part of the company which is struggling with poor results in its services business. Whilst we have won a number of cases for individual groups and continue to fight hard to reestablish our senior reps in the business, there is a growing concern about the management's ability to stick to agreements as they seek to return to profitability.

The end of the year was also marred by the decision to outsource the distribution side of the business. At the time of writing negotiations about this are continuing although the views of the membership can easily be gauged by the 100% vote in favour of industrial action. At the time of writing a package has been negotiated which involves payments of up to around £4,500

per member which will shortly be put to ballot.

### **BRITISH GAS – STAFF**

Over the last twelve months we have continued to increase membership amongst staff grades and have doubled the number of full-time reps in place. A dispute amongst Heating Sales Advisors led to a large increase in membership in the area and a deal that involved the company making a number of significant changes to the commission scheme that the company had previously insisted on were off the table. Despite being in the final year of a three year pay freeze, we also forced the company to address the cost of living with a consolidated pay increase of 5% paid three months early as well as one off payments of over £1,900 per person and an additional £1,900 of shares.

### **CADENT GAS**

A key element to the outcome of the 2022 field force dispute, which was resolved during is for this year's pay rise to be based on average RPI inflation. This means from July 2023, field force employees will get a 12.84% pay increase, which GMB also negotiated for staff members. Improvements have also been negotiated for Cadent G contract members. GMB membership has increased by over 400 in field force and Staff since May 2020.

### **EDF**

The 2023 pay talks for the three collective bargaining units was brought forward because of the cost-of-living crisis. A £750 lump sum payment was made in October. Pay rises ranged between 12% to 16%, made up of a combination of consolidated and non-consolidated payments for customer, field, and generation members. The Government committed to funding new nuclear at Sizewell C. The generating life of Hartlepool and Heysham has been extended by two years. Talks have started on a new collective bargaining agreement for operations at Hinkley Point C. Joint EDF/Magnox and joint trade unions meetings have commenced to discuss of the transfer of the seven AGR nuclear power stations to NDA once they have been defueled and are ready to be decommissioned. The first, Hunterston B looks likely to transfer from EDF to NDA in 2026. Transition and talks on moving to the customers Kraken platform continue.

## ENERGY

GMB has been leading the union fight for the energy transition over the last twelve months. We have been extremely vocal on the need for hydrogen and are currently active in a number of industry and lobbying campaigns over the development of this fuel which has the potential to future proof our gas members jobs in the future. We have also continued to push for new nuclear builds and have helped to ensure that Sizewell C was successful in getting the green light. Our General Secretary has been active chairing the green skills taskforce with Chris O'Shea from Centrica. This body comprises of industry, unions and academics and is seeking to make the case that we cannot undertake an energy transition without investment in the skills the workforce will need. The report of this body is expected shortly, and a number of events will be held to ensure that pressure is put on government to make the necessary investment in the workforce moving forwards.

## EVRI (HERMES)

The National Committee have continued to develop their skill base and experience, working well together and beginning to drive further accountability from Evri. To support them we have secured in-principle agreement that each National Committee rep will receive 4 days per week dedicated facility time (at present there is nothing formal). This is being used to leverage a wider discussion on expanded Regional Reps and facilities (at present there are none) to support organising and recruiting at a local level. A recent National Organising Day resulted in agreement on a pay survey for 2023, which is currently out for consultation, and in-principle agreement to a new National Committee constitution, subject to developments on Regional Reps facility time.

## G4S

Since Allied Universal Services took over G4S we believe that there has been a subtle change in 'culture', including keeping smaller acquisitions at arms-length so far, arguing that they aren't under the wider G4S umbrella just yet.

## G4S SECURE SOLUTIONS

Pay offers have been settled for the main contracts, however DWP has been escalated to ACAS, where we are effectively pursuing binding arbitration for the first time in many years (perhaps ever). We have also been worried by

the 'imposition' of the pay award for the new contract at Magnox/NDA sites across the UK, which is the subject of a stage 2 dispute, but is hopefully not indicative of a shift in culture.

## CASH INDUSTRY

Cash usage, as a means of managing spending during the cost-of-living crisis, has picked up. GMB will again look to lobby on access to cash as the year progresses.

## G4S CASH

The Company initially tabled an offer that was partial pay freeze, below inflation rise and a non-consolidated lump sum, whilst also seeking cuts to terms and conditions in return. In response G4S Cash members returned strong formal industrial action ballot results in October, with strike action planned for December. This resulted in an offer of 2-year offer of 8.5% and min 3.75% up to 6% (depending on inflation), fully consolidated with no trade-offs. This was a great result and was a testament to the National Reps who delivered it. The Company are still pushing for binding arbitration in a revised Recognition Agreement, which we will not agree to. Finally, we are looking to build greater membership density in the lower grade amongst Cashiers/Store Ops, who have had their differential to the National Living Wage diminished following the April rise.

## GENTING

GMB successfully negotiated a pay deal that involved a 7.5% pay increase as well as the agreement to trial day one sick pay for one year as well as the introduction of a multi skill allowance that should benefit a number of members. A new steward has been recruited and we hope to build the membership over the coming year.

## LEGAL INDUSTRY

An opportunity has presented to organise in the firm Irwin Mitchell which is being developed. At Thompsons, we continue to see hypocrisy from the management of promoting trade unions and fighting for worker rights for others, whilst failing to follow the letter and spirit of their own trade union Recognition Agreement with us for their own staff. This includes refusing organising access to their premises. We are calling out and challenging this and campaigning for a decent pay deal. Resource from Regions/Nations is requested.

## LOOMIS

GMB members in Loomis have had a difficult year as the company struggles to return to profitability following the pandemic. Despite this a pay rise of 7.64% was negotiated although this was rejected by the membership. As a result of the company's refusal to increase this offer, an indicative ballot was held. Unfortunately, as the turnout for this was only 31%, we had no choice but to accept the offer by default.

## NATIONAL GAS TRANSMISSION

The national grid gas transmission business has been bought by a consortium headed up by Australian global financial group, Macquarie, which also owns Cadent Gas. A 9.5% pay increase has been accepted by GMB members. The minimum bonus will be 3% or £950 whichever is the greater. New GMB reps have been elected as we've reorganised following the separation from National Grid.

## NATIONAL GRID

GMB members have accepted a 9.5% pay rise payable in July 2023. There is also a guaranteed bonus of 2.75% and minimum holiday entitlement has increased from 25 to 26 days. National Grid sold the gas transmission business in February 2023. The electricity system operator part of national grid is still on course to be brought under the public sector as the future system operator (FSO). National Grid paid a £500 cost of living payment in addition to the 2022 pay rise and bonus in December 2022.

## NUCLEAR DECOMMISSIONING AUTHORITY

The Government launched a review of pay within the NDA and whether all five operating companies should be brought within the civil service pay remit. All three NDA companies, Sellafield, Magnox and Dounreay where GMB has membership have local and successful collective bargaining. GMB and other unions have made a strong case to ministers and DESNZ (formerly BEIS) for pay remain outside the civil service pay remit. This position is also supported by NDA and the operating companies. Sellafield, Magnox and Dounreay are all eager to crack on with pay negotiations and build on the good pay agreements reached in 2022. Meeting with NDA have started on pensions. In 2017 an agreement was reached to change from a final salary to career average scheme. This takes primary legislation, which is currently making its way through parliament.

Discussions on implementing the changes are expected to be lively.

## NATIONAL NUCLEAR FORUM (NNG)

Online meetings have enabled reps across GMB nuclear membership which is spread far and wide to come together and talk about the big issues in nuclear; new nuclear, small nuclear reactors, generation, defueling and decommissioning, as well as share details on pay talks and terms and conditions. The key campaigning issues for the sector are two-tier pay to tackle the recruitment and retention across the nuclear sector.

## MORRISONS DATA SERVICES

GMB had some significant success by negotiating a pay deal of up to 12.6% and ensuring that the requirement to fund this via the removal of current bonus schemes for some TUPE staff were removed. Aside from this, stewards continue to struggle with the company and interunion relations remain poor. We are trying to return the membership to growth over the next twelve months, but this is difficult in an declining industry and with continued hostility from both the employer and ongoing issues with our sister union.

## SERCO PRISONER TRANSPORT

At ACAS last year the Company refused to even contemplate any revisions to the pay offer (it was very complex and represented a rise of between 2%-15%, although with a number of strings attached in terms of the removing paid breaks). Combined with no compulsion to enter binding arbitration essentially the entire effort was wasted, and the offer implemented.

## SSE

Part of the 2023 pay deal was brought forward because of the cost-of-living crisis. 5% was paid in October and GMB members will receive the balance based the April 2023 CPI inflation figure from 1st April. The proposal to run a trial shift pattern for jointers in South was rejected by GMB and the other trade unions as it didn't tackle long working hours and fatigue.

## THAMES WATER

There were prolonged pay and terms and conditions discussions in 2022. GMB members voted down three sets of proposals. This brought about significant improvement and on the fourth ballot members voted to

accept a backdated pay increase worth 5% backdated pay increase, and a £500 cost of living payment. After the company dropped plans to decrease overtime rates, the changes to terms and conditions and the introduction of an annual bonus were voted through. GMB membership increased by 150 during the period of negotiations and campaigning.

### **NATIONAL WATER FORUM**

Pay negotiations for 2023 across the water companies are in full swing. Average increases are between 7% to 9%. Some additional lump sum payments and pay anniversary dates being brought forward because of the cost of living. The National Water Forum has again had a very active year. Six monthly Meetings with OFWAT have been established, regular joint union health & safety meetings are taking place, and a delegate from the group has been attending the Water UK health & safety meetings. GMB membership in the Water sector has broken through the 8,000 milestone which is a testimony to the hard work and dedication of GMB reps and officers.

### **WILKO**

Wilko have faced a financially challenging year as energy costs, the cost-of-living crisis and ongoing challenges with consumer shopping habits impact on footfall and revenue. Despite these significant challenges GMB has been able to build our reps and convenor structure, increase member engagement and achieve some significant campaign successes. The 2023 pay deal was accepted by 79% of GMB members. The deal saw pay rise by over 6% for band one team members but significantly it also committed to increasing contractual hours where colleagues are regularly working overtime which marks a significant move towards addressing low hour contracts which has been a long term campaigning objective for GMB. This success follows our campaign to win a second pay rise in October 2022. Our new teams of convenors have also been working hard in redundancy consultations impacting head office staff and are now working with Wilko on a campaign related to security for members on the shop floor. Our members have also identified a potential equal pay claim within Wilko, we are building a campaign around this whilst being mindful of the financial position of the employer.

### **UBER AND PRIVATE HIRE**

Private Hire & Taxi including Uber continues to grow from strength to strength. Membership growth continued to exceed expectations with a growth in thousands which speaks to increased engagement and many successes. Plans for campaigning on signage, safety, and improved protections are in hand and regular ongoing meetings are occurring with representatives. A new plan for a new industry specific IST is near in completion. We are pleased to see a GMB slide is now included on Uber on-boarding as well as the opportunity to engage with drives in Uber Green Light hubs. It is intended to write to politicians including councillors to remind them of the role that GMB has in representation of Taxi and Private hire drivers.

### **YODEL**

GMB have undertaken a successful campaign around shifts that has led to an increase in members and activists. A development group of stewards has been set up and this is looking at building on the pay campaign which is shortly to be launched. The annual conference is planned for September, and it is hoped that will build on the pay campaign which is seeking to deliver real improvements for the membership.

## FINE MANUFACTURING

Membership for the Section at the end of March 2023 stood at 2,428 which is a net loss of 81 since reporting to Congress 2022, with the industry still operating in a tough environment, especially now with high energy costs impacting. Responsibility for the FM Section has now passed to Midlands Region.

# MANUFACTURING

## Section Overview

GMB's Manufacturing Section membership at the end of March 2023 stood at 92,266, which represents an increase of 1,305 members since March 2022.

In terms of membership, this represents the first genuine increase in manufacturing membership since at least 2005. This growth has been driven by both national campaigns in places like NIACE and in nuclear builds as well as with countless local campaigns driven across the country in individual manufacturing sites. In each case, these organising efforts represent using the principals of GMB@work to identify key issues and build the union around workplace leaders to ensure that we have the strength and organisation to deliver for our members. This process has been aided by a period of high inflation and a national focus on trade unionism which has led to increased expectations amongst the membership and a level of confidence which has helped us achieve a number of impressive deals, particularly on pay, which have made a real difference to our members' lives.

We have worked hard to maintain the focus of the section despite working with a lower head count, and this has been aided by strong support from the regions which has assisted in terms of the bargaining demands, particularly within employers who have only a small number of sites.

The work of organising the section will continue over the next twelve months and there is already a focus on looking at launching some key national campaigns where we will be pushing for opportunities to rebuild and reinvigorate our manufacturing base. The American Inflation Reduction Act already provides a template for bringing manufacturing back to the UK and we are working with the Labour Party to see if similar initiatives can be launched in Britain. By tying government subsidies and support to local content rules, such an initiative has the potential to ensure a significant amount of onshoring, particularly in areas like renewable energy, a sector currently completely dependent on imports.

## Engineering Construction

It has been an interesting year for GMB members in Engineering Construction. As the cost-of-living crisis started to bite NAECI representatives urged the employers to revisit the 2.5% award for 2023. The ECIA were unwilling to move until late in 2022 when we agreed to a £1 an hour bonus in an effort to alleviate the financial pressures members were facing.

In addition to that GMB members on a number of NAECI sites wanted to address their incentive bonus arrangements, many of which have not been improved for a decade. This issue has led to the first ever legal industrial action taken on NAECI sites such as Fawley Oil Refinery, Valero Oil Refinery, GSK Montrose and DSM Dalry. Recently a positive industrial action ballot result at Grangemouth Oil Refinery has resulted in the IBA being renegotiated to its highest ever level.

We are about to enter into pay talks for NAECI 2024 and the demonstration of our members' willingness to take industrial action has put us in a strong bargaining position moving forward.

Finally, GMB are in advanced discussions with EDF over their existing nuclear generation fleet with the aim to have all the contracted work, repair and maintenance as well as major outages, to be done under the NAECI agreement. This is monumental and will help ensure that the National Agreement remains the agreement of choice for years to come.

## Hinkley Point C

Recruitment has continued to be strong at HPC and our team of reps and safety reps continues to grow. In summer 2022 we had a dispute with Blyor over a number of issues including poor management practices, late wage payments and a culture of bullying. The dispute was resolved with the 10% bonus having all strings removed and just based on attendance until the end of 2022. A lump sum payment (including back pay) of between £800 and nearly £1000 depending on grade. A lodge retainer payment has been introduced; and members will be able to leave with full authorisation at 12pm instead of 2pm for those travelling home. On top of the above we were able to agree a 4% yearly increase for all people on HPC to help relieve pressure caused by the spiraling inflation.



We also balloted GMB G4S members after talks failed to produce an acceptable solution. Members put in a claim for overtime allowances and a shift premium, both of which they were doing on a flat rate. The employer offered an overtime premium of 125% but failed to meet the claim for a shift premium. Our members rejected this by 96%. The strong yes vote on the ballot forced the employer back to the table and this dispute was resolved with members winning a 10% premium for night working and a 25% overtime premium. This is the first of its kind agreement from G4S. There has never before been a directly negotiated overtime or night shift premium at G4S. Well done to our reps and officers at HPC.

### **CIJC**

After extensive negotiations GMB members have agreed a 5% increase for the 2022 pay award as well as improvements to a number of their allowances. We are currently negotiating for 2023.

### **Mental Health in Construction**

We have a GMB superstar in our midst at HPC. Jamie Busby is one of our reps working for BYLOR and is also a mental health first aider. When he saw the Daily Mail article slamming construction workers for becoming 'woke' and talking about their feelings he had to do something.

This video has been viewed over a million times and has sparked an important conversation about construction workers mental health.

### **TICI**

Members rejected the employers offer of 7% plus improvements to leave and welfare benefits by 98%. We informed TICA and asked for an improvement to their offer, this has been rejected, furthermore they have closed the collective bargaining negotiations this year, declaring that we have failed to reach an agreement and that there are no further negotiations to be had. TICA have written to the unions to advise that pink book employers will be implementing a 7% increase to all rates and taxable allowances and will now be in the process of informing their operatives. They also confirm that in accordance with HMRC, the lodge allowance has also been uplifted by 7% and confirmed. The trade unions are disappointed in TICA's approach to collective bargaining and believe that this, whilst not outside the law, is a gross attack on collective

bargaining rights. National office is working with our regions to identify where we may be able to leverage the employers group.

### **Sizewell C**

Work has continued on the SZC Solidarity project. This is where the client, EDF, bring together the TU's with the Tier 1 contractors to set terms of reference with regards to future agreements and ways of working at SZC. It has been useful in building relationships between parties as well as being able to carry out 'intelligent replication' from what has worked well and what needs tweaking from Hinkley Point C.

The government have confirmed that they are taking a 50% stake in the construction of Sizewell C, after a rocky year of political upheaval this is welcome news for our members in nuclear and the UK's drive towards Net Zero.

### **Steel**

The UK steel industry faced unprecedented carbon compliance costs in 2022, estimated at over £120 million. These are not faced by non-EU competitors, significantly damaging the UK steel industry's competitive position. The increasing costs of the UK Emissions Trading Scheme (UK ETS) remain a threat to the steel industry's ability to operate in the UK, and a long-term solution must be found. This is on top of the difficult energy costs and unfavorable procurement policies. The UK is losing the race to decarbonise the steel industry and government are not moving fast enough to help invest in new technology.

### **Tata Steel**

Tata Steel UK made £240M in 2021 and off the back of that we secured a pay deal of 7% from April '22 and a further 0.5% in October '22. The business has taken a steep turn since then and whilst discussions on decarbonisation continue we have been told they don't intend to make a pay award for 2023. We will be discussing next steps with members in the coming months.

### **British Steel**

Whilst talks are ongoing with UK government over investment for decarbonisation the business continues to struggle. They recently announced their intention to close the Coke Ovens due to extensive running costs and increasing maintenance costs. This affects nearly 300 workers. The GMB managed to negotiate with this business early in April

a commitment to no hard redundancies throughout this process.

**Liberty Steel**

Liberty continue to be in severe financial difficulty after the Greensill collapse but agreed a 2% General Award which was effective from 1 September 2021 resulting in seven months back pay and was split into two payment dates. We continue to negotiate a year behind and are currently negotiating an award for 2022 and 2023.

Members working for Liberty in Teesside continue to be 'furloughed' on 85% pay as agreed under the guaranteed working week arrangement.

**Forterra**

Members are currently being balloted on a pay offer for 5.5% for those earning over £35k and 5.5% plus an additional £1000 consolidated onto their salary. The business had a bumper 2022 but is struggling with a downturn in the market, high energy costs and customers pushing back on price increases.

**British Gypsum**

Pay talks for 2023 have concluded with members accepting, 5% increase to rates of pay and a reduction in banked hours and other extras. It has also been agreed for pay talks for next year to start in September, moving the pay anniversary date to 1st January.

**Nestle**

After members rejected an earlier offer National Office helped renegotiate a closure package for the Fawdon factory. The new offer was accepted and included:

- 4 week's pay for every year worked (capped at 80 weeks)
- A retention payment based on attendance, safety and conduct that would pay the below figures based on leaving date:

<b>End Dec. 2022</b>	<b>£8000</b>
<b>End March 2023</b>	<b>£11500</b>
<b>End Sept. 2023</b>	<b>£15000</b>
<b>End Dec. 2023</b>	<b>£17000</b>

- Relocation package for roles in Halifax up to the value of redundancy pot We are in the middle of pay talks with the business.

**Food and Drink Industry**

The industry continues to be impacted by staff shortages, and combined with other factors, has resulted in record food inflation levels these past few months.

Since the last Congress there have been two key disputes involving GMB members, one at the Jacob's factory in Aintree, where members took extended strike action in late 2022 to secure an improved pay outcome, and most recently at Pilgrim's food in London where members have successfully fought back against fire and rehire proposals.

We continue to support GMB members and Officers coordinate their work in key companies where pay and conditions negotiations are almost all held at site level.

**Chemicals and Pharmaceuticals Industry**

There is increasing likelihood that the Government will adopt the Swiss model of 'alignment' on Chemical regulations, which is a halfway position to full independence. Members in GSK and AstraZeneca continue to secure successful outcomes after shifting to regional control, with threats of industrial action in GSK again this year.

**Gas Products Industry**

The sector continues to experience the effects of the failure to prepare a clear planned alternative to the UK's EU membership post-Brexit. In Air Products, the Collective Agreements across the four bargaining groups have been renegotiated and modernised. Similarly, discussions on Collective Agreements have taken place in BOC. Pay talks across the various bargaining units in the two companies have yielded significant pay uplifts.

**Paper & Packaging Industry**

There have been ongoing concerns over the Confederation of Paper Industries (CPI) format and whether this works for our union, particularly in the case of DS Smith where the membership is evenly balanced between GMB and Unite. All sites from both Smurfit Kappa and DS Smith continue to have a choice between local or national (CPI) bargaining. DS Smith reps from all sites, whether bargaining

locally or centrally, met in Smethwick to discuss whether to leave the CPI. The unanimous decision was to stay in the CPI but seek to reform

it, and if this is not possible to recommend to leave at a future date. We have formally written to the CPI to seek talks on reforms which they have accepted and negotiations will now take place.

Our reps also decided that, if we are to stay in, all GMB sites should ideally be included, so a formal request has been made for the large Featherstone site to come inside the CPI to strengthen our collective.

During CPI pay talks last year, all GMB sites returned exceptionally strong results in support of industrial action for the first time in years, ultimately resulting in securing an 8% pay award.

### Shipbuilding, Aerospace & Defence Industry

A mixed year for the sector has seen some green shoots for the future. After GMB and sister unions turned the massive RFA FSS order from an obscure industrial issue into a red, white and blue 'Keep Britain Afloat' campaign that gained real traction, we stopped the Tories from sending the order fully offshore as they did with the RFA MARS order (wholly in South Korea). However not all of the work will be coming to the UK, as the

winning consortia (Team Resolute) will undertake some work in Navantia's yard in Cadiz, Spain. The UK work will be undertaken at Harland & Wolff Belfast and Appledore. This is brilliant news for both yards. We remember that our members in Belfast bravely occupied their yard to save it, because they passionately believed in a future for shipbuilding in Northern Ireland, and to preserve the last remaining heavy industry on the island of Ireland. In the South West of England, Appledore Shipbuilders will now see up to ten years' worth of work and have already won significant pay uplifts in advance of that. After a hugely difficult and uncertain period, things are looking up for the yard once more, the highest pay rates ever and the greatest longevity of work in decades. We will campaign to continue this incremental progress so that the next big order is 100% UK. The Aukus defence pact will lead to work in BAE Systems Barrow-in-Furness and Rolls Royce Derby until the end of this century. A huge boost to, and vote of confidence in, UK industry. We continue to be the unequivocal union for defence workers across the UK nations and regions standing up for our members jobs and future jobs.



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# PUBLIC SERVICES

## Introduction

Public services continue to suffer because of cuts to funding, with a staffing crisis across many sectors and pay not keeping pace with that of the private sector. A Special CEC Report on Public Service Pay will be debated and voted on at Congress 2023 and if carried will form the sections priorities for the 2023/24. Industrial unrest across public services has provided numerous opportunities for GMB to organise and build nationally, regionally and across devolved nations – more detail of which can be seen below. Grade 1 and 2 Public Services Section membership as of March 2023 stood at 250,316

with growth seen in every month since August 2022. Public services membership accounts for 53.6% of the total grade 1 and 2 membership and has been responsible for 48% of recruits into the union in the past 12 months. The Public Services Team are actively working with regions and nations and are seeking opportunities to work with activists across their sectors on campaigns. Responsibilities are as follows:

Rachel Harrison	National Secretary	NHS & Ambulance
Monica Julius	Senior PA	Section Support
Danielle Gearing	Support Worker	Section Support
Sharon Wilde	National Officer	Local Government; Contractors
Avril Chambers	National Officer	Schools & Academies; Further & Higher Education
Kevin Brandstatter	National Officer & Ballot Ready Organiser	Civil Service, including Defence & Justice, Environment Agency & Legal Aid Agency
Natalie Grayson	National Officer	Social Care; Foster Carers
George Georgiou	National Officer & Pensions Organiser	Police Staff; Justice; Probation; Pension Scheme Advisory Boards
Mark Wilkinson	National Officer	Schools Organising in Regions & Nations

The GMB Public Services Section work is overseen by committees of lay members, led by the Public Services National Committee which is chaired by June Minnery Section President. The gender breakdown of the Committee currently is 17 Female and 10 Male. The ethnic composition is 25 White and 1 Black, 1 Asian.

### Local Government/Chief Officers/Craft

The NJC Pay Award for 2022/23 of £1,925 was accepted by GMB members. The NJC Pay Claim for 2023/24 was for RPI+2%, plus several other issues of importance to GMB members across local government and schools. The final offer received was for £1,925 (pro rata for part-time and term-time only workers) which equates to an increase of between 3.88% - 9.42%. The offer also included a commitment to review school support staff roles via the job evaluation technical group and a review of family leave and pay. All other points on the pay claim were rejected. At the time of writing members are being balloted on the offer with a recommendation to reject. It is expected that in the coming weeks and months we will conduct industrial action ballots in some areas. A three-year campaign plan is currently being drafted to work towards being industrially stronger and more organised across NJC local authorities using local campaigns on Equal Pay and Part 3 Green Book terms. At the time of writing Local Government Chief Officers are being balloted on a pay offer of 3.5% for 2023/24. No recommendation has been made on this ballot. At the time of writing Local Government Craft Workers are being balloted on a pay offer of £1,925 for 2023/24. All other elements of the pay claim were rejected and therefore a recommendation of reject has been issued with the ballot.

Local Government Scotland - As a result of strong industrial action across half of all Scottish Councils and before action took place in schools, an improved offer on pay for 2022/23 was received and accepted by GMB members in a ballot. Pay awards were also agreed for Craft Workers. At the time of writing, GMB Scotland are balloting members with a recommendation to reject, on pay for 2023/24 of 5% until January 2024 and another uplift of between 1-4%. GMB Scotland have also been working with National Office to share learnings from industrial action ballots across local government which could assist in industrial action mandates being secured across the NJC.

Local Government Northern Ireland - Following a survey of all members, claims on Green Book Part 3 terms were submitted to all local councils. The claim was for all grades to move up the pay spine by two points, a cost of living payment of at least £500, harmonisation of existing terms and conditions following amalgamation of councils eight years ago. Industrial action took place for six weeks in Armagh, Banbridge and Craigavon Council and mandates for action were secured in others, but an offer was made before action was needed. Cost of living payments averaging £666 were achieved in eight out of ten councils with payments ranging from £360 - £1,200. Most councils implemented a two-point increase on the pay spine.

### Schools & Academies

We have enjoyed our first full year of workplace activities since 2019 with unrestricted access to schools. Using national & local issues such as the Right Pay for Right Job Campaign, NJC pay offers and claims, workplace ballots, Term Time Only Holiday Pay, we have recruited over 15,700 new members in schools between 1st May 2022 and 30th April 2023. The two National Schools & Academies Officers are supporting regions with schools campaigning and organising capacity. Regional School Lead Officers and the National Schools Committee have endorsed a plan for the reintroduction of the School Support Staff Negotiating Body (SSSNB) and the National Communications & Campaigns Department are now in the process of formulating an all-school member survey alongside relevant communications to accompany it. These will be distributed later in the year. Following a TUC dispute hearing that we took against the NEU for recruiting school support staff, we were successful and won the claim. The NEU has been ordered to upload a statement on their website making it clear that the NEU is not a recognised Union for school support staff in England and Wales. The NEU have been ordered to pay the GMB financial compensation.

### Higher Education

The Joint Trade Unions agreed to amend the procedure for the 2023-24 pay round, to begin and conclude the pay negotiations on an earlier and accelerated timescale, to seek to address immediate cost of living difficulties for staff in the HE sector. The pay claim for 2023/24 was submitted in December for RPI+2% or £4K (whichever is higher), alongside a review of the HE pay spine, to address equality pay gaps, and

to agree a method to reduce workload. An offer was made of between 5-8% and ACAS are now involved alongside a ballot of members with a recommendation for rejection.

### Further Education

At the time of writing we are awaiting a response from the Association of Colleges on our pay claim for 2023/24 of RPI+2% (13.4%), for all colleges to become accredited Foundation Living Wage employers, a national agreement to address workloads, and a new bargaining framework.

### National Health Service

GMBs position on pay for 2022/23 was 'an inflation busting increase, an immediate downpayment and commitment to restoring a decade of lost earnings and a retention package to address the recruitment and retention crisis'. Government refused to negotiate with unions and insisted on the Pay Review Body process. A recommendation of £1,400 (or 4% for those at the top of band 6 and all of band 7) was made, accepted and imposed. After a full consultative ballot of the membership, industrial action ballots were conducted in all ambulance services across England and Wales and some NHS trusts. Mandates for action were secure in most ambulance services and industrial action took place from December-February. Membership grew significantly and we secured a u-turn from Government. Initially they refused to re-open pay for 2022/23, refused to allocate additional money for NHS pay and refused to negotiate on pay for 2023/24. As a result of the action taken by GMB members, we achieved all the above. Pay negotiations took place over two weeks with the Department of Health and Social Care. At the time of writing the final offer is being balloted on with a recommendation to accept. If accepted, NHS and ambulance workers will receive a lump sum of at least £1,655 for 2022/23 (in addition to that already received), a 5% increase for 2023/24 (topped up to 10.42% for the lowest paid to lift them above the Foundation Living Wage. A package of additional measures will also be passed to the staff council to work on including issues of importance to GMB, such as job evaluation, tackling violence and reform of the pay review body process. If accepted, GMBs focus for the next twelve months will be on continuing the campaign for restoring a decade of lost earnings, challenging the unfair application of section two unsocial hours enhancements in the ambulance service,

calling for lower retirement age for emergency service workers, supporting members with running job evaluation campaigns to achieve the correct pay for the roles they are undertaking, addressing ambulance service pressures, reform of the pay review body and supporting local teams with campaigns regarding overtime rates, forced bank contracts, car parking charges, and other campaigns as identified by members.

NHS Wales – Separate pay negotiations and industrial action across the ambulance service have also occurred. It is unclear how much additional money will be given to Wales from the Barnett formula from the NHS England pay offer, but after pressure from GMB, a similar pay offer has been made, with slight improvements to some terms and the non-consolidated offer. At the time of writing, members are being balloted on the offer with no recommendation.

NHS Northern Ireland – Industrial action has also taken place in dispute over pay, who in the absence of a functioning Stormont Executive and a Health Minister for Northern Ireland, a formal offer on pay has not yet been received. Health unions continue to apply pressure and action short of strike is still on-going.

NHS Scotland – GMB Scotland are now in the second year of pay negotiations with Scottish Government. Mandates for industrial action were secured across the ambulance service and some health boards but an improved offer was received before action was taken. The offer of 6.5% plus an additional amount backdated to 1st January 2023 was accepted by GMB members after a ballot without a recommendation.

### Social Care

Since the early withdrawal of emergency funding to care homes, including sick pay funding, private care workers are carrying the burden of loss of earnings as Covid is still active in care facilities. The cost-of-living crisis is further impacting the mental health crisis that many care members are now coming to terms with or actively living through each day at work. GMB is the only union recognised by HC One and density remains at 20%. A new pay and reward structure has been implemented that sees some of the workforce now sit above the living wage, but the industry shortage, mandated vaccinations and reputation for low pay and low value results in staffing retention levels still being an issue. At the time of writing GMB members are currently being balloted on a pay

offer for 2023/24. GMB will continue to push for higher wages and improvements to other terms such as sick pay. The sale of Four Seasons has resulted in some de-recognition notices and we expect more in the coming months. The National Officer will be supporting regional campaigns against these and in pursuance of new recognition agreements. GMB has refocused efforts into the sector. Following the Congress 2022 decisions to focus on Care Members and Equal Pay, Natalie Grayson was appointed National Officer for Care, to strategise and co-ordinate care campaigns across the union to build membership strength. GMB continues to campaign for £15 per hour minimum for care workers and have been undertaking a listening exercise to understand the issues that members are most likely to actively organise for. The 2023 Congress Special report into Care Home funding shows eye watering levels of funding provided to care homes, which makes its way in dividend payments to shareholders and does not make its way into our members pockets. We are at the cliff edge of care provision; the balance of power needs to be readjusted to the valued and skilled work that care workers provide and GMB can only provide that through listening, campaigning, and organising on the issues which matter the most to the members in the sector.

### Foster Carers

GMB continues to be involved with the work of Kinship Alliance – a group consisting of organisations representing the interests of all kinship carers. GMB continues to represent members in several regions and support from National Office is available when required.

### Police Staff

A pay claim for 2023/24 has now been submitted which asks for RPI+4%, an additional day's annual leave, restructuring of the bottom of the pay spine to ensure a minimum differential between pay points of £500 and to ensure no pay point sits below the Foundation Living Wage. GMB is currently exploring options to provide a 24-hour helpline for PIM related issues and PIM training for activists.

### Civil Service

The Civil Service has continued to fare badly under the current Government, with the Chancellor restricting any increase in pay in 2022 to 2% plus 1% targeted for recruitment and retention purposes. For 2023 the Government

has decreed a maximum 4.5% increase in the pay bill plus 1% towards the lower paid. GMB put forward a number of proposals for pay in 2023 but the Government ignored all of them. Government plans to move 22000 jobs out of London have continued with around a quarter of the civil service in the central London (Whitehall) earmarked for disposal. Many departments have continued to allow home/hybrid working with some having attendance levels of around 25% on any given day. GMB rejected an MoD proposal to raise pay by 4% per year over a three-year period, funded by reductions in overtime payments, allowances, cuts in holidays and increases in hours in London. The proposed changes to terms and conditions would have hit GMB members hard, but at the same time improved the pay of white-collar workers in London in particular. In the Environment Agency an imposed pay offer for 2022 led to GMB balloting members for industrial action but unfortunately the threshold for strike action was missed by one vote and sessions are being scheduled with reps to learn lessons and get organised for next year.

### Probation

GMB lobbying brought Probation Services back into public ownership following the disastrous and expensive experiment of privatisation and all staff have now been harmonised onto MoJ conditions of service. The three-year pay deal is in its second year, but the service still suffers from staff shortages and high workloads. The service faces another major and unnecessary reorganisation as employers attempt to subsume the service into the wider MoJ and Prison Service. Probation does not need another change initiative; it needs more staff and political investment; its independence needs protecting, and its local and regional identities need preserving. Employers have also put forward Operation Safeguard (the retention of prisoners in police cells due to under capacity in prisons). GMB members are implacably opposed to both these proposals, and we continue to challenge them.

### Contractors

2022 saw a wave of local campaigns across waste and soft FM contracts with local pay claims and industrial action resulting in big wins for GMB members. The disputes and campaigns were logged centrally, and information was shared across regions to enable opportunities to build practical solidarity. GMB continues to map

rates of pay across local government refuse workers and contracted out refuse workers to understand the differences in pay across the sector. A survey of all contractor members has been undertaken to collate information on pay, terms and conditions. A national spreadsheet of pay ranges will be shared with regions to encourage local comparative work across NJC refuse pay rates and private refuse contractors to assist in organising across the sector. Support from National Office will be provided as required. Detailed mapping work has now started, and members and workplace representatives have been identified who want to be involved in this campaign.

### **Pensions**

GMB continues to campaign to protect and improve members pensions. We lost the Judicial Review that challenged the government's decision to utilise the surpluses generated by the public sector pension schemes to pay for the McCloud case. Our lawyers are confident that we should appeal but there are cost implications for the Unions involved (BMA, FBU, GMB, PCS, POA, RCN and Unite). All Public Sector schemes are readying for the McCloud remedy whereby, at the point of retirement, all members will be given a choice as to whether to have their remedy period benefits calculated based on their legacy scheme or the reformed scheme. As previously reported it is a complex task which is unlikely to be completed before October 2023. The Pensions Organiser continues to provide training and organising for members and officers and strives to offer expert advice to members, reps and officers in all sectors where we organise.

### **European and International Affiliations**

Affiliations include: EPSU (European Federation of Public Service Unions) – bringing together unions across Europe and representing 8 million public service workers; and PSI (Public Services International) – a global union federation of 700+ unions in 154 countries. The section also continues to work with Uni Global who are supporting our work within the section particularly within Care and Contractors.



## LONDON REGION

Over the period, the Region has moved to a new way of working with a stronger, focused organising team and regional support staff and the start of many fruitful campaigns. We are conscious that the Region has a very transient workforce, and we continue to work hard retaining and contacting leavers. Winning in the workplace, securing a better deal for members, and standing up for workers who are being treated badly is how we grow. Together with an average recruitment of over 1200 new members a month, with 44% of this coming from our Organising Team, regional membership has grown by over 4,500 members.

### Staffing

Sadly, some long serving staff Vaughan West, Chris Bargery, Marian Healy and Mark Holland retired and Tahir Bhatti, Hannah Rose, Dorothea Jones, Holly Turner, Danielle Gearing and Marvin Hay left the Region. New regional officers Jack Phipps, John Weir and new staff, Amita Bajaj, Gaynor Todd, Jasmine Connelly-Newcombe, Jasmine Deans, Madeleine Fisher, Martin Hall, Dan Anderson and Valerie Brown all joined the Region during this period.

### Democracy

In October 2022 our 101-member strong (44% female) new Regional Council had their first meeting where our Regional President was re-elected, and we formed a new Regional Committee. Some Regional Council members have since left and we will be looking to co-opt members from branches using our regional by-law.

### Branches

Regional boundary changes from 1 July 2022 saw new 9 Branches and approx. 3000 additional members. A number of Branch Secretaries have retired, and presentations were made to them at their Branches or at Regional Council. The Region continues to consolidate branches, close dormant branches, merge branches and create new branches which include London Logistics, Essex General, Evri, Jewish faith workers, BMA/BMJ, and BHR NHS. In Jan 2023 together with the Education Officer we held briefing sessions meeting around 70% of branches and will start a programme of training and information sessions over the year,

employment law, campaigning and organising being amongst the most popular.

### Training

Our core programme returned to normal after the pandemic and recruitment onto courses has improved, back to a level where more can be added to our course calendar. We will be running bespoke and short courses throughout the year, as well as adding diploma level training to reps who have already completed their main training. Prior to Congress 2022 we launched a Regional Scholarship Programme/ reps development course and following positive feedback on working with the Regional Organising Team we are running a second programme. Some activists have completed the Train the Trainers course and are starting to present courses themselves. We have met with National Race Officer and will be running a similar programme with BME members. We will be introducing the new induction materials in the near future, the emphasis being on campaigning and organising, this reflects the approach throughout the Union which is seeing real results across the board.

### Equality

Our Equality Officer, Hilda Tavorola has been closely working with the Regional Equality Forum and all self-organised groups, some of whom have been relaunched and gone through significant changes around organising and campaigning in workplaces using equality policies, toolkits, and resources. In July 2022 our annual Women's Conference (see photo) welcomed 45 new delegates and focused on becoming active within branches and building strong and effective workplaces. Sessions were designed and run by Sisters and Real Clear. We presented Regional Women's Rep of the Year to women nominated by their Branches: Penny Robinson (B10), Elizabeth Booker and Sharon Waldron (P17), Deborah Haynes (X10), Joanne Rust (K17) and Lesley Stansfield (H30). 2022 marked the 50th Anniversary of the first Pride march in Britain and GMB Shout! was at the London Pride March (see photo) with an amazing presence and enhanced our LGBT+ profile. GMB was also at High Wycombe Pride with the GMB Shout! banner proudly carried by B46 Bucks County Branch Secretary Nikki Warr.



We are proud that branches have been embedding our equality campaigns and resources in their workplaces: Bedfordshire Hospitals NHS Trust and Tate & Lyle have implemented our GMB Menopause policy and London Borough of Redbridge have adopted the Reasonable Adjustments Disability Passport and our Stop Domestic Abuse Charter.

In January 2023 we held our motion based Regional Equality Conference: "Winning Change for All" (see photo) focussing on organising and campaigning on Equality issues and showing the work we had been done and motivating members to continue to Make Work Better! This inspirational Conference organised by the Regional Equality Forum had 51 delegates, many first-time delegates representing all five equality strands.

National Race Officer, Tye Nosakhere gave a presentation on race projects and working with Branches on establishing race-based equality campaigns in the workplace, a training and development programme for BAME activists and improving the diversity of our membership particularly where local demographics indicate disproportionate numbers. We also had sessions on the new Trans and Non-Binary Toolkit and running campaigns. The Region was represented on the National Equality Conference (NEC) on 30 March 2023 by first time delegates from B14, C22, E10, G56, X10 and X58 Branches.

TUC Equality Strand Conferences: London Region was represented at all TUC Equality Strand Conferences by Equality Branch Postholders or new activists nominated by Branches.

In Oct 2022 to celebrate Black History Month GMB London Race SOG held a successful event in Parliament where we launched our Ethnicity Pay Gap Reporting campaign (see Photo) following



engagement with members through a survey on Pay disparity for BAME members. London Race are now engaging with councils across the region on a commitment to voluntarily publish this data.

GMB London Young Workers SOG was relaunched and has been building active participation of young members in the Region. Their "Living Wage" campaign challenging discrimination and pay inequality was taken to TUC Young Workers Conference and highlighted at the TUC's Enough is Enough rally in summer 2022.

It was also featured as they held a 'Night of Action' in Soho (see photo) where so many service industry staff are young and paid below the real Living Wage.

<https://twitter.com/GMBYoungLondon/status/1601245010690965506?s=20>

We held a panel event in Parliament with many London MPs signing up to support the campaign.

London Young Workers received a Merit Award from Dawn Butler MP at the London Labour Conference in January 2023. (see photo)

We have been reaching out to new communities and in Nov 2022 held our first London Somali Engagement Event (see photo) to highlight the role of and importance of trade unions to the London Somali community in Tower Hamlets, which has workers in social care, education, and NHS. <https://youtu.be/bO5RvoawSDQ>

Our GMB London Ability group had a relaunch event in March 2023 for our GMB Members who identify as disabled to share their identities and get the support that they need showing and celebrating our campaigns for disabled members and highlighting work being done



on unseen disabilities and access to work. (see photo)

Finally, we wish Hilda Tavolara a well-deserved long and happy retirement from June 2023 and welcome our new Equality Officer Eseosa Akojie who starts in September 2023.

### Manufacturing

Membership growth is steady but offset with losses and closures. There has been some positive work around campaigns as members demand more in terms of wage increases due to the rise in cost of living. However, pay talks are mostly below inflation, with strings attached or 2 yr deals with a one-off payment. We have the following companies going into pay talks: Bakkavor meals, Briar Chemicals, Tate & Lyle, East England Cooperative Funerals and Mizkan (Branston Pickle) and all have ongoing campaigns mostly around pay and changes to terms & conditions but sadly some around closures or downsizing. We have seen a growth in new stewards and H&S reps due to many London Manufacturing campaigns being run in the Region.

Health & Safety Our Health & Safety Forum meeting attendance is returning to pre covid

days with regular themes on training, hazards, and work around the various equality strands. We have trained members to carry out H&S audits and safety inspections for our Asda campaign and these have found serious H&S breaches around fire safety, slips trips and falls. The work of our officers and reps has led to an improvement in H&S and fire safety and these improvements are ongoing. The improved H&S awareness in schools in many London boroughs and Norfolk around school kitchens, asbestos awareness and violence in schools campaign continues with planned visits to schools providing information and support and making staff feel safer in their workplace. An asbestos questionnaire carried out in London region over the last year has led to an uptake of legal claims and registering of exposure of our members regarding asbestos breaches which are being challenged in the London region. Branches are working on events around Workers Memorial Day.

### Public Services

Our Region's Local Govt NJC pay ballot and campaign started in September 2022 using for the first digital workplace ballots with QR codes making ballots paperless and more efficient. Our ballot turnout increased with a 33% turnout and 7,942 Local Government & School members taking part. Our PS Officers and branches are making regular schools visits to improve recruitment and retention and strengthen our organising structures. These visits also build closer links between workplaces, Branches and PSOs and as a result the Region has been successful in recruiting new members and identifying new Workplace Organisers in schools. Listening to members led the Region to survey school-based members on their experience of violence and abuse at work. The results were shocking and confirmed that abuse and violence are considered part of their role and are not taken seriously. We developed a new





campaign aimed at addressing this failure to protect our schools' members and launched its 'Not Part of the Job' campaign by projecting a video (see photo) onto the Houses of Parliament and other London landmarks to raise the profile of the injuries sustained at work and to send a strong message to Head Teachers and Local Authorities that GMB would not tolerate these breaches of Health & Safety at Work legislation. As 90% of support staff are women, our launch coincided with UN International Elimination of Violence Against Women. We received good media coverage on social media, regional TV news, media websites and the Times Educational Supplement. Members are now addressing this in their schools, and it has encouraged them to submit PPI claims for injuries sustained at work. In addition to finding organic workplace leaders who can take this forward in schools, the Region is developing this campaign by working with Local Authorities.

In Dec 2022, the Region chaired a meeting for members in schools with Mayor Sadiq Khan and the Leader of Camden BC, Georgia Gould which allowed members to raise their concerns and ask questions on issues that mattered to them. Low pay because of TTO contracts and the inequity of the payment of London Weighting for teachers and support staff in the same location. We will start campaigns on this in Barking & Dagenham, Ealing, Newham, Haringey, and Brent. In advance of the 2023 NJC Pay Claim, the Region carried out a pay needs survey for 2023/24 for members in LG and Schools. Just under 2400 members took part with nearly 1000 more responses than we had for last year. Emotional wellbeing remains a real issue with 59% of Local Govt & Schools members suffering from some form of work-related stress or anxiety. We have suggested that a welfare/ wellbeing day be included as part of the 23/24 pay claim.

As part of the national strategy to campaign and improve pay for members in outsourced

waste management contracts, following high profile workplace campaigns we achieved notable successes in Serco Hammersmith & Fulham and Milton Keynes and LB Ealing's Environmental Services Trading Company Greener Ealing Ltd.

The NHS remains a key organising, campaigning, and recruitment target for the region and to allow for a more dedicated and specific focus the region reorganised Officer sheet responsibilities and branch allocation. Following the dispute raised with the Government on the 2022/23 pay offer, the region balloted NHS members to seek mandate for Industrial action. We have been engaging fully with our members through workplace visits and social media to maximise participation. In London Ambulance Services, it was agreed that Southern Region re-run the ballot to secure a mandate for Industrial action to mirror Unisons mandate. An extensive programme of phone banking was conducted along with workplace visits to many ambulance stations across the region to encourage members to vote in the ballot. This activity resulted in over 30 new members joining.

Following a re-ballot of our members within the East of England Ambulance Service we secured a successful mandate for Industrial Action and recruited 87 new members. The Region is also in advanced talks with the EEAS Executive Board about GMB recognition. We secured successful mandates for industrial action in East Suffolk & North Essex NHS Foundation Trust, South Central Ambulance Service Trust and our members took part in several days of action in line with the national campaign. Following the Governments approach to the Unions to enter a process of pay negotiations, London Region endorsed the national position to suspend planned industrial action in March.

### Political

GMB London have had a very successful year; we have seen GMB play a pivotal role in the Labour victories in both Barnet and Westminster councils. Our industrial campaigns have included lobbying MPs as part of the Pilgrim's food campaign, which involved taking a full coach of members to Parliament (pictured), to organising meetings with the Mayor with support staff members, to raising our concerns over congestion charging in Cambridge and the expansion of ULEZ in London.

<https://www.gmblondon.org.uk/pilgrims-food-masters-campaign>

Politically, we have seen the selection of multiple GMB candidates, held regular large campaign days ("super Saturday" pictured) and operated phonebanks.

On 27 March 2023, we proudly launched the GMB Councillors' Network for London and GMB is now the largest union grouping among London councillors London (see QR code for the launch video and picture).

We have completed the trigger process for all MPs in the region, with the union opposing the triggers for all sitting MPs. Both Ilford South and Poplar and Limehouse MPs were triggered, with Sam Tarry losing the re-selection and the second seat's process due to start shortly. With both the Labour Party Staff Branch and Parliamentary Staff Branch run as national branches from within the region, we have secured a record pay rise for Labour staff (10.5%), fought a successful campaign to protect the Labour Party staff's defined benefit pension and let members' lead on the issue of bullying in Parliament.

We have seen the creation, with the support and help of our colleagues in the Jewish Labour Movement (JLM), of the union's first Jewish Faith Workers' Branch, and a successful GMB stall at JLM's conference, alongside antisemitism training from JLM provided to all Regional staff. We have also had successful motions passed on protecting support staff from violence and EU migration at London Labour Conference. Additionally, GMB London have played a full an active role at TULO London, and led calls to re-establish the East of England TULO group, and supported efforts to fund TULO training for BAME parliamentary candidates.

We would like to thank the political panel of lay members who have interviewed hundreds of political hopefuls for nominations in 24 selections. We have had 15 successful candidates (5 runners up, 3 third place finishes and 2 who did not make a shortlist) and extend a heartfelt thanks to Marian Healy and Vaughan West who have both retired from our team. GMB London has held several branch political officer meetings, with guest speakers including Laurence Turner, Andy Prendergast and (in May) Tye Nosakhere, we are also working to re-establish a full training session for Branch Political Officers to develop talent within our ranks.



### Commercial Services

There have been many successes in the Section due to the fantastic work undertaken by activists, branches and staff to grow our union. Our Uber membership having grown substantially, along with increased taxi and private hire membership. The gig economy has become a mainstay of membership growth that will no doubt continue to grow. London region has also seen a new Evri courier branch established which is enjoying substantive growth giving couriers a voice. As a result of a message posted on TikTok showing the walk out of workers at Amazon Tilbury which received over 460,000 views, membership growth was reinvigorated and continues to increase. The walkout can be viewed at [https://www.tiktok.com/@steve\\_garelick/video/7127913906328177925](https://www.tiktok.com/@steve_garelick/video/7127913906328177925)

Prior to Christmas 2022, GMB London Region took part in a national indicative ballot regarding pay at Asda focused on key target stores. The stewards within those stores did an amazing job to secure an average of 98% turnout of GMB Members, with 99% rejection of the offer being balloted. Within several of these stores this amounted to over 50% of the store population being a GMB member and completing the indicative ballot. Furthermore, we saw an increase in members due to the ballot being undertaken. Following the indicative ballot, ASDA have announced two pay increases for 2023 which will bring them in line with other retailers.

Following excellent work in London Region a new faith branch (see photo) has been established, mainly for rabbis and Jewish faith workers and we were pleased to have General Secretary, Gary Smith present at the launch in August 2022. It shows the dynamism that GMB is known for and the path of radical thinking the Union continues to follow.

Across GMB London and Southern Regions at UK Power Networks we have recently come to

the end of some arduous pay negotiations but with a great deal for our members. Against a backdrop of an employer making over £600m in profits as well as many hundreds of millions going to shareholders and members enduring a cost-of-living crisis, we submitted a pay claim demanding an increase of RPI+, at the beginning of the financial year.

The business initially started with an opening offer of 4% which all recognised TU's refused to entertain and requested that the employer went away to reconsider. Over the coming months a variety of improvements were put to members, with two formal offers being balloted on and rejected. We used the opportunity to get into the workplace and engage with members and conducted many workplace ballots, recruiting new members. We reached a stalemate towards the end of 2022 and the final stage of the disputes process was engaged with mediation talks through ACAS. Leading up to this we also conducted an indicative ballot for industrial action which provided a strong mandate for action which provided further pressure to put on the employer. A two-year deal final offer was put to the Unions of 8.3% year one, 10% year two and a one-off payment of £750 for all staff on less than £37k. This came with the caveat of the TU's recommending the offer which we decided to do following consultation with our reps. The deal was overwhelmingly accepted by over 90% of our members in April 2023.

We met with the London Mayor over ULEZ Expansion due to take place in August 2023 and our campaign at Heathrow airport. <https://www.gmblondon.org.uk/news/ulez-extension-heathrow-may-once-again-face-major-ground-staff-shortages> Our concerns are over the speed of the implementation and the scrappage scheme which does not go far enough for low-paid workers and for members working in sectors around the clock who feel unduly penalised in a cost-of-living crisis.

# MIDLANDS REGION

The Region is proud to submit this report to Congress 2023. Since the merger in July 2022 to form the Midlands Region, we are going from strength to strength with everyone in the Region working extremely hard and together as a team to bring the successes that you will read below.

## COMMERCIAL SERVICES

### Amazon

Since August, when workers at Amazon staged unofficial strike action and came to the GMB to help them to strike legally, this project has exploded. The membership has grown from 100 members to 690 as it stands today in Coventry, we have taken 14 days of action so far and we have a team of leaders that have taken hold of the project.

The picket lines have been a sight to behold with hundreds of workers running a roving picket, stopping cars and articulated lorries, and turning them around. At one point there was a 3-mile tail back of traffic. They have had to face intimidation and harassment from HR, management and the Police, but this hasn't dampened their spirits not even the howling winds, snow and rain on the last strike days could keep them away. The wins so far have been:

- £500 bonus – cost of living.
- Increasing membership across the region in all sites, but the most by far in Coventry.
- An active membership and leaders plus the most galvanised active members.
- Plus, an extra 50p increase paid in March, when the pay review date isn't until October.

At the EMA2 site, a walkout was planned following other walk outs at sites across the



country but this was blocked by managers who raised the fire alarms as a deliberate tactic to stop the demonstration taking place. Following this news from our members we ran gate jobs during shift changes which were a success.

### Asda Distribution

Asda distribution in the Midlands comprises of 5 distribution centres. In March 2023, the region 80.4% return to accept an 8% increase across all rates of pay and 58 new members were recruited during the ballot period across sites.

### Matalan Corby

17.4% Pay Rise for Warehouse and Drivers 15%. GMB Membership increased by 50%.

### Norse Daventry

GMB achieved a 20% pay raise for drivers and a recognition agreement.

### Wilko Stores

2 new convenors in stores, who started in September 2022. In one year, GMB has negotiated £2.26 an hour extra on hourly rates for CSA Level 1 colleagues and £2.07 for CSA Level 3.

### Bidfood

Bidfood campaign to increase membership especially as USDAW has recently been derecognised and with a pay claim underway this is a good opportunity for GMB to organise and recruit new reps. A visit to the site is pending.

## BMI

GMB members were adamant they would not settle for anything under RPI and therefore a ballot was held for Industrial action – BMI finally gave the members an offer a week before the strike was due to take place. The members accepted an offer which equated to 7.5% a settlement that was above our original claim. Midland's membership grew at both sites during this process, using every consultation meeting and ballot as a recruitment opportunity.

## Movianto

Utilising lessons from the work at Amazon Coventry, GMB submitted a pay claim without recognition in November 2022. A leader was identified straight away who did all the work with recruiting members and getting a petition signed ready for a CAC application. The CAC process was run alongside the industrial action process as the company had rejected both the pay claim and the request for voluntary recognition. GMB have secured recognition through the CAC statutory process and now the members are ready to take industrial action now for their pay rise.

## Moy Park

Moy Park is the UK's premier chicken of choice with 5 factories and a large supply chain of chicken farms and hatcheries, the Ashbourne factories (two factories) is one of the most important factories to the group though landlocked and limited in product range, therefore the one to close during an industry downturn of on average 10%. We have a large membership here of around 100+ members. After lengthy negotiations and a media campaign the employer agreed to save one factory from closure and pay enhanced redundancy payment by VR to staff wanting to leave.

## PUBLIC SERVICES

### HMP Rye Hill

We have successfully negotiated a £2,000 a year pay rise for all grades which was implemented 3 months prior to the anniversary date, meaning members revived 2 pay deals in 1 year, as well as increasing the collective bargaining group to cover more grades of employees.

### NHS - West Midlands Ambulance (WMAS)

The GMB secured a mandate for Industrial

Action for pay within WMAS in November 2022 with the first date of action being 21st December 2022. The planned action on 20th March 2023 was cancelled due to a revised pay offer being received.

The original pay offer was £1,400, enhanced to 4% for top of Band 6 and all of Band 7 on Agenda for Change, backdated to 1st April 2022. This was automatically imposed in September 2022. The new offer made in March 2023 is two 22/23 non-consolidated payments, made up of a 2% non-consolidated award for all staff plus an additional covid recovery bonus, equivalent to 4% of the AFC pay bill. A 23/24 consolidated pay uplift, made up of a 5% headline pay uplift and the introduction of a band spot salary which worth 0.2% of the AFC pay bill. This is a total investment of 5.2% for pay in 23/24. The GMB is currently preparing to ballot all NHS members on this new offer, the ballot is expected to run from 3rd April 2023 until 28th April 2023. From the opening of the industrial action ballot in 2022 to date, WMAS membership has increased by 37.8% which is a credit to the A02 GMB Branch.

## Care

We have won some campaigns around holiday pay and our members have had money paid to them that was owed in lifestyles.

We have also ran campaigns to prevent the closure of care homes which is becoming more frequent.

On a more positive note, the Care Picnic was a great success with at least 40 carers attending and finding out more about the campaigns we are running in the region. As a result of this we had some new joiners and a rep.

## NET Tram

Our members stood in solidarity for two of their





colleagues who were off work long term with terminal illnesses by voting to take industrial action after the company reduced both of them to 50% sick pay and threatened to withdraw from the 'Dying to Work' campaign which they had previously signed up to. The threatened industrial action of striking every Saturday throughout December 2022 up to Christmas forced the company to discuss a resolution which was acceptable to our two members going forwards.

### SERCO

Pay negotiations for 2022 resulted in a strike action ballot where 95% of GMB members voted to take strike action due to a poor percentage offer. The dates of strike action were determined to coincide with the Commonwealth Games which would have impacted the borough significantly. This forced the employer to re-evaluate their offer which was increased to 9% (inflation was around 8.2% at that time) plus an extra 5 days annual leave for those on the lowest amount. Once this was accepted, all industrial action dates were postponed.

### Walsall Housing Group

Pay negotiations began March 2022. Company response was to offer a flat 3.1% which was less than half the rate of inflation. This was rejected by a majority of members, but the employer chose to implement anyway. This has instigated an inducement claim which is currently being dealt with by the solicitors.

A strike ballot was then completed resulting in a majority of members wishing to take action. This has never happened before in WHG and the employer was expecting GMB members to roll over. Members took action on 7 occasions over several months before the employer came back with an improved offer which was unanimously accepted towards the end of 2022 and backdated to April 2022.

## LOCAL AUTHORITIES & SCHOOLS

### Coventry City Council

Coventry City Council settled a dispute with their refuse workers in 2022. To settle the dispute they gave Refuse workers £4000 as a buy from their local agreement. GMB Union warned the City Council that this could become an equal pay issue if there was no attempt to widen the scope of the agreement to other groups or mitigate the impact.



### Birmingham City Council

With the support of the Women's Campaign Unit both nationally and in the Region, GMB is continuing to lead the fight for equal pay justice in the council. On the back of over 2000 claims already listed at employment tribunal and an ongoing industrial campaign, council bosses have agreed to enter talks to resolve the liability and address the claims. These talks are progressing. Over a 12-month period, over 1000 new members have joined from the council, related employers and schools in Birmingham.

### Leicestershire County Schools

GMB members at a Leicestershire schools won pay outs between £900 and £1500 following lodging ACAS early conciliation further to unpaid hours worked at the start and end of the school day. This is being rolled out in an information campaign to other members.

### Charnwood Borough Council

Charnwood Borough Council recently signed up to the Menopause Workplace Pledge. In signing the Menopause Workplace Pledge, they have committed to recognising that the menopause can be an issue in the workplace and women need support, talk openly, positively and respectfully about the menopause and actively support and inform their employees affected by the menopause

### Gedling Borough Council

After a meeting with the leader and deputy leader of the council, Gedling Borough Council made a cost-of-living crisis payment of £250 to all staff earning under £30,000

## MANUFACTURING

### Briggs Marine

A strike took place at the Immingham Oil Terminal in October as GMB members at Briggs Marine took action in support of their pay claim. The company had made a number of unacceptable pay offers but then seemed unable to respond once GMB members made it clear they were quite prepared to take industrial action in support of their claim. The dispute was also about seeking assurances on staffing levels and for flexible temporary contracts to be made permanent. On the eve of the strike, the company made a bizarre decision to deduct several hundred pounds out of workers wage packets in a deliberate and crude attempt to intimidate members into not taking the action. This move backfired spectacularly and doubled the motive of the GMB members with the strike day on 29th October receiving 100% support. Striking members were only too keen to talk to local TV and radio from the picket line in support of their cause.



### Moorcroft

GMB secured a £1,000 per year pay increase and a minimum factory rate of £11.50 per hour.

### Meggitt Aerospace Loughborough

Members voted for strike action and the Leicester Mercury publish a GMB press release mocking the company offer of "free cups of tea on a Thursday" to settle the dispute. Following this, the company offered additional payments worth around £1k per year to settle, which our members accepted.

### CNC Speedwell

GMB was approached by workers at CNC Speedwell after asking for their current union to be de-recognised they wanted to join GMB and fight for better pay. Whilst building the membership in 2022 they won a £1 an hour rise for the workforce before the recognition was in place. They also won health and safety fights against the company. During this time CNC tried to put an employee forum in place to undermine what the leaders were doing. This didn't work as Organisers helped the leaders put in a pay claim. CNC tried to ignore this, but we pushed a campaign around this and over 200 members signed a collective grievance stating they wanted GMB to negotiate their pay. This secured a recognition agreement and pay negotiations. Members stood strong and eventually secured an agreement of 20% uplift, sick pay enhancement and extra leave. This was a true grassroots win with the leaders and members deciding what they wanted, standing together and fighting.

### Radius Systems

Radius Systems reps ran a campaign to request a cost-of-living crisis payment. After successfully surveying members and a series of meetings with management. Radius Systems made a payment of £750.

### Forterra Kirton

Forterra Kirton members issued grievance into mechanical engineers pay, no action was taken by management and collective grievance not upheld, industrial action notice ensured management U-Turn and Mechanical engineers paid £2000 in line with what electrical mechanics received.

### Brunton Shaw

We negotiated and consulted with our members at the company on a 10% pay increase which was implemented from January 2023 instead of April 2023. This came back as a unanimous acceptance at the balloting stage. We have also just elected a new rep to the workplace.

### Blachfords

Our members elected a new shop steward at the company and we secured a 10% pay increase which was implemented in November 2022, two months earlier than the January 2023 pay anniversary.

### **Ross & Catherall**

We have appointed additional reps to the workplace reps' structure and secured a pay rise equivalent to 9.5%.

### **JCB Group**

The past 13 months have proven to be very successful with the GMB securing a new pay agreement of 10% over 18 months. Also included in the agreement was an increase of 5 days holiday enhancement across the group and a £2,500 bonus payment was also negotiated. The negotiating committee have also hit a key point over a 7-year period where all pay rates will be harmonised by June 2023, this creates a standard that can be applied across all business units.

A collective dispute was won by the GMB representatives on a contractual error for new starters not being paid correctly on holiday pay, this resulted in more than 400 GMB members receiving substantial sums in back payments.

### **Guidant Global**

As the grading structure applies to all employees that work within JCB they achieved the 10% pay increase and a £2,500 bonus payment. The GMB also negotiated 500 permanent contracts to be given via the current selection process in March/April 2023.

### **DHL Transport**

Adrian Leake continues to represent the membership to a very high standard and has negotiated a 7% pay increase for 2023, Adrian has built up a very strong membership of 95% density.

### **Perkins Engines Stafford**

The workplace committee achieved a strong acceptance of a 16 month pay award of 10% with a £1,000 cost of living payment, the workplace has been showing positive signs after some difficult years and all workplace representatives are fully engaged in the partnership agreement.

## NORTH EAST, YORKSHIRE & HUMBER REGION



GMB North East, Yorkshire & Humber is almost one year old. We have had 10 months of consecutive growth both in terms of workplace activity and our volume of membership – especially in grades one and two members. We have implemented a new team working and shared leadership approach to running the region. We have introduced 360° feedback surveys for our staff and introduced staff representatives sit as observers on our interview panels to ensure transparency in our recruitment processes. We are working to embed an organising culture in the region. Each Senior Organiser and their team have completed the Jane McAlevey 'Organising for Power' school and worked to refocus on bottom-up workplace organising.

We have introduced a "Campaign Moment" at each Regional Committee and Regional Council, where organisers have shared their learnings from campaigns. In addition, we have also engaged in a regional branch review to focus on organising branches by workplace, industry, and section. We have reorganised organisers work sheets remits so that they only have organised bargaining units in their area of responsibility, this is to support the move from servicing to organising. This has resulted in more industrial campaigns, in turn putting more money back into members' pockets, by securing important workplace victories through bargaining and industrial action.

The team have worked closely with our branches to restructure and revitalise them in becoming either workplace or industry specific branches. I would like to place on record my thanks to the branches and the team for all their efforts and positive attitude to getting this done. The branches are now going from strength to strength.

As we have added renewed emphasis on our organising and campaigning, officers and staff in the team have embraced the changes to ensure a smooth transition. We now work much closer with our reps in organised workplaces and practice 'shop floor listening' to ensure the campaigns we run are relevant and important to our members, all with the aim of Making Work Better.

Fantastic organising campaigns are happening across the region, right pay for the right job in schools, fair pay for cleaners, union recognition in taxi licensing, industrial action over pay settlements and for equal pay.

Our support staff have embraced the challenge of becoming more 'front line' and are actively out and about in workplaces assisting the organisers. This has worked well during both industrial action ballots and NJC and NHS pay ballots. Officers and support staff have worked tirelessly to ensure we get as many members to vote in these ballots as possible.



Officers have supported local representatives to ensure that members who have not participated in ballots are able to speak to the union to discuss any concerns they may have.

All officers have supported GMB members on

the NHS YAS strike / picket lines & engaged in Right to Strike Campaigns.

Some of the headline campaigns are shared below, but that is simply the tip of a very substantial iceberg!

### NHS/Ambulance Service

On the back of on-the-ground organising along with a digital comms strategy, YAS members voted with an 80% turnout and 90% vote for industrial action. This was the biggest turnout in YAS's history in any previous ballot which shows the strength of feeling of our members.

Working collaboratively with many teams across region and our incredible reps across the trust, we again made history with the highest turnout and vote for action in the union and in Ambulance workers history.

We took immediate national action by serving notice to 9 trusts across the union to take strike action.

Planned action across the NHS and ambulance service sent shockwaves through local communities, hospitals, ambulance trusts and politically. We immediately set-up a strike committee made up of reps from the ambulance branch along with Officers.

We spent hundreds of hours in derogation meetings with the trust to ensure we were compliant with section 240, and striking members were providing 'life and limb' cover, during the strike day.

On the 21st of December Ambulance workers joined pickets for the first time in 3 decades and what an amazing and humbling experience it was to see and be a part of. We had pickets across multiple trusts which took a huge amount of organising but everyone including staff, supported. On every news channel, radio station and newspaper, our strike was being reported and more importantly, our members voices were heard. Furthermore, Ambulance workers stood strong on freezing cold pickets for 3 further dates in January/February and told this Government that 'enough is enough', they care about the service, patient safety and deserve a pay rise that not only helps to feed their families but will retain staff, recruit new staff and in turn, 'save our NHS'.

The overwhelming support for our striking members was like nothing ever seen before, it's safe to say they were the best fed on strike

day with donations of chocolates, pizza's, warm breakfasts from local café's and pop-up gazebo's offering hot local meals. Truly heart-warming and an incredible show of solidarity.

Further strike days were planned for March with a view to reduce derogations as the Government wasn't meeting with the health unions. When word got back to the Government, they announced talks. After 2 weeks of intense talks the Government made an offer on which staff council unions agreed to ballot their members.



The Government really have underestimated this dispute and must get round the table to #TalkPayNow, with our NHS heroes. During the months of July – April we have seen large membership growth, well over 500 members which shows we really are delivering for our members.

### Suez – Haverton Hill

As a result of the membership growing by 70 % the employer will agree a voluntary recognition. Another site nearby is watching closely and there is potential for further growth at the sister site.

### Fablink

Following a pay dispute which ran from June until August around not just the annual increase, but the fact that those carrying out the same role were paid different amounts, members led a successful campaign on gaining a proper pay structure as well as the largest annual pay increase that they have seen in years. This was the first pay claim since gaining recognition and saw members banding together where the Company had managed in the past to divide and conquer successfully.

### Teesside International Airport

This company had not engaged to try and resolve our pay dispute. Our press release was picked up by major local and regional media and we took several interviews which made the public aware that the action would have impact. The company quickly came to the table and offered what we had requested this saw some of our members go from a 5% to 7.1% pay rise. <https://www.bbc.com/news/uk-england-tees-62927864.amp>

### Dyer Engineering

In previous years, a pay award was imposed and was normally low and had been for several years before we started the recognition process. Following discussion with the company we reached an offer which was acceptable to members. This saw the lowest paid get an increase of 9.1% and the highest paid member receive 5.6%. We saw an increase in the membership and have picked up further member-led issues on which we will continue our campaigning efforts.

### KP Snacks (Tanfield & Billingham)

We recently held our first joint KP National Forum with remarkable success; inequality has been identified and has been supportive and useful in recent pay negotiations. We continue to go from strength to strength at KP with grassroots issues at the heart of every campaign no matter how small / large, communication with members have increased/improved tenfold and the branch is continuing to develop its strength with one-to-one support from the region.

### The Expanded Metal Company

Members at the Hartlepool based manufacturing company entered a pay dispute in January 2023. Members took to picket lines for 6 days over a two-week period. As a result of the strike action members secured a 7.5% pay increase, a one-off payment of £600 and an improvement to their sick pay scheme. Now the employer is using union busting tactics to break GMB down in the workplace. Four redundancies have taken place since the last day of strike action in February. GMB will be lodging a Protective Award Claim for failure to consult.

### Taxis – S39 Branch team

The Taxi/Private Hire team are providing advice and representation at licensing hearings across South Yorkshire. This is a service that members

in this sector could not do without. We were recently contacted by drivers in the North Yorkshire area, mainly Harrogate and Ripon, who had heard about our work with the trade and wanted more information about GMB. Following a successful meeting in Harrogate, over thirty new members joined GMB and we will build on this through 2023 by getting them organised.

### Sheffield City Council

We are campaigning within Sheffield City Council against their decision not to provide the NJC pay awards to their cleaners, the lowest paid workers in the Authority. The majority of cleaners in Sheffield City Council were previously outsourced for a number of years before being insourced back in. Since then, SCC has tied the workers to the Foundation Living Wage but this rate falls below the Council Pay Scale. This campaign is seeing membership growth.

### Cepac Rotherham

A campaign to recognise GMB at Cepac Rotherham was started last year with membership density growing from 10% to 60% a CAC application has now been submitted.

### Wilko Stores

Due to the cost-of-living crisis, Wilko members were balloted in October 2022 on a second pay award that year. During the visits a campaign for equal pay/value in stores was raised, members signed a collective grievance petition which is being submitted nationally.

### Sherwin Williams

Following stalled negotiations with this employer, an offer was tabled after negotiations and was frontloaded by 6 months.

The offer was overwhelmingly accepted by our members after a workplace ballot, seeing members receive an 8% pay increase before Christmas 2022. Membership grew onsite during these negotiations and is ongoing on the back of the request to expand the bargaining unit.

### Safestyle UK

Long negotiations took place with this employer. After 2 indicative ballots, an offer was accepted by members of 14.75% across all rates.

This employer has traditionally held our members to poor pay awards by manipulating the works bonus scheme. The bonus payment is now consolidated into the pay award. This will

give us more leverage now for December 2023 pay talks. Membership grew on the back of this campaign.

### **GXO Thorncliffe (Logistics)**

Following ACAS arbitration we secured:

11.26% increase across the base rate improvement. Shift rate premiums. This was a good outcome for all members. Membership grew amongst contract 4 & 5 members who had traditionally not been union members.

### **Doncaster Airport**

An indicative Ballot on industrial action provided a mandate for industrial action and an improved offer of 8.3% was put forward and accepted by a vote of 76%.

### **CBRE**

Following an attempt from the employer to remove standby payments from the engineers, a campaign against this was run ultimately combatting bullying tactics and members standing together. The proposal was scrapped, the bullying manager left the business.

### **Sheffield Museums**

Trust Sheffield Museums Trust proposed a restructure holding potential for compulsory redundancies. We led a campaign against these changes with members contributing to a counter proposal along with an indicative ballot in favour of industrial action if the proposals went ahead. The employer changed their proposal in relation to this, keeping the existing structure and building on top of it to improve fundraising.

### **Leeds City Council**

The highlight of the past 12 months was the parks dispute, notably the return of seasonal hours post covid. We entered into formal dispute with the authority, held a series of mass meetings which then led to a ballot for industrial action, involving political leaders. This resulted in an improved offer to members and growth in membership.

### **NJC Pay Ballot 2022**

We visited almost 100 workplaces due to the extended ballot window and support of regional colleagues; Our recruitment and profiling of the GMB demonstrated that our campaigning massively improved membership engagement

and data.

### **Queensway Primary School Campaign**

When notified of the intention to close the school, we supported the whole staff team with advice on submitting views into the consultation, raising a deputation to full council, arranging a demo outside the civic hall, attending full council & speaking with political leaders. GMB were the first to receive notification that the school was going to remain open. The Headteacher personally invited us to their assembly where we addressed the children and were thanked on behalf of the whole school and the reputation of GMB in the surrounding schools has grown, we are often thanked for our efforts consequently.

### **Swim/Dive Coaches Dispute**

We have secured a win in the ongoing coaches pay dispute and worker status. The impact of this win is huge in that some members' salaries will increase by £5 per hour with a permanent contract, access to the pension scheme and NJC uplift each year moving forward.

### **In-Communities (IC):**

Bradford City Council made the rather foolish decision to out-source their housing stock to a private trust rather than an ALMO many years ago and we are currently in dispute with the company (IC) and have launched a ballot for industrial action over their threat to de-recognise the GMB and other sister unions if we don't agree to down grade our facilities agreement.

### **International Women's Day**

On this day we launched our first internal training day specifically tailored for Leeds City Council Representatives. This was specifically delivered by an all-female team.

### **West Yorkshire Mayor's Fair Work Charter**

We have worked with the Mayor's office and the regional TUC to develop the new Fair Work Charter which has incorporated some of the key asks that are set out in our Domiciliary Ethical Care Commissioning Charter. Although this was due to be launched at last year's congress, it has been delayed until this year.

### **Accompanying rep initiative with Bradford University**

In partnership with the TUC and Bradford University, we have completed training 18 post graduate legal students to become GMB

activists/members and part of our regional accompanying rep lists. These activists will sit in B06 general branch. Some will be able to travel, and all should be able to cover remote meetings, via branch and regional requests throughout the region.

### **Hull City Council**

Refuse Drivers were successful in winning a re-grade, with back dated pay to 1 April 2022. Most schools and academies are now paying the correct TTO formula, and our members are receiving back pay following this campaign.

### **East Riding of Yorkshire Council**

The Refuse team were challenging the employer for a pay parity supplement, which is given to other colleagues of the Council. We can confirm that the East Riding of Yorkshire Council have now revised their payment scales and the Refuse Team are now on par with other colleagues.

### **Severfield Dalton**

The dispute over pay at Severfield started 13th March 2023 when the Company's Final Offer of 7% on pay rates and £1250 cost of living payment plus a Health care plan worth £240 per year was rejected by 99% of the members.

Unable to come to a satisfactory conclusion on wage negotiations. The mandate and clear message given by members was to formerly ballot for Strike Action for industrial action as the pay award failed to deliver on GMB asks for the 2023 Pay Claim.

### **DRAX**

Members voted and accepted the £1 p/hr supplement for the cost-of-living crisis. However, we are now in dispute with DRAX for the IBA (incentive bonus arrangements) payments for repair and maintenance. Members are looking for full payment of £2.37 p/hr and have agreed to take lawful industrial action if an agreement is not reached with the employer.

### **Batleys Bestway**

Wholesale Membership has grown from 0 to 25 members. We have requested Recognition with this employer and have asked for support through the CAC going forward.

### **DFS**

Membership has grown rapidly from 8-65 members (April 2023). We are now seeking

recognition.

### **Organon Pharma UK Ltd**

Recruited over 40 new members in the last month in this non-recognised site.

### **Responsive Engineering**

The Biggest pay rise in the history of the employer was won with a 13% increase for members.

### **Formica**

Due to the massive increase in energy costs on site (these went up over 300%) our members agreed to trial a 3 day working week working the same number of hours which so far is going well and is saving the employer a considerable amount of energy costs which will hopefully go towards the forthcoming pay talks due to start in early 2023.

### **Baker Hughes**

Following only one planned stoppage (from a schedule of 10) the company proposed a 4% pay rise with a £1,000 lump sum, which was accepted by our members. There was a great deal of TV and media support, with the local councillor and MPs also supporting the campaign.

### **G4S Cash Services**

Following rejection of the annual employer offer, members voted in favour of industrial action and only a couple of days before the scheduled action a new offer was tabled worth 8.5% in year one and potential 6% year 2, which was accepted by members.

### **Stagecoach**

This was a major dispute involving over two hundred members around pay. We balloted our members and over 95% were in favour of taking action and after ten days of rather boisterous industrial action, and with numerous further planned days, the company offered an 11% pay rise, which was accepted by our members.

### **ASDA Distribution**

There has been a ballot for our members in Warehouse and Drivers and an 8% offer for Warehouse and £1,600 for Drivers has been accepted. BUT... after surveying members, there is a real issue with bullying in the workplace and the relationship with the trade union, it's members and ASDA. The message we are getting from our members is that once



again the employer is pushing the company's employee forum i.e., Voice as their means of speaking to the workforce and this is something we will not tolerate and will address.

### Calderdale Council

Our dispute over the appalling recognition and facilities agreement that has been in place for many years and acted as a barrier to the GMB, and a very right-wing stance on fire and re-hire (this is a Labour Council!), resulted in a ballot where members overwhelmingly supported us to take strike action. The Council have finally backed down on both issues and have opened fresh talks about improvements to the agreement and dropped their stance on fire and re-hire.

### Social Home Care

We have taken a leading role in supporting the GMB's National Ethical Home Care Commissioning Charter campaign again and have gained formal endorsement of the charter from Leeds, Sheffield, Wakefield, Calderdale and Kirklees. Barnsley, Rotherham, Doncaster and will now follow suit. We are also looking forward to working with our national colleagues to plan a national re-launch of this campaign on the back of lessons learned from the pandemic.

### Northern Gas Networks

After our reps made it clear that they would be willing to take industrial action should the company not come up with a serious offer on pay, members accepted the new improved offer from the company:

2 x year deal at 9% now + £1000 cost of living payment and in year 2 CPIH + 1% with a 2% minimum floor + £750 cost of living payment.

### British Gas

We secured a substantive pay rise for 2023 on the back of the recent and unprecedented profits increases in the company and we have now restructured both the branches and the regional reps committee. We are also running a regional energy forum to drive the policy & organising agenda.

### Political Department Report

The political team have worked to highlight and build our industrial campaigns with elected Mayors, MP's and local councillors across the region to gain political leverage in our campaigning and bargaining work.

We involved MP's and councillors in the Stagecoach dispute, resulting in MPs and councillors supporting us on the picket line and gaining a statement of solidarity from Sunderland Labour Group. Alongside colleagues we turned out 19 MPs to speak to Paramedics at our national lobby of Parliament in January and sought to ensure that we utilised our political influence in all our campaign plans.

We worked alongside reps and officers on the campaign to keep Doncaster Airport open, producing comms and pressing the Secretary of State for Transport to keep the airport open as well as engaging politicians and activists.

We have continued to work on the implementation of the Taxi Charter with both Wakefield and Leeds City Council. Secured a meeting with senior civil servants implementing HMRC's 'Make Tax Digital', to discuss the impact on our members in the foster care sector, and gained the involvement of local MPs in our campaign inside Incommunities, social housing provider, to resist their attempt to derecognise the union.

A major focus of the year was the NHS campaign. We launched an online tool to allow NHS members to directly email their MP asking them to sign our EDM in Parliament (20 MP's have subsequently signed), arranged significant political donations towards the ambulance strike fund, and provided extensive comms support. We launched 'Election Buddy', a system which allowed members to vote on industrial action via a QR code shared by SMS and email, which resulted in the largest turn out across the Union in the ballot. The unit trained staff in the use of the system and ran phone banks to target members who had until then failed to vote to increase participation. We are now looking at how to best to use the tool to boost turnout amongst hard-to-reach members following workplace ballots.

Alongside the industrial campaigns, the team have supported candidates for Parliamentary, mayoral and councillor selection. We have taken a leading role in co-ordinating a slate of trade unionists, on the Labour Party regional executive committees and are actively engaged in TULO. In the run up to the local elections on May 4th we supported candidates in a variety of practical way and are looking forward to working towards getting some outstanding GMB members elected to all levels of Government over the next year.

## Equality Report

Since the merger of the region the REF have met and agreed:

- A new revised NEYH Constitution.
- The opportunity for any Branch equality officer to attend
- Chair and Vice Chairs (2) elected.
- Meetings split between Newcastle and Wakefield Offices.

We established two working groups, one to organise activities for Mental Health Awareness Week and the other to organise our regional conferences. We are driving a change in culture to focus from Officers identifying and supporting campaigns to the REF/BEO through workplaces identifying equality issues and campaigns that we can build on and support activists in the workplace.

Mental Health Awareness Week – Activists agreed to organise four workplace sessions around a 'time to talk' theme. These will be at VPK Packaging, Asda Chaucer Road, County Hall, Durham and Prysmian Cables. REO's are supporting these events with leaflets utilising Anxiety UK information which is the theme of Mental Health Awareness Week.

Branch Equality Officer Training – After a lengthy debate and some self-reflection, the group have decided to refocus its thoughts and organisation.

We are organising a one-day training event for Equality activists and Branch Equality Officers – this will look at what the role of the Branch Equality Officer is, what should BEO's be doing in their workplaces/branches, followed by a workshop on developing the region's equality priorities for the year ahead.

## NORTH WEST & IRISH REGION

During the last 12 months, the region has been in growth recruiting 11500 new members and losing 10500 members. Work needs to be done to stem the flow of leavers but it is encouraging to see the region in growth.

On another positive note, the Region welcomed a new Regional Secretary with Denise Walker taking up her post on 1st April 2023. Denise replaces Paul McCarthy who has given amazing service to the GMB as our Regional Secretary for over 20 years. We all wish Denise every success in her new role.

The region would like to thank Paul McCarthy for all the hard work has done on behalf of the North West & Irish region over many years and for being instrumental in bringing two regions together in the merger of the Lancashire region and Liverpool, North Wales & Irish region over 15 years ago. Our region is a strong and proud region within the GMB and that is predominantly down to Paul's efforts and vision.

In July 2022, we welcomed Cumbria into the North West & Irish region and our regional staff and regional structures are all the better for their inclusion. They are an asset to the region.

We continue to feel the effects of Brexit, no more than in Northern Ireland where the issue is being used as a political football.

The ineptness and untrustworthiness of this Conservative Government, continues to amaze us in the ignorance and stupidity towards the working people of the UK. A few weeks of Liz Truss left our members facing an uncontrolled rise in the cost of living, mortgage rates and their jobs and livelihoods becoming increasingly precarious.

This attack on our members standard of living, where the UK Government are allowing energy costs to skyrocket in price, whilst offering just a pittance in support, is causing hardship on workers and their families that have not been seen for a generation and it's no wonder more people to use foodbanks than ever before.

Like last year, the continuing situation around increased inflation has seen the increased collective response by our members to stand together and fight. We have seen numerous pay and conditions offers made by companies being rejected by our members by vastly

increased turnouts. Some of these have resulted in revised settlements being accepted prior to an Industrial Action Ballot but the trend of high turnout has been continuing right through to Industrial Action Ballots, where members have been prepared to take the action necessary to achieve their aims.

**Some notable examples of successful campaigns are:**

### Manufacturing

Pemberton Park Leisure Homes – starting out with 40 members our campaign of strike action secured 100 new GMB members, a 7% increase in pay, an introduction of Company Sick Pay, a move to Four Day Working Week, an addition of an extra Floating Day and a 200% increase to the company Quarterly Bonus.

AB Inbev (Budweiser Brewery) – where a protracted dispute of discontinuous action resulted in over 100 new members joining GMB during 2022.

Polyflor – where last year's industrial action was the first ever on site and resulted high 90% membership density. The membership stayed loyal and during the 2022 pay talks, they took 14 weeks strike action (10 weeks all out continuous action) resulting in a 9% offer being accepted.

Pladis (McVities Carlisle) – 97 members recruited during the protracted dispute and a new organic leader.

BAE Systems (Barrow) has continued to grow its membership by over 300 this year but they want to do more. The workforce on site is estimated to grow over the next couple of years and the reps have been instrumental in pushing for the setup of a national BAE reps forum to focus on campaigns across all BAE sites and within the wider manufacturing sector. This has now been set up with full support from the National Officer.

### Public Services

This year much of the focus in public services has been directed to the PAY JUSTICE and WE'RE WORTH MORE campaigns in the NHS and Local Government. We campaigned strongly in the NHS, securing an improved overall turnout of 40% in our consultative ballots which resulted in industrial action mandates in 12 out of our 44

NHS employers throughout the Northwest.

In the NHS dispute, Northwest Ambulance Service, Mersey Care NHST, Blood and Transplant Service, Liverpool Women's NHS Foundation Trust as well as our members in West Midland Ambulance Service all took strike action, which was well supported by our members on the picket line. At the time of writing, the latest offer is out for consultative ballot.

Since last year's report, we have recruited over 500 new members in Northwest Ambulance Service and over 385 new members across other areas of the NHS.

In Local Government, over 1800 new members joined GMB, of which 900 of these were new members in Schools and Academies. Over 550 in Northern Ireland Schools, 250 in our campaigns in Liverpool and St Helens Schools and a further 100 in Cumbria schools.

The campaigns led by the Cumbria County Council Branch have seen 25% growth in financial membership. They continue this approach and have recently launched an Equal Pay Campaign, in Cumbria Care which, if successful, could see £13 million put in our members' pockets.

In the Care Sector, despite the continual sale of care homes from the big, recognised providers like HC – One, Four Seasons etc, to smaller unrecognised providers, our membership continued to hold up. Our members seem much more engaged about their pay and conditions since the NHS and other Public Service strikes in the media and they are realising their worth within the industry. Across the region we recruited around 1800 across the care sector.

### **Commercial Services**

United Utilities – On the back of an all-members survey where we got 80% return, we compiled a members aspirations list and used this as the basis for the GMB pay claim. Although the offer is still out to ballot, we have recruited 197 members this year with over 100 coming in the first 3 months of our campaign.

Asda Stores – we continue to visit stores on a regular basis and have recruited 400 new members this year, although recruitment figures are not as high as previous years.

## **Northern Ireland**

### **Translink**

GMB members in Northern Ireland's public transport network, working in both rail and bus, successfully campaigned against a paltry pay offer. An improved offer was secured at the eleventh hour, on the eve of Industrial action by bus drivers, that would have seen the entire bus network shut down. This success was replicated across the other divisions and has led to an unprecedented rise in GMB membership and increased our reps base in the company. Growth in membership is ongoing as our workplace reps continue to provide leadership and deliver on workplace campaigns.

### **Northern Ireland Health Service**

Our members in the NHS and Ambulance Service took part in Industrial Action campaigns this winter. With no devolved government in place our members have yet to be offered an improvement to the original offer and action short of strike has been in place for some months.

### **NI Civil Service**

Our members in the Roads Service voted overwhelmingly to take strike action in early April in over their unfair bonus scheme and the latest insulting pay offer of just £7 per week. They were joined in April by our members in the Forestry Dept and River's Agency in a further week of strike action that culminated in a total shut down of the civil service and a mass rally in Belfast on 26th April.

### **Local Government**

The most notable and successful campaigns last year, were built around Part 3 claims in 10 of the 11 councils in Northern Ireland. Our members, disheartened by the 1.75% pay award for 2021/2022, mounted campaigns to support their claim for 2 spinal points on all grades, a cost-of-living payment and completion of the RPA Process. In Armagh, Banbridge and Craigavon council our members took continuous strike action for 7 weeks before agreeing to an improved offer of up to 3 spinal points for the lowest grades and cost of living payments that ranged from £600 to £1200 based on grade and spinal points awarded. The action and campaigns have seen the membership grow and the branch structure strengthened by 8 new reps and a new branch committee that is fully committed to growing and strengthening

GMB in the workplace. In each of the 10 councils where campaigns were launched our members secured at least one spinal pay point for 2022 and a second uplift by a further spinal point in 2023 alongside cost-of-living payments.

Our Regional Equality Forum is presently being revamped under a new Equality Regional organiser. The REF have now met several times this year and strand leads have been asked to prioritise 1 or 2 industry campaigns on equality and report back at May's REF.

We are looking at reorganising all equality strands and setting teams of individuals for various campaigns going forward, hopefully liaising with all branches to engage and support campaigns in their workplaces.

The region had a stall at most of the Pride events across the region in 2022 and at Blackpool Winter Pride so far in 2023. The 2023 Pride events at Bury, Salford, Liverpool and Wigan are in the planning stages.

Our Women's network is in the process of reorganising and networking, with a view to being involved and generating industrial campaigns particularly around equal pay, cost of living crisis, free school meals etc.

Politically, the region would like to thank the many Labour MP's and Councillors who have supported our picket lines and demonstrations. Special thanks go to Paula Barker, Dan Carden and Ian Byrne for their continued support through the lengthy Pladis Jacobs dispute in Liverpool and to Christian Wakeford for his support at the 14-week dispute at Polyflor.

Our retired members from Cammell Laird Shipyard were invited to a Westminster Hall debate, held on Tuesday 7th March 2023, about the decision to imprison 37 men in Walton jail all those years ago. This campaign is close to our regions heart and the region would like to express its gratitude to Paul McCarthy (outgoing Regional Secretary), Gavin Sibthorpe, GMB National Political Officer and the Ross Holden, National Research & Policy Officer for all their efforts in keeping this campaign moving forward and by getting the issue debated in Westminster.

Our campaign was also assisted by the tremendous amount of effort put into the case for a public inquiry made by Gareth Thomas MP. Because of the work carried out by and on behalf of the GMB, the Cammell Laird's strikers are one step closer to achieving the justice so long denied to them.

# GMB SCOTLAND

GMB Scotland has achieved 12 consecutive months of growth. This takes our membership at the end of March 2023 to over 60,200. The last year has seen the largest average number of new members in the last 15 years. 865 in 2022 and 846 so far for 2023. We have run over 20 industrial action ballots resulting in great wins for our members and have seen all three sections growing. We know we need to continue to campaign and organise to Make Work Better and grow our great union.

## PUBLIC SERVICES/NHS/PRIVATE CARE

### Equal Pay

Years of campaigning by a stalwart of GMB representatives in Glasgow City Council have once again delivered a multi-million equal pay settlement for thousands of discriminated workers. Over a quarter of a billion pounds has been secured by these incredible representatives for the discriminated working women of Glasgow making a total of over three-quarters of a billion secured. Again, it was the appetite and willingness to organise themselves with the insightful guidance of their Organiser to take industrial action that brought the council to the table and forced them to secure the money to pay these workers what they have been cheated of. This is a story of workers power forcing the biggest council in Scotland to right their historic wrongs, the reps have built and organised that power. These are workers that bureaucrats of the movement consider difficult to organise disparate, low paid and caring professionals but our GMB representatives have been outstanding. We are also fighting for equal pay in Dundee City Council and will hopefully achieve a settlement this year.

### Fight For £15

GMB Scotland remains at the front of the Fight for £15. Our leaders are encouraging and empowering other care workers to join our campaign across Scotland. In Local Government our Women's Campaign Unit Organiser, has been supporting Organisers to review and regrade Carers, we expect to have our first council that has all its carers on over £15 shortly. We are also working to lead sectoral bargaining

in the Care Sector the sooner we can deliver this mechanism the sooner we can start delivering £15 in the private sector as well. This is not to mention the political leaders from the SNP and Labour who are falling over themselves to pledge themselves to our campaign, warm words are cheap and our Fight for £15 leaders want to see delivery.

## NCS

The National Care Service offers an opportunity for the change that the care sector in Scotland needs. We are clear that the current legislation as presented is not good enough, but we will strain every sinew to challenge the Scottish Government so that the NCS works for our care members. While some stakeholders are parochial and have refused to engage, we recognise that the status quo is not good enough and the change offers an opportunity for especially private care members in Scotland to be recognised, rewarded, and respected as they should. We have ensured that our reps are at the very heart of our response to this with the Women's Campaign Unit Organiser, and the Political Officer, doing some brilliant work.

## Local Government

GMB Scotland members were key to securing the largest pay rise in Local Government in Scotland. This was achieved through the willingness to take industrial action and the delivery of industrial action mandates across Scotland from Orkney to the Borders. GMB reps and organisers worked tirelessly with their members to deliver 30 industrial action mandates.

GMB then embarked on industrial action in the City of Edinburgh Council during the Festival which brought the city nationwide attention for the amount of refuse lying across the city. The Edinburgh GMB organiser was key to this work and also managed to organise a comedy fundraiser with a host of TV comedians. To support the action in Edinburgh further action was taken in waste across Scotland, with councils such as Orkney taking their first action in living memory. Just days before action was going to intensify with school members coming

out, an offer was brokered by the First Minister that paused the action and was accepted by GMB members. The offer was higher than NJC offer and ensured that GMB carers had their registration fees paid by their Councils.

## NHS

Our GMB representatives ran two brilliant pay campaigns over the last year. These pay campaigns were the culmination of hard work put in over the last few years from the reps and the Organiser.

Through a strong rejection of the initial offer great effort was put in to secure industrial action mandates across half of all the NHS boards in Scotland. Taking a lead by setting industrial action dates in Scottish Ambulance Service brought Scottish Government back to the table with a much-improved offer. This improved offer was then rejected by GMB members yet was imposed by Scottish Government. However, to the great credit of the reps and Organiser, they managed to pivot their industrial action mandates in to securing earlier negotiations and a non-strike one off payment for the whole of the NHS. Together with this maintaining the mandates meant that GMB was able to lead the negotiations once again. Over two years an equivalent of over £1 billion or 14% has been secured for the workforce as well as over £80 million in unconsolidated money for GMB not to take action, equivalent to £500 per FTE. The collective work of everyone involved was impeccable, growing and organising GMB Scotland through the process of industrial relations.

## Contractors

We have had some big wins across public sector contractors, with the Organiser for Mitie and the GMB reps taking Mitie to the brink of industrial action in Glasgow, winning pay rises and recognition now across multiple councils. In the NHS work to get Robertson's FM back in line with NHS pay and conditions by the Organiser and the GMB representatives, will see pay going up by over a 25% for some with backpay in the thousands, life changing for the low paid workforce.

## Huntercombe Group

In early 2022 the Huntercombe Group was taken over by the Active Care Group and very quickly moved to derecognise GMB. The Active Care Group strenuously refused to enter into any

negotiations with GMB Scotland, and only after consistently following our grid of activity and doubling our membership, ACAS intervened and after an audit of our membership was presented to the company, the Active Care Group entered into recognition negotiations. On 24th October 2022 a Recognition and Procedural agreement was signed between GMB Scotland and the Active Care Group. With four new Workplace Organisers in place, GMB Scotland's first ever pay claim was submitted to the Active Care Group on 16th December 2022, requesting £15 per hour for all those delivering direct care.

## MANUFACTURING

### WHISKY SPIRITS AND BREWING

GMB Scotland has continued to see month on month membership growth within the Whisky, Spirits and Brewing industry. We now have more workplace leaders than ever before, and we are rolling out industry specific campaign training for our reps.

### Edrington

Some noticeable successes over the last 12 months have taken place in the Edrington Group who distil such brands as McCallan, Jim Beam and Teachers.

A 12% increase late 2022 was secured on the back of an 8.2% increase in 2021. GMB were also able to increase the shift premium, which was 10% for early and 20% for backshift. This means that we have seen our members real term pay increase over 2 years of 30.2% on the early shift and 40.2% on the backshift. We have also recruited heavily with those significant wins.

### Chivas Regal

Reps in Chivas ran a great campaign which saw shift premiums increase 10% and 20% for early and backshifts, we have also secured a reduction in the working week to a 4-day working week without loss of pay. This all comes on the back of a 9.2% pay increase.

### Tennent Caledonian Breweries

Pay deal agreed unanimously by the members that ranged between £2357 and £2679, dependent on grade as well as £200 shopping voucher every year in November and a reduction in the annualised hours by 36 hours with no loss of pay. The overtime rate was also increased by 7%. This was agreed despite the very challenging circumstances the on-trade

(licensed premises) and their suppliers have been experiencing. During this time, we have been able to increase the Bargaining Unit density to 98%

### Shipbuilding

There is somewhat of a renaissance in Scotland's Shipbuilding industry. Royal Navy orders for an additional five Type-26 Frigates at BAE Systems on the Upper Clyde. There is massive investment going into the yards and the company are actively recruiting, the reps are developing an adult training programme working with the company which will result in formal recognised qualifications. This is a fantastic initiative, as it is giving local people a second chance to reach skilled status. We have also seen some considerable growth in membership and the company have the biggest apprentice programme for almost 30 years.

### Babcock Rosyth Naval Base

Another good news story for shipbuilding in Scotland which has seen 5 Type-31E Frigates placed in the yard, this has resulted in a wonderful new covered ship building hall being constructed, once again the company are embarking on heavy recruitment with adult training and craft apprenticeships at the fore.

We are also seeing steady membership growth.

### Ferguson Marine – Lower Clyde

While Ferguson Marine have rarely been out of the media spotlight due to mismanagement by the previous owners which has created a legacy of mistakes resulting in two large ferries for the CalMac Ferry Service being delayed up to 4 years. The Scottish Government took ownership of the yard and GMB were working closely with them to persuade them to nationalise and protect the 350 jobs that were there at the time in one of Scotland's most deprived areas. We were successful in our efforts and the Scottish Government have continued to support the yard financially despite the negative media and political attention, as they know they have a committed and a highly skilled workforce and that the troubles are not of their making. The yard has just secured sub-contract work from BAE Systems for the Type-26 Frigate Programme, and we are hopeful that we can secure some or all of the small ferry replacement programme through a direct award from the Scottish Government.

## Engineering And Construction

We have seen considerable unrest with our Engineering and Construction members across Scotland, most notably at the GSK Montrose Pharmaceutical Site, Grangemouth Refinery, Mossmorran Gas Plant and Royal DSM Site in North Ayrshire. We have seen unprocedural action, walk outs and strong returns on CIVICA Ballots in favour of Industrial Action. Without exception all the workers on these sites are seeking an uplift in an incentive bonus, which is paid hourly. We have secured £1 per hour at Grangemouth site on top of the £1 per hour Cost of Living Payment and for all workers on the site when there is a major shut down or project, everyone will receive £2.37 per hour uplift regardless of whether they are engaged on those works or not.

### Wincanton Logistics

Are a company that look after the stores and transportation for BAE Systems, we were able to organise the workers who were previously not recognised and secure a recognition agreement immediately following the signing we negotiated pay increases which equated to 21% for April 22 to March 23 backdated and 11% for April 23/24. We have also seen team leaders receiving over £3400 in an uplift. We have grown the membership considerably on the back of those pay successes and during the recognition campaign and are sitting at 95% density.

## COMMERCIAL SERVICES

### Apple Retail

GMB Scotland have formally signed a recognition agreement with Apple Retail at Scotland's Flagship store in Glasgow. The first Union recognition deal outside of the USA who we believe only have one, the workers were able to self-organise with the help of the Organiser. We are very hopeful that the model used in Scotland can template elsewhere, including in London's flagship store in Regent Street and we are sharing our campaign methodology and learnings with our American Unionist, Elias Alsbergas from the IAMAW (International Association of Machinists and Aerospace Workers).

### SWISSPORT

In the Summer of 2022, it was discovered members at Glasgow Airport were being paid less than employees at Edinburgh for doing the same job/role. Following a petition demanding



pay parity and balloting including the threat of an industrial action ballot Swissport made an offer of £200 to be paid to staff in time for Christmas pay and a guarantee that the pay supplement would be discussed at the next national pay talks. This was accepted by the membership, which also grew during the dispute.

## **ENERGY**

GMB have recently concluded pay talks and workplace ballots for Scottish Power Energy Networks and DRAX who operate hydro-electric power stations formerly Scottish Power. We have been successful in negotiating above inflation pay rises for both businesses.

# SOUTHERN REGION



The highly successful Southern Region Women's Conference in January

The highly successful Southern Region Women's Conference in January

We are living through incredibly tough times. The economic pressures on our members are immense and unprecedented in recent times. These pressures are a key driver behind much of the activity of the last 12 months.

Annual Congress offers an opportunity to look back as well as forward. The Region has come a long way from the dark days of Covid. The last year has seen an unparalleled number of campaigns and disputes. These have been matched by unparalleled effort to change the culture and the way we work.

There is plenty still to do, and if we haven't quite turned the corner yet, it is at least now in sight. Most of the time we are practicing what we preach: going into the workplaces, listening to members, supporting them in the campaigns that they want to run to make work better for themselves, and finding the natural leaders. It is hard work, what we do always was. But it is paying off – as we went to press, the Region had recorded 8 straight months of growth and had a newfound energy.

It important to put what is happening, and why, into context. We are living through incredibly tough times. The economic pressures on our members are unprecedented in the modern age and these pressures are a key driver behind many of the numerous disputes of the last 12 months.

Since Congress 2022, there have been more battles, more campaigns and more wins than

ever in the history of the Region. A few of them are highlighted below.

## AREA 1 REPORT

### Frimley Health NHS Foundation Trust

A campaign commenced in autumn 2022 over the use of the Level 1 pay band at Frimley Health Foundation NHS Trust. The Trust were asking that staff take an English language proficiency test before being "allowed" to progress to Band 2, even though Band 1 was removed nationally in 2018. Many members had been doing their jobs for up to 25 years. Following a sustained campaign – using resources from across the Region, including the threat of industrial action – the Trust eventually agreed to drop the language test. We are now campaigning for back pay for members to address what we believe to be a discriminatory practice. Tan Dhesi, the local MP covering Wexham Park, continues to work closely with us, meets our members and raises GMB campaigns with the Trust.



We will continue to campaign also around sexual harassment complaints made to the Trust, continuing to escalate this during 2023.

### Wiltshire County Council (WCC)

GMB members voted overwhelmingly to reject a proposal by Wiltshire Council to reconfigure pay allowances, which would have led to a 10% cut in income. Following a refusal by the Council to completely rule out any cuts, our members in Parking Services decided to strike - with the first day of action in May 2022.

This action led to the Council agreeing to ACAS talks, with the outcome being an agreement that they would not move to fire and rehire staff, and the proposals to cut pay would be withdrawn. However, the Council Chief Executive reneged, and a revised set of proposals were made which would still have led to pay cuts in four years' time. Our members rejected this and fought on.



Further strike action was taken between 10th December and 17th December. GMB has also instructed solicitors to commence proceedings against Wiltshire for a breach of s145(B) of the Trade Union and Labour Relations (Consolidation) Act, 1992, due to an unlawful email sent by Terence Herbert, the Town Clerk of WCC, directly to all traffic wardens (civil enforcement officers) on 9th November 2022.

The case relates to 21 GMB members and the total liability for the council would be around £100,000 plus legal costs. GMB have also run a sustained campaign highlighting how much the Town Clerk earns.

### Fawley Refinery Contractors

A successful industrial action ballot was conducted at three employers within Fawley covered by the NAECI Agreement - Bilfinger, Altrad and Rhyal. Members were pushing for an in-year pay rise to account for the rapidly increasing cost of living. Sustained industrial action took place over the months of November and December, eventually forcing the employer back around the table.

Following the suspension of strike action, a national offer was tabled for an extra £1 an hour which was accepted by members, with further local negotiations in 2023.

### AREA 2 REPORT

Area 2 has been very active since the last GMB congress and there have been a number of industrial action ballots in the area over the last 12 months.



The area took part fully in the national NHS and Ambulance Services ballots. We managed to deliver a resounding result in the South East Coast Ambulance Service, which saw a series of stoppages across Sussex and Kent. As a result of the hard work of the lead officer, the Branch and the rest of the team there was a substantial growth in membership.

### The Wealden Three

Congress will recall from last year, the dispute in a Biffa refuse contract in Wealden, East Sussex. At the time of last congress, two organisers and an activist faced criminal charges of obstructing the public highway after being arrested on a lawful picket line, arrests that the Region believe were politically motivated.

The case eventually reached court in March,

where the police offered no evidence and all three were exonerated.

This is a significant victory for GMB and the wider trade union movement. The three individuals stood up for the rights of trade unionists to demonstrate and to carry out a lawful picket. Despite the worst efforts of the company, the courts agreed with the GMB legal arguments. The upshot is a court decision which can be used in future situations across the country.

Consolidation work at the particular depots has continued with workplace organisers completing their training and a good structure now in place.

There have been numerous pay and conditions campaigns run in Area 2 in local authorities, environmental services, NHS and amongst school staff – all of which have produced substantial new membership.

Campaigns in the area such as SECAMB, East Sussex, Asda, BHCC and Kent County Council have all seen new joiners come into the GMB in their hundreds.

In the environmental services sector, GMB is now seen as the union for refuse, recycling and street cleansing workers – (don't take our word for it, ask the TUC). The reason? Quite simply because, as a campaigning union, workers in the above sectors have seen how our union delivers for its members.

The work that has gone on since the last Congress will continue and the area is confident that we will continue to break into new sectors and workplaces, as well as consolidating in those where we have proven to be the most effective campaigning trade union in the South-East of England.

All of this activity and the successes has been a team-based effort, with activists, branch secretaries, Branches, officers and – most importantly – the new lay members driving the issues that matter to them, at the same time as being prepared to support their colleagues from other sectors and workplaces.

Over the last 12 months, the old adage: "there is power in the union", has never seemed so true.

## AREA 3 REPORT

### Surrey County Council (SCC)

A campaign of workplace visits supported by both Officers and Reps from Area 3 and the Regional Organising Team, around the



pay offer for 2023/24 (SCC does not follow the NJC agreement) has seen over 220 members recruited and a new layer of activists identified. Members rejected the offer which on average would have produced an increase in base pay for most of between 5% and 7.8%. Following the rejection of the offer, a meeting with Officers and Elected Members of SCC has been convened to see if an improved offer will be put forward.

### GLF Academy Trust Schools

A campaign around the pay offer for 2022/23 (GLF follows Surrey Pay Policy) gained over 150 members and new activists. Members rejected the offer which, on average, would increase base pay between 4.5% and 5%. Further negotiations were ongoing.

### Mitie Cleaners and Porters Dispute St George's Hospital

Over the summer of 2022, members employed on the Mitie contract at St. George's Hospital (Tooting) took multiple days of industrial action in a dispute around pay, conditions and treatment. Significant financial support was provided to members through the Branch and the Region.

Rosena Allin-Khan, MP for St George's, attended the picket line during the dispute and continues to raise concerns about pay and conditions for these outsourced workers.



### London Borough of Richmond and Wandsworth

Ongoing discussions with the Council over the unequal Memorandum of Agreement, governing the terms and conditions our members in the Direct Labour Organisation are employed upon, produced an offer which was being balloted in as this report was prepared.

### NSL Westminster Dispute

At the time of writing, the members employed on the NSL contract at Westminster had voted to take industrial action up to and during the Coronation in early May. Over 30 new members had been recruited on the contract – (taking our membership to 143 members out of 188 employees) – and new reps and activists identified and trained.

### ISS South London & Maudsley NHS Trust

Following a strike ballot, our membership conducted a 48-hour stoppage on 23rd and 24th April 2023, over the issue of parity of pay and conditions for outsourced NHS employees, compared to directly employed NHS staff. The campaign seeks to level up terms and conditions in line with Agenda for Change, plus a basic pay rate of £14.34 per hour.

### idVerde Merton and Sutton

Members voted for industrial action in support of gaining collective bargaining rights over pay on a once Local Authority run contract that followed the NJC agreement. At the time of writing, a collective bargaining and recognition agreement was being negotiated with the employer and a pay claim for 2023 submitted after consultation with the members.

Leathersellers Federation (Prendergast Schools)

At the end of April, we were in the process of

balloting members in the Prendergast Schools in Lewisham over a proposed “Academisation”, which neither the staff, parents nor local authority wished to go ahead.

### Serco Lambeth and Wandsworth

A pay offer was accepted by our membership following a strike ballot in Serco Lambeth. Drivers received a 9% uplift in base pay, and Loaders 10.75%, backdated to 1st April 2022.

Serco Wandsworth drivers received a 15.95% uplift in pay for the year backdated to 1st September 2022 and Loaders 9.1%.

### London Borough of Croydon

A number of campaigns kicked off across the Borough of Croydon, reigniting the Branch, reps and membership base. The Organising Assistant in conjunction with the Branch started campaigns to oppose academisation of Red Gates Special School, to challenge a restructure and alleged racism within the council’s payroll department, as well as challenging the employer for not following the NJC agreement for members at Kenly School (Collegiate Trust). More than 40 new members had been recruited from the start of these campaigns.

### APCOA Parking

Central Arbitration Committee claims for recognition and collective bargaining were lodged in support of our membership on the London Borough of Bromley and Bexley contracts.

### Regional Organising Team (ROT) Report

In the 12 months from 1st May 2022 – 30th April 2023, the Southern Region recruited 14,120 new joiners and had 13,608\*\* leavers resulting in a net gain of 512. Although a net gain of just over 500 might not seem that significant, at the same point last year we were running a net annual deficit of 2,047. So, we have made great strides in re-building our membership since the end of lockdown.

- As at the end of April 2023, we had recorded 8 months of consecutive growth.
- March 2023 broke the Region’s record for recruitment in a single month (after it had been broken in February), with 1,718 recruited and we have passed again the 80,000 member mark for Region.
- December 2022 was also another record for us. Typically a poor month in terms of

recruitment, we recorded growth for the first time in a decade, and then went one stage further by growing too in January, traditionally also a tough month.

(\*\*NB circa 500 members were transferred from Southern to London following the 2022 boundary changes, affecting the overall figures accordingly).

The Regional Organising Team has contributed to the Region by organising and recruiting around National campaigns such as the NHS Pay dispute and NJC pay. Additionally, Local Pay Campaigns in Kent and Surrey Councils and Refuse Contractors drew big numbers. We have been attending and recruiting new members at formal inductions such as SERCO as well as supporting members taking industrial action around the Region.

Please see below the list of the top 25 employers for the 11 months from 1st May 2022 – 31st March 2023:

SOUTH EAST COAST AMBULANCE NHS FOUNDATION TRUST	682
SURREY COUNTY COUNCIL	604
HAMPSHIRE COUNTY COUNCIL	523
ASDA STORES LIMITED	515
KENT COUNTY COUNCIL	488
BRIGHTON & HOVE CITY COUNCIL	281
SERCO UK LIMITED	224
UBER	212
EAST SUSSEX COUNTY COUNCIL	211
ASDA DISTRIBUTION	204
BRITISH GAS SERVICES - CENTRICA	200
LONDON BOROUGH OF SOUTHWARK	187
LONDON BOROUGH OF CROYDON	187
AMAZON UK	181
LONDON BOROUGH OF MERTON	178
THAMES WATER UTILITIES LTD	172
THE GRAHAM CARE GROUP	169
BIFFA WASTE SERVICES LIMITED	167
DORSET COUNCIL	163
EVRI (formerly HERMES)	161
LONDON BOROUGH OF WANDSWORTH	144
BIDFOOD (BFS Group)	135
GLF SCHOOLS	132
LONDON BOROUGH OF LAMBETH	126
SOUTH WESTERN AMBULANCE SERVICE NHS FOUNDATION TRUST	125

Including our Senior Organiser and MDO, the Regional Organising Team has 4 experienced core Organisers. For the second year we have continued to rota each Area Officer for 2 weeks per annum into the ROT. We also have two members on short term secondments from their workplaces to gain experience, and four Organising Assistants doing the equivalent of one-day-a-week in the Team. The additional resources help to cover big campaigns faster and more thoroughly – as an example, we are capitalising on greater access to larger numbers of support staff specifically on INSET days: last September 2022, on the first two days of term we recruited 180 new members.

Workplace meetings around pay surveys, inductions and ballots are now taking place at a higher frequency than before the pandemic. The ROT are averaging around 8 workplace meetings per day – the result being that as the Region pulls together as a team, we are achieving growth.

We continue to face challenges, including the rising cost of living and the constant attacks on workers' rights but we are confident that we can continue to build GMB.

## EQUALITIES REPORT

### Regional Women's Conference

It was great to see the return of an in-person regional women's conference in 2023. Over 50 women delegates attended, with the focus of the conference was on leading workplace campaigns. All delegates left with a personal action plan.

### Southern Race Network (SRN)

The SRN continues to meet regularly and has a programme of work which includes work on the race pay gap, the disproportionate impact of outsourcing on Black, Asian and Minority Ethnic workers and MyNamesA campaign, to ensure people's names are pronounced correctly in the workplace.

## WALES & SOUTH WEST REGION

### Acknowledgement

Delegates, it's my honour and privilege to be writing this year's report on behalf of the Wales & South West region. May I take the opportunity of thanking all staff, the Regional Committee, Regional Council, CEC members and all our activists throughout the region.

You are the foundations and core of the GMB, who have passionately given dedication and commitment to help re-build and grow our union, support our members, listen to our members and campaign on the things that matter to them, by making their work better.

To the WSW regional management team, they have worked tirelessly by motivating our staff and activists, supporting campaigns, and dedicating their time in embedding the core values of our union. To Rowena Hayward who retired in April - she was an amazing activist, officer, and Senior Manager. Our thanks to Rowena for her dedication and hope that she enjoys her well-deserved retirement spending precious time with her family and friends.

We also saw the retirement of Officers, Mark Jones, Paul Gage, and Jeff Beck, our thanks to them all, and hope they embrace their retirement, and spend valued time with their loved ones.

Our thanks to the National President and Vice President, Barbara Plant and Malcolm Sage, for their steadfast leadership. Also, to the CEC and the Taskforce for their dedication in moving the union forward, being transparent in all that they do, and making the foundations to re-establish the union that we all love and can be proud of.

Our final acknowledgement is to our General Secretary, Gary Smith. Gary addressed Congress in 2021 and pledged that he would work



tirelessly, and to have confidence and trust in the leadership of our union. Gary advised that this new era was about all the GMB structures and the members, and what we needed to do together to ensure that our union can afford the new generation of people the same hope and purpose that we had been given.

Gary also quite rightly pointed out that we were a union in decline. It's been a tough few years, with ever rising economic demands on our members but, however, with Gary's vision, membership contributions have been frozen for the past three years, and we have grown as a union, we have listened to members and acted on what we heard. He reminded us that we hold in our hands a gift, a trade union that can make a real difference to the lives of working people. Gary has led this union with compassion, selflessness, dedication and integrity - he has been an inspiring role-model, supportive, open-minded, and humble manager.

He also reminded us that if we wanted to protect everything this union has built over the past 130 years, and if we wanted the GMB to thrive and prosper, we needed to come together and respectfully work together to campaign, to listen to our members, to fight for our members and to grow. Thank you, Gary, for your steadfast leadership and friendship. You have steadied the ship of this great union. We recovered, we are rebuilding, and we are renewing.

### Social Partnership Bill Wales

The landmark Social Partnership and Public Procurement in Wales was passed by Senedd back in March this year, and at the time of writing, is awaiting royal assent.



The Bill formalises a working pattern that has unofficially been running in Wales since the Welsh Assembly was founded, which sees employers, government and trade unions come together to consult and make decisions around the development and implementation of Welsh Government policy.

It is very much like the old tripartite model used in the UK before the Thatcher Government and other governance models used by our European neighbours.

GMB has played a critical role in getting this on the statute book as well as pushing it with our stakeholders in the Labour Party and ensuring that it is a priority within the Welsh Labour structures in which we sit.

We have also argued and lobbied inside and alongside the Wales TUC to take this issue from the fringes and into the mainstream. Where we believe this could be revolutionary, in that it will allow us and the Welsh Government to enact our Fair Work agenda.

The legislation will mean that trade unions will have an active part in establishing the Welsh Government tendering process for programmes and developments.

That GMB will be at the table to consistently re-emphasise our priorities of making sure that good, unionised employers are at the forefront of the tendering process and that the process has good employment at its foundation rather than an aspiration. What this will mean is that taxpayer's money will be pushed towards creating good quality unionised jobs as a priority.

This Bill only buys us and other trade unions a seat at the table, GMB members will have to



make the case at every meeting why these we should prioritise fair work alongside other major issues like environmental and local sourcing, but we're confident that a seat at the table will allow us to do that.

### Training

Our Workplace Organisers training schedule in Autumn 2022 provided a full term of face-to-face training throughout the region and from January 2023 the schedule offered was consistent across the whole region (although an online course for GMB@Work is still offered in Wales). January 2023 also saw the beginnings of the new Making Work Better: Building GMB Power@Work Course delivered to new 'reps' across the region. A full year's calendar and consistent branding across all learning materials is also now in place.

Our members benefit from our Wales Union Learning Fund (WULF) Project and our Regional Learning Fund, which together provide learning support and over 650 courses to members throughout the whole region. Despite the differences in devolved education across the two parts of region, our members learning offer is consistent throughout. Last year alone, over 800 members received training and/or learning support. Members can benefit from courses in computer skills, food hygiene and health & safety courses amongst a wide range of other offerings. Whilst our WULF delivery focuses on essential skills, the Project has had success with its Mental Health Toolkit Programme and Neurodiversity Training.

### Staff Development

We have continued with our staff development, completing our Office 365 / SharePoint Training, and providing Excel update sessions, both of which have proved very popular.

We have several colleagues undertaking essential support activities and attending our face-to-face training courses, Power@Work with reps and activists, to share best practice and self-develop to enhance their career paths and opportunities. Equal Pay learning sessions are currently being developed and the Women's Campaign Unit continue to support on developing individuals' knowledge and skills in fighting Equal Pay.

We have placed support/admin staff on the Women's Leadership Programme to secure future women leaders within the GMB. Hopefully,





many now feel inclusive and part of an organisation where they see their long-term future.

### Equal Pay

Activists in the Blaenau Gwent Council Branch joined forces with our members in residential and home care and have successfully won their collective Equal Pay grievance appeal through the Council's internal procedures.

Unfortunately, regardless of the successful appeal outcome, Blaenau Gwent Council have not actioned the recommendations from the equal pay appeal outcome and has chosen to ignore our Officers' endeavours to resolve the matters informally through ACAS. Therefore, we had no other option than to seek the remedy required through the legal process. We will not settle for any less than the same pay, terms, and conditions that the comparators enjoy. It was also concerning that our care members who have raised the collective grievance, were threatened with their jobs being outsourced and privatised through the third sector. However, with the resilience of our members a campaign was formed, and this decision was overturned.

Our membership has grown from 20% to 99% after the members successfully won their campaign on breach of contract and enjoyed five years back pay for non-payment of enhanced overtime rate. Many of our members received thousands in back pay! Well done to them all for being empowered and using their strengths and voices to overcome.

### Industrial Action

Between 1st May 2022 and 30th April 2023 across the Wales & South West Region our members conducted a total of 11 industrial action ballots involving over 2500 members. Disputes within Rhondda Cynon Taff, G4S at HPC, Qioptiq

Space Technology and G4S Cash Centres were resolved by securing improved offers from the employer, our members did not need to take any form of industrial action, their voices were heard.

The disputes within Altrad Support Services, Altrad Engineering and Jenkins and Davies became a war of attrition with members voting to have an all-out indefinite strike. The December weather was challenging at times, but members turned up at the Valero Oil Refinery in huge numbers every day and continued this for 7 long weeks until the employers buckled and agreed to meaningful talks. An improved offer on pay and bonus payments was placed on the table which our members accepted.

Supporting members to organise themselves is a priority for us during any dispute, the use of various social media platforms and the press without doubt gained public support.

### Schools and Academies

In Wales we work together to promote and organise campaigns. All staff are asked to give availability to support at the start of a campaign and keep dates free to visit workplaces where needed. We commenced the 22/23 schools' campaigns in Cardiff Council and used the basis of the GMB@WORK and School Organising plans to see success organising TSA's, HLTAs and LSAs. Visits were arranged via the regional office and were successfully carried out during the working day. As a result, we increased membership by 112, and have 9 new workplace contacts and reps onboard.

### Welsh Ambulance Service

GMB members across Welsh Ambulance Service Trust have continued to act over pay. After intense negotiations with Welsh Government and WAST, we are now able to put the offer to our members, throughout the campaign we have increased by over 200 members.

### Social Care

Ongoing de-recognition visits with national care employers. Campaigning and organising across and surveying staff working for the Order of St John which cover Gloucestershire and is one of largest care employers in this and surrounding area. Welsh Government announced that they are still working towards a National Care Service. All care staff in Wales are now receiving the RLW which includes Local Government.

## Regional Equality

The REF continues to meet regularly with good attendance from activists. Shout - the region submitted views on the LGBTQ+ Action Plan consultation with Welsh Government.

Women Support Women- The Women's Forum are campaigning on Imposter Syndrome training and Confidence Courses have been undertaken by the Forum. We are promoting and have launched the WTUC Sexual Harassment Toolkit and, with such a high interest, has resulted in a dedicated Summer Equality event on education and workshops for promotion and implementing within workplaces.

We are promoting our national campaigns within workplaces starting with our regional offices. Our key aims are to organise around these policies and embed them with employers to make workplaces more inclusive for all workers and to engage in a collective bargaining approach. As a region we are identifying and targeting workplaces to ensure our equality aims and objectives relate to organising opportunities by protecting our members throughout our networks, workplaces, and communities building a stronger Union with training courses on Confidence Building, Neurodiversity, Sexual Harassment and Equal Pay.

Equality will be the priority in everything that we do moving forward. In addition to the work of the National Taskforce, the region is currently working on a robust equality strategy which should give us the confidence that everything we do is fair, transparent, and equal. Our thanks to our REF who make us proud of what we can and will achieve both collectively as a union and as a region/nation.

## Hinkley Point C

Hinkley Point C continues to be the largest employer in the region. Several campaigns have been identified and are currently underway. We have a strong team ethos across branch, region, and national officers. Since the appointment of two regional Organising Assistants last year, they have been working as part of the team at HPC and across the South West. We have already started to see the benefit of having dedicated Organising Assistants working with branches and activists. Within 2022/23 we have gained a significant growth in membership, with nearly 2,000 members now part of the HPC/GMB family.

Women in Nuclear is currently one of the priority campaigns and we are seeing a real GMB family building with the development of an innovating website which enables members who are out within a vast area of construction to make direct contact with reps when they need them. Additionally, it will provide updated news on GMB events, training opportunities, social events, and most importantly health & safety monitoring, with many of our Bylor reps now on full-time release after the tragic death of our member Jason Waring.

Jason tragically lost his life on 13th November 2022. He was a supervisor working for Bylor and suffered a fatal injury whilst working at HPC. Jason was a 48-year-old father of four from Nottingham, he was loved and respected by many people across the Project with his northern wit. A combined GoFundMe page was set up and raised over £122,000. A word from Sarah his wife:-

"I would like to say a huge thank you on behalf of myself, Ethan, Eve, Oliver, and Jude for everyone's generosity following the devastating loss of our Jason. While nothing can ease the pain of losing such a wonderful husband and father, please know that your support has been a great comfort to us all. I will always remember the kindness shown not only by the people who knew and loved Jason, but also by the people who had never met him. Thank you, Sarah.



**Join GMB now online at**  
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