



**GMB Congress**

**Bournemouth 2024**

**Final Agenda**

# BE SEEN BE REMEMBERED

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



*Make your Union*

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

For your promotional merchandise visit:  
[www.gmb-shop.org.uk](http://www.gmb-shop.org.uk)

*Stand out from the crowd*

# **FINAL AGENDA**

**GMB CONGRESS 2024**

**SUNDAY 9TH – THURSDAY 13TH JUNE**

**1974 CONGRESS, BLACKPOOL, MOTION 257**  
**PRE-CONGRESS DELEGATE MEETINGS**

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

**PERIVALE BRANCH**  
(London Region)

---

# **GMB ZERO TOLERANCE STATEMENT**

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

Any such behaviour will not be tolerated within our union.

One of our core principles is the right for everyone to be treated with equality, dignity, and fairness in work and society. As contained within our Rule Book our 'Aims and Objectives' are: To ensure equal opportunities within the Union, the workplace, and wider society; and to end harassment, prejudice and discrimination at work on the grounds of gender, gender identity, race, ethnicity, nationality, religious beliefs, disability, age, marital status, sexuality, or social class.

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

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

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

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

This statement applies to:

GMB members

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

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

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

**Updated following amendments to Rule 2: Aims and Objectives (adopted by Congress 2023)**

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

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

Each outcome has clarified and changed the parameters of employment and discrimination law - the implications are significant not only for thousands of members in the retail sector and the gig economy, but also for employers. We only work for claimants, and are proud to continue this tradition with GMB.

**"The Leigh Day team are consistently at the cutting edge of employment law and it is a privilege to work with them"**


Chambers and partners 2024


**"Leigh Day are meticulous in their approach to gathering evidence. The attention to detail, client care and presentation at the Employment Tribunal is first class."**

Chambers and partners 2024



 [www.leighday.co.uk](http://www.leighday.co.uk)

 020 7650 1200

 @LeighDay\_Law

 [Postbox@leighday.co.uk](mailto:Postbox@leighday.co.uk)

# LEIGH DAY

---

# CONGRESS FINAL AGENDA INDEX

	Page
REPRESENTATION STATEMENTS	2
GUIDELINES FOR CONGRESS BUSINESS	13
STANDING ORDERS COMMITTEE REPORT NO. 1	18
INDEX OF MOTIONS	22
UNION ORGANISATION	29
EMPLOYMENT POLICY	43
INDUSTRIAL & ECONOMIC POLICY	54
POLITICAL	75
SOCIAL POLICY	78
INTERNATIONAL	99
COMPOSITE MOTIONS	102
CEC POSITIONS ON REMAINING EXISTING POLICY MOTIONS	114

# CENTRAL EXECUTIVE COUNCIL AND NATIONAL OFFICE

## GENERAL SECRETARY & TREASURER

SMITH, GARY

## NATIONAL SECRETARIES

HARRISON, RACHEL  
PRENDERGAST, ANDY

## GENERAL MEMBER AUDITORS

DAVIES, JAYNE (NWI)  
FOX, KEVIN (NEYH)  
HORTON, STEPHEN (MI)

## CENTRAL EXECUTIVE COUNCIL LAY MEMBERS (47)

ABUBAKIR, KATHY (SO)  
Public Section

GIBBS, GORDON (MI)  
Public Section

PLANT, BARBARA (SO)  
Public Section

ASHTON, TRACEY (MI)  
Public Section

GILLIGAN, DEAN (LO)  
Public Section

RICHARDSON, GORDON (MI)  
Private Section

BRINKWORTH, GWYLAN (WSW)  
Public Section

GREGG, MARGARET (NWI)  
Private Section

ROBERTSON, CAROL (MI)  
Private Section

BUCHANAN, KEVIN (SC)  
Private Section

GUNTER, COLIN (MI)  
Private Section

ROBINSON, PENNY (LO)  
Public Section

BURLEY, AMANDA (NEYH)  
Public Section

HARRIS, GARY (LO)  
Public Section

SAGE, MALCOLM (MI)  
Private Section

CARR, MIKE (NEYH)  
Private Section

HENEGHAN, FIONA (SO)  
Public Section

SCOTT, ROBBIE (LO)  
Private Section

CLARKE, MARGI (MI)  
Private Section

HENSBY, KEVAN (NEYH)  
Public Section

SMART, VIV (MI)  
Public Section

CLARKE, RICHARD (MI)  
Public Section

HOPE, DAVID (NWI)  
Public Section

SPICER, DONNA (SO)  
Public Section

CLARKSON, CAROL (NEYH)  
Private Section

HURLEY, SARAH (LO)  
Public Section

SUTTON, CATHERINE (NWI)  
Private Section

DALEY, ELAINE (MI)  
Private Section

HUTCHINSON, MARY (NEYH)  
Private Section

WALKER, SUE (NEYH)  
Private Section

DEAN, ANNE (SC)  
Public Section

JONES, KEVIN (WSW)  
Public Section

WARCUP, JOHN (NEYH)  
Private Section

DOLAN, JOHN (SC)  
Private Section

JUMMA, FARZANA (NEYH)  
Public Section

WELHAM, ROBERT (NWI)  
Private Section

FAITH, DANNY (LO)  
Private Section

JUSS, WARINDER (MI)  
Private Section

WINSON, LORRAINE (NWI)  
Public Section

FARR, BRIAN (WSW)  
Private Section

MCLEAN, DAVID (NEYH)  
Public Section

WOODWARD, ALAN (MI)  
Public Section

FLANNIGAN, DAVID (NWI)  
Private Section

MEYRICK, PETE (MI)  
Private Section

ZUBRUTE, SAMANTA (MI)  
Public Section

GAGLANI, SHAILESH (LO)  
Private Section

MINNERY, JUNE (SC)  
Public Section



---

**NATIONAL OFFICE**

BARNES, ANNA	GRAYSON, NATALIE	ROBINSON, BOB
BARTLAM, WENDY	HANLEY, JAMIE	ROGERS, SCOTT
BARTLETT, MEL	HOLDEN, ROSS	SAUNDERS, ELEANOR
BEAN, EMMA	HOUGHTON, NADINE	SHEARS, DAN
BETTERIDGE, MARK	JOHNSON, EMMA	SHORT, STEVE
BOOTH, STACEY	KATSUDA, KENO	SIBTHORPE, GAVIN
BRUMPTON-CHILDS, CHARLOTTE	KILPATRICK, GARY	SMITH, BARRY
CALLOW, JOHN	MANN, LYNSEY	SMITH, KAREN
CAMPBELL, ANN	MARSHALL, SAM	STRAIN, LAUREN
CARTER, GARY	MORAN, MICHAEL	TINNEY, LAUREN
DALTON, WILL	NOSAKHERE, TYE	TURNER, LAURENCE
FARMER, CASSIE	OGILVIE, GILL	TURTLE, ALISON
FISHER, MEGAN	PANTON, KEVIN	WELSH, PETER
GANNON, PAT	PARKER-DEAN, JON	WILDE, SHARON
GEORGIU, GEORGE	PERRIN, HILARY	WILKINSON, MARK
GIBSON, JOHN	PROWLE, CAITLIN	WOLFSON, RHEA
GILANI, SANGEETA	ROBERTS, MATT	

## CONGRESS 2024 LAY DELEGATES GENDER BREAKDOWN

REGION	NOMINATED*			ELECTED AND APPOINTED**		
	MEN	WOMEN	NON-BINARY & OTHER	MEN	WOMEN	NON-BINARY & OTHER
LONDON	37	22		37	22	
MIDLANDS	43	21		42	22	
NORTH EAST, YORKSHIRE & HUMBER	50	20		43	21	
NORTH WEST & IRISH	43	20		37	20	
GMB SCOTLAND	20	19	1	24	15	1
SOUTHERN	31	22		27	23	
WALES & SOUTH WEST	28	19		25	17	
<b>TOTALS</b>	<b>252</b>	<b>143</b>	<b>1</b>	<b>235</b>	<b>140</b>	<b>1</b>

\*as advised by Regions, as at close of nominations on 31/12/2023

\*\*as advised by Regions, as at 31/03/2024

## DELEGATE EQUALITY MONITORING DATA

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

### What is your gender?

197	Man
110	Woman
0	Non-binary
1	Other – Self Defined
8	Prefer not to say / did not answer

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

0	Yes
305	No
11	Prefer not to say / did not answer

### What is your sexual orientation?

10	Bisexual
5	Gay Woman / Lesbian
9	Gay Man
274	Heterosexual / Straight
2	Self Define
16	Prefer not to say / did not answer

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

119	Yes
184	No
13	Prefer not to say / did not answer

### What is your age group?

0	Under 20
11	20-29
33	30-39
64	40-49
99	50-59
78	60-69
17	Over 70
8	Prefer not to say / did not answer

### What is your ethnicity?

7	Asian / Asian British-Bangladeshi
1	Asian / Asian British-Indian
4	Asian / Asian British-Pakistani
1	Any other Asian Background
9	Black / Black British-African
12	Black / Black British-Caribbean
2	Black / Black British- Any other black background
1	Mixed / Multiple ethnic groups – White and Asian
2	Mixed / Multiple ethnic groups – White and Black Caribbean
2	Mixed / Multiple ethnic groups – Any other Mixed / multiple ethnic background
240	White – UK / English / Welsh / Scottish / Northern Irish / British
6	White – Irish
8	Any other White background
1	Other Ethnic Group – Self Define – South American
1	Other Ethnic Group – Self Define
18	Prefer not to say / did not answer

## LONDON REGION (LO)

### REGIONAL SECRETARY

KENNY, WARREN

### SENIOR ORGANISERS

DAVIES, GAVIN  
BREACH, KEN

### ELECTED ORGANISERS

MCLEOD, TREVLYN

### NON-ELECTED ORGANISERS

BAYLIS, RACHAEL  
FOSTER, ASHLEY  
PHIPPS, JACK  
THOMAS, DONNA

### REGIONAL STAFF

BAJAJ, AMITA  
CLEMO, IDA  
HALL, PÉTER  
KEANE, PAULA

## LAY DELEGATES (59)

ALI, MURAD L55 London Ambulance  
BEESON, TRACEY G50 Evri  
BLUNDELL, ALASTAIR E20 Edmonton  
BOOKER, ELIZABETH P17 Plaistow  
CAMPBELL-WHITE, BEN C30 City of London  
CHANA, TARANJIT E10 Ealing  
CHAUDHURY, MIZAN TH1 Tower Hamlets  
CHOLERTON, ANTHONY L39 London Zoo  
CLARE, STEPHEN N24 Norwich Gen  
CROOK, ANTHONY JOHN L56 London Logistics  
CULLEN, PAUL E28 EEAS  
CUNNINGHAM, ALISON I35 Islington & Haringey  
DARCI, JAISUCLAL C22 Central Wembley  
DAVIES, STEVE B10 Barking  
DILLON, JOE X20 Labour Party  
DOHERTY, SIMEON G43 London Security  
DORAN, MALCOLM C11 Cambridge  
DUDLEY, KAREN B44 Beds County  
DUFFIELD, BRENDAN B11 Barking & Dag  
DUTT, SEEMA X31 Hatton Cross  
FINEMAN, CORAL M20 Milton Keynes  
GARELICK, ELIZABETH G56 Professional Drivers  
GOLDING, JIMMY P31 Peterborough Food  
GUNNING, BEVERLEY P06 Barnet Public Services  
HEWITT, ANDREW A37 Aviation  
HOLLAND, CATHY C35 Essex Public Services  
HUGHES, ELIZABETH I31 Ipswich  
HUSSAIN, NUSAYBAH E32 Essex General  
JONES, STEPHEN R27 Redbridge  
LEVY, DAVE X58 London Central Gen  
LUKASIEWICZ, ADRIAN P35 Peterborough  
MAGUIRE, ALEX B33 BMA/BMJ  
MAHOMED, BISMILLA L54 London Stores General  
MOHAMED, ABDI N26 Newham Apex  
MILLER, SARAH S44 Southend  
MONTGOMERY, KEITH N26 Newham Apex  
MUNYEMWERI, DAVID A53 Oxford & Didcot  
OBADINA, OMOTAYO E20 Edmonton  
PATERSON, WILLIAM X59 North West London  
PICU, CRISTINA C33 Central West NHS  
RAI, BHIMRAJ C46 Central North NHS  
ROBERTS, BEVERLEY P05 London Hotels  
RONEY, CLIFF E15 Thames General  
RUSSELL, GARY B14 Banbury No 1  
SIMCOCK, LUKE H37 Hillingdon  
SMITH, JAN E12 East Dereham  
SORRELL, GREGORY A36 Asda Bedford  
STOHR, ADRIAN B22 Braintree & Bocking  
STRATTON, STEPHEN X83 Tower Hamlets  
TEW, TRUDI B44 Beds County  
TINNION, MIKE G56 Professional Drivers  
UDDIN, ABEDA L45 Luton  
WACLAWCZYK, ADAM W61 Walthamstow 1  
WADE, ADAM L43 Lowestoft  
WALKER, JAMIE M23 Unite  
WARR, NICOLA B46 Bucks County  
WHEELER, ROBERT H30 Hendon  
WILMOT, BRUCE X31 BA Hatton Cross  
WRIGHT, MATTHEW E32 Essex General

## MIDLANDS REGION (MI)

### REGIONAL SECRETARY

ALLEN, MARTIN

### SENIOR ORGANISERS

GRIFFITHS, COLIN  
TAYLOR, RICHARD

### ELECTED ORGANISERS

GRIEVESON, WENDY  
SHAMMA, DAVID

### NON-ELECTED ORGANISERS

HOOFE, CHRIS  
THOMSON, CRAIG  
REYNOLDS, ALICE

WHYATT, COLIN

### REGIONAL STAFF

ATKISS, ADELE  
CASTLEDINE, DAVID  
CASWELL, KATE  
JOHNSON, SARA

## LAY DELEGATES (64)

ALEXANDER, STEPHEN L10 Leicestershire  
ALI, MOSES EDWARD L27 Leicester General  
BAKER, CHARLES M15 Mansfield District Council  
BAKER, KEVIN C15 General  
BALL, ANDREW S95 Ashfield General  
BARNES, SHAUN B01 Bassetlaw & Worksop  
BOISTON, ANTHONY N58 Nottingham No.8  
BROWN, ANDREW N58 Nottingham No.8  
BROWN, ANTHONY N67 Nottingham Tram  
BURKETT, IAN R25 Energy & Utilities  
BURNETT-PITT, JACQUELINE N99 Northampton  
Local Government  
BURTON, IAN EMI EMAS  
CHRUSTEK, DOROTA G35 Gas Branch East  
CLARKE, IAN X09 Rolls Royce  
CLAY, RICKY R25 Energy & Utilities  
COOK, BEN B55 Mid Lincs  
COOPER, ROSEMARY B43 Birmingham City General  
COORE, CHRISTOPHER M50 Midlands Healthcare  
DAFT, MELVYN N51 Nottinghamshire General  
DAY, SIMON A02 Ambulance  
DOOLEY, ALAN W57 Worksop  
DUDSON, ALAN W18 Walsall Local Authority  
DWYERS, DALE K11 Kidderminster Community  
EVANS, JASON L50 Leicester Water  
FLORESCA, CEFERINA A25 Amazon Workers'  
GARDNER, REBECCA X10 Birmingham General  
GILRAINE, ANGELA B02 Birmingham Public Services  
GREENWOOD, ANNETTE S85 Sandwell Community  
HICKMAN, ALAN, B43 Birmingham City General  
HUSSAIN, ARSHAD N67 Nottingham Tram  
HYLTON, GARFIELD A25 Amazon Workers'  
JAMES, DARREN S85 Sandwell Community  
KEIGHTLEY, NATHAN C36 Coalville  
KELLAM, PATRICK Z63 Nottm Tec  
LINDO, SHARIA X10 Birmingham General  
LOVATT, DAWN Z60 Lincoln Tec General  
MAKUCH, DAWID M12 GMB Magna Park  
MCCREADY, LISA S75 Stoke Unity  
MCLARREN, DARREN R36 Rocester/JCB General  
MORRELL, KAREN G50 Grantham Community  
MUMTAZ, SALMA Z63 Nottm Tec  
MURPHY, JACQUELINE A02 Ambulance  
NICHOLLS, JACK S61 Stafford & Stoke Municipal  
OSBORN, CLAIRE W60 Wellington  
PICKERILL, PAUL N46 Newcastle & Chesterton  
PREECE, IAN W60 Wellington  
RATH, TIMOTHY C80 Dudley  
ROCHE, CHRISTOPHER B48 Birmingham Water No.2  
RYMER, PAUL C40 Care  
SADLER, DAVID R36 Rocester/JCB General  
SHARPE, HOLLY EMI EMAS  
SHORT, MILES S30 North Lincs Unitary  
SOMES, HELEN S01 Sherwood Forest Hospitals  
STEWART-MOSS, ELAINE Z60 Lincoln Tec General  
THOMAS, YVONNE C40 Care  
TONG, BELINDA A17 Asda  
UNDERWOOD, DOMINIC N81 East Mids Police Staff  
VENNELL, SANDI JEAN NT1 Nottingham Educational  
WALLACE, DAVID C41 Chesterfield No.1  
WESTWOOD, JOHN-PAUL B76 Brierley Hill  
WILLIAMSON, ALISON B02 Birmingham Public Serv.  
WILMOTT, PATRICIA C51 Northants Community  
YATES, SHARON S75 Stoke Unity

# NORTH EAST, YORKSHIRE & HUMBER REGION (NEYH)

## REGIONAL SECRETARY

ANDY BELFIELD

## SENIOR ORGANISERS

HEPWORTH, JOANNE

## ELECTED ORGANISERS

CLARK, PAUL  
CLARKSON, SHAUNE  
GUTHRIE, JOYCE  
PRESTON, CHRIS

## REGIONAL STAFF

FLETCHER, KAT  
NUTTALL, LUCY  
PRESTON, JENNY

## NON-ELECTED ORGANISERS

HILL, FIONA

## LAY DELEGATES (64)

ANDERSON, ALEEKE S38

AVERY, GRAHAM W22

BAGHERI, ELIZABETH W81

BELL, NATHANIEL H36

BELL, MARY R40

BENG, JUDE S38

BIRCH, MICHAEL D30

BUTLER, HANNAH A61

BUTLIN, CLAIRE S15

CALVERT, TERENCE B24

DAWSON, CRAIG P55

DEXTER, KARINA W45

ELLINGER, PETA, H77

EQUIANO, ATU HASHIM L27

FOGGIN, ALAN T25

FOGGIN, CONNOR T25

FOSTER, SUZANNE N39

GAVIN, CINDY X20

GIBSON, ANDREW L29

GREGSON, JONATHAN B30

GRIFFITHS, JULIE, D43

HARGATE, PAUL S15

HARRISON, TOBIAS A13

HOOK, DOMINIC N33

HULL, DANIEL Z22

JOHNSON, KEIRAN H35

JOHNSTON, HOLLY S30

KEETON, GLYN Y28

KIRBY, WAYNE Y22

KITCHEN, JACQUELINE N39

LEWIS, ROBERT N29

LOCKLEY, STEVEN W22

LOCKWOOD, NEIL R75

LONGSTAFF, JOHNNY, M35

MCKENNA, ROSALEEN L10

MCLAUGHLIN, PETER B03

MILLER, TRACY A61

NEIL, CRAIG A13

OGLE, JONATHAN, R62

OLDFIELD, LIAM, X20

PADGETT, DONNA L27

PETTIT, BRIAN A40

RHODES, PAUL W81

RICE, PATRICK D43

RIDDLE, DAVID W22

RYAN, SALLY L18

RYAN, SUSAN, R40

SANTABARBARA, CRISTIAN Y10

SHAW, JULIE H72

SOWERBY SCOTT, SUE D30

SPEAKMAN, RICHARD Z46

STEELE, ANDREW B12

STEER, PHILLIP L14

STEVENSON, JOHN S40

TATE, JAMES N64

THOMSON, CRAIG N64

TIMBEY, LESLIE D43

UTTLEY, JAMIE S15

WARD, DEREK L29

WATSON, CHRISTINA H40

WEAVER, CHRISTOPHER S08

WILTON, JAMES L10

WINKS, CHRIS P45

YOUNG, SARAH S30

# NORTH WEST & IRISH REGION (NWI)

## REGIONAL SECRETARY

WALKER, DENISE

## ELECTED ORGANISERS

SMITH, NEIL

## REGIONAL STAFF

DAVIES, JANET  
FARRINGTON, ROSS

## SENIOR ORGANISERS

HOLDEN, NEIL  
PERRY, ALAN

## LAY DELEGATES (57)

ALI, KAMRAN **RMB1**

ARMSTRONG, MICHAEL **W70**

BAUGH, CHRIS **P42**

BIBBY, JOANNE **W79**

BRADY, MICHAEL **U88**

BURGESS, LEE **L06**

CHESTNUTT, RAYMOND **ANBC**

CLIFTON, JOSEPH **G40**

COOPER, ANDREW **N45**

CRAIG, EMMA **X24**

DAVEY, SEAN **L06**

DELAHUNTY, PAT **P41**

DOHERTY, KAY **W80**

DURKIN, STEPHEN **L33**

ENABULELE, KELVIN **C17**

FLATLEY, ALAN **B16**

FORSYTH, GRAHAM **A08**

GOULDING, BILLY, **M35**

GUNN, BOB, **F72**

HALLIWELL, CHRIS **W79**

IQBAL, LINDSEY **GMP**

JOHNSON, MELISSA **A62**

KROLIK, MAREK **Q22**

LALKHAM, BERNARD **J01**

LYONS, LOUISE, **N30**

MALCOLM, ALAN **X02**

MARTIN, SUSAN **C15**

MAWDSLEY, VINCENT **L25**

MCGAFFIN, LYNETTE, **M53**

MCGREEVEY, GEMMA **K28**

MCGROARTY, CATHERINE **W80**

MERCER, LINDA **A08**

MONE, HELEN **A76**

MOORE, MARK **ANBC**

MORRIS, JAMES **L25**

ONIGBANJO, ISLAMIAT **GMP**

PAYNTER, WILLIAM **S02**

PEOPLES, GEOFF, **S70**

PITCHFORD, JO **B23**

PITCHFORD, RUTH **B23**

PLIMLEY, WILLIAM **W87**

RAFFERTY, ANDREW **A76**

RAWSTHORNE, BARBARA **M35**

RAY, ANGELA, **M15**

RICHARDS, PAUL **K28**

SANDIFER, AMANDA **C15**

SHANNON, FRA **B80**

SMITH, JOE **W87**

STODDART, ANN **HC1**

STODDART, BARBIE **N32**

STOREY, COLIN **N61**

TETTEH, NATHANIEL **B19**

TIMSON, PATRICK **A62**

TRICKETT, ANDREW **B16**

WADDINGTON, JOHN **B33**

WEAR, JOANNE **C15**

WILLIAMS, THOMAS **Q22**

## GMB SCOTLAND (SC)

### REGIONAL SECRETARY

GILMOUR, LOUISE

### SENIOR ORGANISERS

GREENAWAY, KEIR

### REGIONAL STAFF

RICHARDSON, THEO  
RUSH, COLIN  
STEEL, RORY  
WILSON, JIM

### NON-ELECTED ORGANISERS

GREER, CLAIRE

## LAY DELEGATES (40)

AIRNS, ELIZABETH Lanarkshire NHS  
BEATTIE, TAMARA Private Care  
BENSON, DAVEY Scottish Security  
BLAIR, JULIE Inverness Highland General  
BOYD, MARGARET Glasgow Nurses  
CARR-POLLOCK, THOMAS Bathgate  
CARSON, BRENDA Clydebonding  
CHANNON, JOHN SGN  
DRYLIE, ANNETTE Fife Public Services  
FERGUSON, DAVID Nuclear and Commercial  
FINN, MARY Glasgow NE & SW Health Service  
FORRESTER, NEIL Edinburgh & Lothians  
GALE, MELANIE Glasgow NE & SW Health Service  
HILL, NICHOLAS Stirling 1  
HUSSAIN, MO Edinburgh & Lothians  
KYLE, DREW East Ayrshire PS  
LOGAN, LYNNE West Dunbartonshire Public Services  
MACKENZIE, RODERICK Dumbarton 2  
MALLON, GERALD East Dunbartonshire PS  
MARTIN, ELIZABETH Private Care  
MCARTHUR, ROSS Glasgow 29  
MCCLUSKEY, WILLIAM Glasgow 5  
MCFARLANE, JILLIAN Fife Public Services  
MCGEE, STEPHEN Scottish Gas  
MCLELLAN, STUART Scottish Ambulance Service  
MILLER, BILL Glasgow General (APEX)  
MULLIGAN, MARY Scottish Ambulance Service  
O'CONNOR, JOHN Glasgow 40  
REICHLIE, CIORSTAI DH Scottish Primary Care  
Nursing

RIMMER, JONATHAN Scottish Parliamentary Staff  
RITCHIE, KEVIN Aberdeenshire PS  
ROBERTSON, THOMAS South Ayrshire Public Serv.  
SCOTT, HARRY South Lanarkshire PS  
SMITH, KENNY Upper Clyde Eng. Shipbuilding  
SMITH, RAYMOND Falkirk PS  
THOMPSON, ANDREW Scottish Water  
THOMSON, SHONA Glasgow 1  
WALKER, LINDA Edinburgh & Lothians  
WILL, TERESA Glasgow Health Service (APEX)  
WILLIS, DAVID Aberdeen City



## SOUTHERN REGION (SO)

### REGIONAL SECRETARY

BOWDEN, JUSTIN

### SENIOR ORGANISERS

DAY, NICK  
WHITFIELD, LIB

### ELECTED ORGANISERS

GORDON, MICHELLE  
KEMP, BRENDAN  
O'CONNOR HELEN  
PALMER, GARY  
FRASER, ALAN

### REGIONAL STAFF

CARLSON, ROB  
SHURGOLD, JULIE  
WIJE, ASHA

## LAY DELEGATES (48)

ADJE, CHARLES X98 LFB  
 ARKLEY, NEALE G36 Security  
 BARTLETT, DAVID W47 Wilkinsons  
 BEDDOE, JACK L25 LB Southwark  
 BENNETT, ZEPHYRINE J11 Jersey  
 BHAKAR, SROOP S42 Southampton Transport  
 BOULTON, MICHAELA E41 East Sussex General  
 BRAZIER, GLEN K19 South London  
 BURKE, CHLOE S69 SECAMB  
 CAMPBELL, NIGEL A54 ASDA CDC6 Erith  
 CHAPMAN, FREYJA C60 Croydon  
 DE BRUXELLES, MARTHA W15 Wilts & Swindon  
 FAIR, EMMA L16 LB Greenwich  
 FERGUSON, MIKE B50 Sussex  
 FOLEY, TRACEY A21 ASDA Retail SW London  
 GAVRILITA, ADRIAN E45 Epsom & St Helier NHS  
 GOMEZ, JOSE B40 Bournemouth  
 GWYTHYR, RHYS R26 Reading & Berks  
 HAYDOR, ALI S37 Southampton  
 HIBBERD, CHRIS W27 Tolpuddle  
 HOWARD, JENNY D30 Dorset  
 HYMAN, CHARMAINE L26 LB Wandsworth  
 IJIEH, SYLVESTER G50 St. George's  
 INOKOBA, JOHN G50 St. George's  
 JENNINGS, DONNA B50 Sussex  
 KHAN, MEMTAZ R26 Reading & Berkshire  
 LAMBKIN, DAVID S35 Spearpoint  
 LANGLOIS, TIM J11 Jersey  
 LAZARUS, BYRON L32 LB Sutton  
 MARSHALL, KIM M27 LB Merton  
 MARSHALL, JOANNE M27 LB Merton  
 NASH, JOAN L09 LB Lambeth  
 NEWMAN, ANDY W15 Wilts & Swindon  
 NUNEZ, RICHARD S15 Securicor APEX 5  
 OLARU-HOLMES, OANA K19 South London General  
 PINNOCK, MARGUERITE G36 Security  
 RAZA, SYED P29 S.Coast Gas & Utilities  
 ROBINSON, ANGELA S15 Securicor APEX 5  
 SEYCHELLE, DANIELLE W32 Wimbledon  
 SIMON, ALLISON L17 LB Lewisham  
 SOLAINI, ROBERT S69 SECAMB  
 URSEIU, ADRIAN W32 Wimbledon  
 VUOLO, BLANKA L09 LB Lambeth  
 WATTS, JONATHAN W15 Three Shires  
 WEBBER, RACHEL A10 ASDA  
 WESTON-PORTER, CHARMAINE L26 LB Wandsworth  
 WHITFIELD, MARK B50 Sussex

# GMB WALES & SOUTH WEST REGION (WSW)

## REGIONAL SECRETARY

BRADY, RUTH

## SENIOR ORGANISERS

BAKER, ADIE  
HUGHES, NICK

## ELECTED ORGANISERS

SAVAGE, NICOLA

## NON-ELECTED ORGANISERS

BEVAN-JOHN, ARRON

## REGIONAL STAFF

BRADY, JULIA  
HOYLES, TOM  
JONES, MYRA  
MORLEY, KAREN  
PETTY, CERI  
PHILLIPS, CHRISTOPHER  
WHYMAN, CAROLE

## LAY DELEGATES (42)

BAKER, GARETH C33

BOND, WILLIAM R45

BOWLER, MARK R45

BROWN, MATTHEW F23

BRYANT, NICHOLAS T11

BUTLER, MARTYN W21

CARLYON, CHRISTOPHER Y03

CHARD, TOM B86

CHEDZEY, GEORGIA C48

COLLYER, RICHARD W17

DAVIES, IAN J15

EDWARDS, WAYNE M18

EVANS, DIANE A03

FELTON, MATTHEW M58

FLOWERS, ALISON C03

GRAVER, DAVID T28

GRIFFITHS, NICOLA M18

HARVEY, DEBRA, S62

HIATT, ELAINE C03

HOOD, KATE S62

HUNT, JANE P18

HUNT, PAUL W71

JAMES, EMMA A55

JONES-WESTCOTT, REBECCA C31

LLOYD, TINA M53

MAYNARD, JULIE A50

MILLS, ANDY B96

MOORE, LINDA, C21

NOBLE, WILLIAM P19

PARKER DELAZ AJETE, LORRAINE P18

REYNOLDS, STEPHEN W21

STACK, BRENDON, H03

STRACHAN-TAYLOR, JONATHAN C31

SUTTON, JEFFREY A55

VRAJITORU, MARTINA H03

WAKE, ANTHONY A50

WALKER, KAREN C10

WARN, NIGEL D19

WILLIAMS, CLIFF D15

WILLIAMS, SUZANNE C48

WILSON, MICHAEL D15

# GUIDELINES FOR CONGRESS BUSINESS

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

## 1. CONGRESS

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

Sunday 9 June  
9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Monday 10 June – Tuesday 11 June  
9.00 am – 12.30 pm, 2.00 pm – 5.30 pm

Wednesday 12 June  
9.00 am – 12.30 pm

Thursday 13 June  
9.00 am – lunchtime

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

## 2. STANDING ORDERS COMMITTEE

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

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

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

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

## 3. GENERAL MOTIONS AND RULE AMENDMENTS

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

It is the responsibility of the Standing Orders Committee at Congress to make

recommendations to Congress for the handling of the agenda.

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

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

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

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

covered by the Motion that will remain on the agenda.

A Regional delegation is entitled to reject the Committee's proposal to withdraw, and to allow its Motion to stand on the agenda. If a Regional delegation agrees to the withdrawal of its Motion the Standing Orders Committee will, if it wishes, recommend the right to second the other Motion or the right to speak in support of it. The Standing Orders Committee will report the recommendation accordingly to Congress.

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

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

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

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

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

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

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

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

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

#### 4. EMERGENCY MOTIONS

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

- whether the Motion involves a serious situation needing quick action
- whether the Motion relates to events that have occurred after the closing date for motions as prescribed in the Rule Book
- whether the Motion relates to a decision already taken by the Congress which is in session and would consequently amend or rescind the decision.

Emergency Motions can be composited.

#### 5. WITHDRAWAL OF MOTIONS

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

#### 6. MATTERS OF URGENCY

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

- whether the matter needs immediate decision and is a matter which is not (whether by Motion or otherwise) already on the agenda
- whether the matter could have been dealt

with adequately in an ordinary Motion placed on the Congress agenda, or by an Emergency Motion.

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

## 7. CENTRAL EXECUTIVE COUNCIL

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

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

Subject to the provisions of Rule 8, the Central Executive Council members should only speak at Congress where they are representing Central Executive Council policy. Where a Central Executive Council member is asked by his/her Regional delegation to speak to the Regional delegation’s policy, he/she shall only do so provided the delegation’s policy is not in contravention with Central Executive Council policy.

## 8. DEBATING PROCEDURE

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

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

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

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

debated.

## 9. TIME LIMITS FOR SPEAKERS

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

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

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

## 10. VOTING

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

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

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

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

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

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

- (a) tellers will provide a ballot box for each regional delegation;
- (b) the President will announce the number of the card to be used – for example: ‘Card Vote number 1’;

- (c) delegates will choose the appropriate numbered card, marked either "For" or "Against" from their book of voting cards and place it into the ballot box provided;
- (d) once the President has announced 'Card Vote completed' tellers will take the ballot boxes to the General Member Auditors;
- (e) the General Member Auditors will count the votes, and notify the President of the result

President: The President of Congress shall have no vote. If there is a tied vote, then the motion shall fall.

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

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

## **12. LITERATURE**

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

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

## **13. PREVIOUS CONGRESS DECISIONS**

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

### **1974 CONGRESS, BLACKPOOL, MOTION 257 PRE-CONGRESS DELEGATE MEETINGS**

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

PERIVALE BRANCH  
(London Region)

### **1985 CONGRESS, BLACKPOOL, SPECIAL MOTION CORE RULE 34**

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

CENTRAL EXECUTIVE COUNCIL

### **1993 CONGRESS, PORTSMOUTH, MOTION 144 CONGRESS DOCUMENTS**

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

MELTON GENERAL BRANCH  
(Midland & East Coast Region)

### **1999 CONGRESS, BLACKPOOL, MOTION 9 CONGRESS DEMOCRACY**

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

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

NORTH WEST LONDON BRANCH  
(London Region)

### **2003 CONGRESS, BLACKPOOL, MOTION 11 UNION DEMOCRACY**

Congress calls for delegates to have democratic freedom.

It would be of assistance to have voting procedures explained at start of Congress. At last Congress many delegates supported motions but voted against because they were instructed to oppose.

New delegates were not aware they could have free votes.

THAMES VALLEY BRANCH  
(London Region)

### **CONGRESS 2017, PLYMOUTH, MOTION 1 CONGRESS PROCEDURES**

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

LOWESTOFT BRANCH  
(London Region)

**CONGRESS 2017, PLYMOUTH, MOTION 2  
SAVE MORE TIME FOR CONGRESS DELEGATES TO  
SPEAK**

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

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

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

**CONGRESS 2018, BRIGHTON, MOTION 8  
SPEAKERS ON MOTIONS**

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

**Q78 BRANCH**  
(North West & Irish Region)

# STANDING ORDERS COMMITTEE REPORT NO 1

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

## Times for Congress

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

Sunday 9 June  
9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Monday 10 June – Tuesday 11 June  
9.00 am – 12.30 pm, 2.00 pm – 5.30 pm

Wednesday 12 June  
9.00 am – 12.30 pm

Thursday 13 June  
9.00 am – lunchtime

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

## Times for Speakers

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

### General Motions and Rule Amendments:

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

### Officers' Reports:

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

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

### Special Reports and CEC Statements:

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

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

The Standing Orders Committee draws Delegates'

attention to the rostrum and asks speakers to be ready by the rostrum when it is their turn to speak. Chairs will be provided at the front of the hall for speakers awaiting their turn.

## Questions on Balance Sheet and Auditors' Report

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

## Motions Out of Order

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

### Motion 8 GMB Vehicles/Office Branding

The motion covers the conditions of the union's car fleet. This is a matter which is a subject for consultation with internal staff union representatives and is not appropriate for Congress to debate.

### Motion 28 Branch Funds

The Motion calls for changes to branch funds. This would require an amendment to Rule 34 to give effect to its provisions. Congress 2024 is not a rule change year.

### Motion 65 Risk to Female Drivers, Couriers, and Carers

The Motion relates to industrial bargaining issues which ought to be dealt with by a more appropriate body than Congress, that is the existing industrial structures will be better placed to consider and advance the calls of the motion.

### Motion 69 Full Decant for the Restoration and Renewal for the Palace of Westminster

The motion relates to the terms and conditions of members who work in this area which ought to be negotiated at a local level and Congress does not have the authority to bind the hands of those negotiators in the workplace. The motion ought to be dealt with by a more appropriate body than Congress.

### Motion 147 National Send Campaign

The motion relates to industrial NJC issues which should be considered by the membership, and Congress cannot bind the hands of the negotiators. The motion ought to be dealt with by a



more appropriate body than by Congress and as part of SEND reform which the School Support Staff Negotiating Body will consider.

**Motion 155 Standardised Meal and Rest Break Procedure and Penalty Payments across all NHS Ambulance Services**

The motion relates to industrial issues affecting ambulance staff which ought to be dealt with by a more appropriate body than by Congress that is by the national ambulance committee and through the NHS Staff Council.

**Motions in line with Existing Policy**

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

- Motion 10      Embracing Digital Organising
- Motion 29      GMB Branch Finances
- Motion 34      Inclusive Membership
- Motion 58      Promoting Neurodiversity inclusion in the Workplace
- Motion 59      Paid Paternity Leave extended in certain circumstances
- Motion 61      Flexibility for Workers with a disability
- Motion 62      Mandatory Disability pay Gap Reporting
- Motion 73      H & S – Working Temperatures
- Motion 74      Covid Policy
- Motion 75      National Insurance Pension – Stop the increase in pension age
- Motion 95      Demand for a 4 day week
- Motion 107      Procurement Agreements
- Motion 121      Build the FSSS in the UK
- Motion 140      Cash is King
- Motion 141      Ofsted Inspection Difficulties

- Motion 153      NHS Staff Parking
- Motion 154      Free Parking at work for NHS staff
- Motion 162      A New Deal for Waste Services
- Motion 175      Age Discrimination – National Living Wage
- Motion 176      Remove Age Band Hourly Rates
- Motion 191      Stronger Laws and Sentencing for Knife Crime
- Motion 199      Mental Well Being for the Future Workforce
- Motion 201      Using Bus Concessions before 9.30am (weekdays)
- Motion 204      Appropriate Prostate Cancer Screening for all different nationalities
- Motion 217      End Fuel Poverty by Electing Labour and Renationalising Power Supplies
- Motion 220      The Global Challenge to achieve Net Zero and the role of the UK Place within this Challenge
- Motion 255      Recognition and Support for Unpaid Carers
- Motion 258      Universal Basic Income

**Composite Motions**

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

**Mobile Phones**

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

**Film Cameras**

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

**DVDs, Videos etc**

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

**Bucket Collections**

Requests for permission to hold Bucket Collections

should be submitted in writing to the Committee by 11 am on the first morning session of Congress. (It is a term of Exhibitors' agreements with GMB that they will not request permission to hold a collection.)

Requests must be submitted in writing by the Regional Secretary, and must have the support of the Regional Delegation. Priority will be given to requests for bucket collections which concern trade union or related issues. Where permission is granted, those requesting the collection must organise, count and bank the collection, if necessary liaising with the Congress office for support from Congress Stewards. They must then notify the Congress office of the amount collected, so that the President can inform Congress.

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

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

## **STANDING ORDERS COMMITTEE MEMBERS**

DUDLEY, KAREN (LO)

JAMES, DARREN (MI)

SPEAKMAN, RICHARD (NEYH)

PITCHFORD, JO (NWI)

FINN, MARY (SC)

BOULTON, MICHAELA (SO)

WARN, NIGEL (WSW)

---

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

HOPE, DAVID (NWI)

WELHAM, BOB (NWI)

## INDEX OF MOTIONS

<b>Motion Number</b>	<b>Motion Title</b>	<b>Region</b>
<b>40</b>	1 DAY'S TRAINING FOR POTENTIAL REPS	MIDLANDS REGION
<b>159</b>	A JOINED-UP CAMPAIGN	MIDLANDS REGION
<b>77</b>	A LEVEL PLAYING FIELD	MIDLANDS REGION
<b>166</b>	A NATIONAL CAMPAIGN FOR AN INCREASE IN CENTRAL GOVERNMENT FUNDING FOR ALL COUNCILS AND DEVOLVED GOVERNMENTS IN THE UK.	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>162</b>	A NEW DEAL FOR WASTE SERVICES	NORTH WEST & IRISH REGION
<b>126</b>	A NEW REGULATORY BODY FOR THE WATER INDUSTRY	LONDON REGION
<b>189</b>	ABORTION RIGHTS	LONDON REGION
<b>87</b>	ACAS	NORTH WEST & IRISH REGION
<b>89</b>	ACAS GUIDANCE	LONDON REGION
<b>2</b>	ACCESSIBILITY AT CONFERENCE	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>205</b>	ADDRESSING DYSLEXIA DIAGNOSIS PRACTICES BY LOCAL COUNCILS	LONDON REGION
<b>240</b>	ADDRESSING THE EXCESSIVE COST OF TAXIS AND ITS IMPACT ON THE WORKFORCE	LONDON REGION
<b>71</b>	ADVANCE THE CONDITIONS OF PEDAL CYCLE COURIERS.	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>175</b>	AGE DISCRIMINATION – NATIONAL LIVING WAGE	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>82</b>	AGENCY WORKERS' RIGHTS	MIDLANDS REGION
<b>225</b>	AIR TODAY – GONE TOMORROW	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>109</b>	AMAZON AND PUBLIC PROCUREMENT	MIDLANDS REGION
<b>108</b>	AMAZON DISPUTE: ROLE OF THE CENTRAL ARBITRATION COMMITTEE	MIDLANDS REGION
<b>213</b>	APPRENTICESHIP LEVY	MIDLANDS REGION
<b>204</b>	APPROPRIATE PROSTATE CANCER SCREENING FOR ALL DIFFERENT NATIONALITIES	MIDLANDS REGION
<b>41</b>	ARTIFICIAL INTELLIGENCE: YOU KNOW IT MAKES SENSE	MIDLANDS REGION
<b>1</b>	BANNER CEREMONY SONG	SOUTHERN REGION
<b>128</b>	BELL TO BELL WORKING	LONDON REGION
<b>113</b>	BETTER BUSINESS ACT	SOUTHERN REGION
<b>151</b>	BETTER TRAINING FOR HOSPITAL CONSULTANTS AND STAFF WHEN TREATING PATIENTS WITH SEVERE ME/CFS OR SEVERE LONG COVID	LONDON REGION
<b>97</b>	BRADFORD SCORING	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>28</b>	BRANCH FUNDS	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>14</b>	BRANCH REVIEW FORMS SPECIFICALLY FOR MISCELLANEOUS BRANCHES	WALES & SOUTH WEST REGION
<b>60</b>	BREASTFEEDING /EXPRESSING MILK WITH FLEXIBLE TIME AT WORKPLACES	LONDON REGION
<b>130</b>	BRING OUR SECURITY SERVICES INTO PUBLIC CONTROL	LONDON REGION
<b>121</b>	BUILD THE FSSS IN THE UK	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>235</b>	BUS COMPANIES LIE WHEN RECRUITING DRIVERS	LONDON REGION
<b>236</b>	BUS DRIVER FATIGUE	LONDON REGION
<b>80</b>	CAC BANNING ANTI-UNION RECRUITMENT	MIDLANDS REGION
<b>79</b>	CAC BARRING PERIOD	MIDLANDS REGION
<b>85</b>	CAMPAIGN FOR PAID RELIGIOUS LEAVE TO BE STATUTORY LAW.	NORTH EAST, YORKSHIRE & HUMBER REGION

<b>76</b>	CAMPAIGN TO GET PENSION TRANSFER RIGHTS INCLUDED INTO TUPE REGULATIONS	WALES & SOUTH WEST REGION
<b>86</b>	CARER'S LEAVE	LONDON REGION
<b>140</b>	CASH IS KING	WALES & SOUTH WEST REGION
<b>124</b>	CHARTING A JUST TRANSITION FOR MARITIME PROFESSIONALS	WALES & SOUTH WEST REGION
<b>112</b>	CONFLICT OF INTEREST IN INSOLVENCY SITUATIONS	SOUTHERN REGION
<b>4</b>	CONGRESS POLICY AND THE CEC	LONDON REGION
<b>118</b>	CONTROLLING ARTIFICIAL INTELLIGENCE	LONDON REGION
<b>74</b>	COVID POLICY	SOUTHERN REGION
<b>241</b>	CREDIT CARD SCAM	LONDON REGION
<b>234</b>	CYCLING SAFETY	LONDON REGION
<b>94</b>	DAY ONE PROTECTION FOR YOUNG WORKERS	LONDON REGION
<b>12</b>	DEDICATED SIGN-UP PAGE FOR SCHOOL SUPPORT STAFF ON THE GMB NATIONAL WEBSITE	LONDON REGION
<b>95</b>	DEMAND FOR A 4 DAY WEEK	LONDON REGION
<b>195</b>	DIGITAL VOICE SWITCHOVER – LANDLINES	LONDON REGION
<b>100</b>	DISCIPLINARY LIMITATION	SOUTHERN REGION
<b>196</b>	DOMESTIC VIOLENCE AGAINST MEN	GMB SCOTLAND
<b>245</b>	ELECTRIC VEHICLES CHARGING POINT PRICES	LONDON REGION
<b>246</b>	ELECTRIC VEHICLES SAFETY	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>247</b>	ELECTRIC VEHICLES SUSTAINABILITY	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>10</b>	EMBRACING DIGITAL ORGANISING	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>215</b>	EMPLOYMENT LAW IN OUR SCHOOL CURRICULUM	LONDON REGION
<b>217</b>	END FUEL POVERTY BY ELECTING LABOUR AND RENATIONALISING POWER SUPPLIES	LONDON REGION
<b>98</b>	END NO STRIKE AGREEMENTS.	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>146</b>	ENDING 39 WEEK CONTRACTS FOR SCHOOL SUPPORT STAFF	LONDON REGION
<b>110</b>	ENSURE ADMINISTRATORS COMPLY WITH EMPLOYMENT LAW DURING INSOLVENCY	MIDLANDS REGION
<b>51</b>	EQUAL PAY	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>57</b>	EQUALITY TRAINING FOR NEW REPS	MIDLANDS REGION
<b>39</b>	EQUIPPING REPS TO SUPPORT BETTER WORKPLACE MENTAL ILL HEALTH	MIDLANDS REGION
<b>139</b>	EXTORTIONATE STAFF CAR PARK CHARGES AT HEATHROW AIRPORT	LONDON REGION
<b>120</b>	FACTORY SHOPS & LOCAL OUTLETS	MIDLANDS REGION
<b>145</b>	FAIR DEALS FOR RUN DOWN STATE SCHOOLS	SOUTHERN REGION
<b>22</b>	FAIR PAYMENT FOR ACCOMPANYING REPS	MIDLANDS REGION
<b>123</b>	FEASIBILITY/SCOPING STUDY INTO THE REGULATION OF POSTAL/DELIVERY SERVICES	MIDLANDS REGION
<b>132</b>	FIGHT FOR IMMEDIATE IMPROVEMENT IN WORKERS' PAY AND CONDITIONS	LONDON REGION
<b>114</b>	FIT AND PROPER CHECKS ON BUSINESS OWNERS	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>61</b>	FLEXIBILITY FOR WORKERS WITH A DISABILITY	LONDON REGION
<b>92</b>	FLEXIBLE WORKING: A LEGAL RIGHT	LONDON REGION
<b>122</b>	FMSF & NSIGN (NAVAL SUPPORT INTEGRATED GLOBAL NETWORK)	WALES & SOUTH WEST REGION
<b>187</b>	FOOD BANKS	LONDON REGION
<b>200</b>	FREE DISABLED PARKING AT NHS HOSPITALS & NHS FACILITIES	LONDON REGION
<b>154</b>	FREE PARKING AT WORK FOR NHS STAFF	LONDON REGION
<b>211</b>	FREE PRESCRIPTIONS	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>224</b>	FREE SOLAR ENERGY FOR ALL	LONDON REGION
<b>250</b>	FREE TRANSPORT FOR THE VICTIMS OF DOMESTIC ABUSE AND THEIR DEPENDENTS	NORTH WEST & IRISH REGION

<b>172</b>	FUJITSU CONTRACT: ENVIRONMENT AGENCY	LONDON REGION
<b>181</b>	FULL COMMITMENT TO A NEW DEAL FOR WORKING PEOPLE	LONDON REGION
<b>69</b>	FULL DECANT FOR THE RESTORATION & RENEWAL OF THE PALACE OF WESTMINSTER	LONDON REGION
<b>167</b>	FULLY FUNDED PAY AWARD	LONDON REGION
<b>78</b>	FURLOUGH TO BECOME THE MINIMUM STANDARD FOR LAY OFF AND SICKNESS PERIODS	MIDLANDS REGION
<b>161</b>	GENDER PAY GAP IN PENSIONS IN THE CARE SECTOR	NORTH WEST & IRISH REGION
<b>223</b>	GLOBAL CLIMATE EMERGENCY	LONDON REGION
<b>13</b>	GMB ANALYSIS OF LARGE EMPLOYERS ACCOUNTS & OPERATIONS	SOUTHERN REGION
<b>9</b>	GMB APP FOR UNION MEMBERS AND ACTIVISTS	NORTH WEST & IRISH REGION
<b>29</b>	GMB BRANCH FINANCES	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>164</b>	GMB CAMPAIGNING GOVERNMENT TO SUPPORT LOCAL AUTHORITIES FROM GOING BANKRUPT	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>8</b>	GMB OFFICES/VEHICLE BRANDING	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>178</b>	GMB POLICY ON EU TRADE	LONDON REGION
<b>131</b>	GMB SAFEGUARD CAMPAIGN	SOUTHERN REGION
<b>194</b>	GMB SUPPORT FOR MR BATES AND THE SUB-POSTMASTERS ALLIANCE	WALES & SOUTH WEST REGION
<b>44</b>	GMB TRAINING – EMPLOYER’S ENTERING INSOLVENCY PROCESSES	SOUTHERN REGION
<b>244</b>	GOVERNMENT TO PROVIDE ELECTRIC VEHICLE CHARGING GRANTS FOR ACTIVE TAXI AND PRIVATE HIRE LICENSED DRIVERS	SOUTHERN REGION
<b>253</b>	GOVERNMENT’S NEW WELFARE REFORM ON DISABLED PEOPLE	NORTH WEST & IRISH REGION
<b>73</b>	H&S – WORKING TEMPERATURES	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>230</b>	HEAT PUMPS	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>192</b>	HILLSBOROUGH LAW NOW	NORTH WEST & IRISH REGION
<b>138</b>	HOLIDAY FROM HELL FOR TAXI AND PRIVATE HIRE DRIVERS	SOUTHERN REGION
<b>252</b>	HOLIDAY VOUCHERS, FREE SCHOOL MEALS	SOUTHERN REGION
<b>228</b>	HOUSING	LONDON REGION
<b>218</b>	HYDROGEN TRIAL COMMITMENT	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>183</b>	IMMIGRATION, CITIZENSHIP AND ASYLUM	LONDON REGION
<b>83</b>	IMPROVE CONSULTATION AND INFORMATION RIGHTS IN A POTENTIAL REDUNDANCY SITUATION.	SOUTHERN REGION
<b>34</b>	INCLUSIVE MEMBERSHIP	WALES & SOUTH WEST REGION
<b>202</b>	INCREASING AWARENESS FOR DIAGNOSES OF HAEMOCHROMATOSIS	LONDON REGION
<b>242</b>	INDEPENDENT COMPLAINTS	LONDON REGION
<b>90</b>	INEQUALITY IN COMPANY SICKNESS POLICIES SINCE HOME WORKING	LONDON REGION
<b>96</b>	INTRODUCTION OF SPECIFIC GIG-ECONOMY MEMBER BENEFITS	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>31</b>	INTRODUCTORY RATE FOR NEW MEMBERS	WALES & SOUTH WEST REGION
<b>238</b>	IS IT TIME TO MOVE AWAY FROM TFL	LONDON REGION
<b>209</b>	ISSUES ARISING FROM PATIENT FLOW IN THE NHS	GMB SCOTLAND
<b>263</b>	JEWISH/MUSLIM RELATIONSHIPS BETWEEN PEOPLE AND GMB MEMBERS	LONDON REGION
<b>168</b>	JOB EVALUATION IN LOCAL GOVERNMENT	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>137</b>	JUST NOT GOOD ENOUGH	LONDON REGION
<b>193</b>	JUSTICE FOR SUB POSTMASTERS	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>182</b>	LABOUR PARTY IN POWER	SOUTHERN REGION

<b>48</b>	LEADING BY EXAMPLE / SIDE BY SIDE MOTION – INCLUSION OF LIVED EXPERIENCES ON VENUE RESERVATIONS	MIDLANDS REGION
<b>88</b>	LENGTH OF INVESTIGATION	SOUTHERN REGION
<b>212</b>	LEVEL DOWN PRESCRIPTION CHARGES IN THE UK	SOUTHERN REGION
<b>226</b>	LEWISHAM AIR POLLUTION	SOUTHERN REGION
<b>185</b>	LGBT + REFUGEES IN RWANDA	GMB SCOTLAND
<b>229</b>	LOCAL AUTHORITY 2030 NET ZERO TARGET COUNCIL AND HOUSING ASSOCIATION DISTRICT HEATING SYSTEMS	LONDON REGION
<b>163</b>	LOCAL COUNCILS IN CRISIS	LONDON REGION
<b>99</b>	LODGING AN ETI	SOUTHERN REGION
<b>186</b>	LOW LEVEL LETTER BOXES	LONDON REGION
<b>30</b>	LOWER RATES	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>111</b>	MAKE SUMS TO BE POTENTIALLY PAID BY THE INSOLVENCY SERVICE FROM THE NATIONAL INSURANCE FUND EQUIVALENT TO A PRIORITY DEBT UNDER THE INSOLVENCY ACT 1986.	SOUTHERN REGION
<b>249</b>	MAKING DISABLED BUS PASSES 24 HOUR USAGE	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>62</b>	MANDATORY DISABILITY PAY GAP REPORTING	LONDON REGION
<b>42</b>	MANDATORY EDI TRAINING FOR ALL GMB STAFF & REPRESENTATIVES	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>56</b>	MANDATORY MENTAL HEALTH DISABILITY TRAINING	LONDON REGION
<b>136</b>	MEDICAL TIMELINE	LONDON REGION
<b>70</b>	MENTAL HEALTH AND WELLBEING SUPPORT FOR SELF EMPLOYED	LONDON REGION
<b>198</b>	MENTAL HEALTH FUNDING	LONDON REGION
<b>199</b>	MENTAL WELLBEING FOR THE FUTURE WORKFORCE	NORTH WEST & IRISH REGION
<b>7</b>	MICHELLE MCCROSSEN PUBLIC SERVICES WOMEN'S RECOGNITION AWARD	MIDLANDS REGION
<b>106</b>	MINIMAL SERVICE LEGISLATION ACT	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>105</b>	MINIMUM SERVICE LEVELS	LONDON REGION
<b>174</b>	MINIMUM WAGE	LONDON REGION
<b>237</b>	MORE FUNDING FOR PUBLIC TRANSPORT JOINING RURAL VILLAGES TO LOCAL TOWNS	LONDON REGION
<b>165</b>	MOTION FOR LOCAL GOVERNMENT FUNDING RESTORATION: URGING SWIFT RESTORATION OF PRE-2010 LOCAL GOVERNMENT FUNDING AND PRIORITISING INSOURCING FOR FAIR WAGES IN ESSENTIAL SERVICES!	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>21</b>	MOTION TO ENSURE THAT ANYONE REPRESENTING GMB MEMBERS IS PAID AT LEAST THE NATIONAL MINIMUM WAGE WHILST DOING SO. BE THAT FROM THEIR EMPLOYER RELEASE, BRANCH OR REGION.	WALES & SOUTH WEST REGION
<b>66</b>	NAME AND SHAME	MIDLANDS REGION
<b>75</b>	NATIONAL INSURANCE PENSION- STOP THE INCREASE IN PENSION AGE	LONDON REGION
<b>147</b>	NATIONAL SEND CAMPAIGN	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>180</b>	NEW DEAL FOR WORKING PEOPLE & OPPOSING THE ANTI-TRADE LAWS	LONDON REGION
<b>251</b>	NEW GOVERNMENT FUNDED CHILDCARE SCHEME	NORTH WEST & IRISH REGION
<b>157</b>	NHS AMBULANCE WORKERS' PENSION AND RETIREMENT AGE SHOULD BE ALIGNED WITH OTHER EMERGENCY 'BLUE-LIGHT' SERVICE WORKERS	NORTH WEST & IRISH REGION
<b>153</b>	NHS STAFF PARKING	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>156</b>	NHS STAFF PAY/STRUCTURE	LONDON REGION

<b>197</b>	NO TO ANTI-SEMITISM	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>143</b>	NO TO PRIVATISATION OF SCHOOL KITCHENS	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>141</b> <b>125</b>	OFSTED INSPECTIONS DIFFICULTIES OFWAT TO CONTROL WATER COMPANIES CEO'S BONUSES IN LINE WITH PERFORMANCE	NORTH WEST & IRISH REGION WALES & SOUTH WEST REGION
<b>190</b>	OPPOSE THE INTRODUCTION OF THE CRIMINAL JUSTICE BILL	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>63</b> <b>59</b>	PAID MENSTRUAL LEAVE PAID PATERNITY LEAVE EXTENDED IN CERTAIN CIRCUMSTANCES	SOUTHERN REGION GMB SCOTLAND
<b>227</b>	PERMANENT DISBANDING OF EXPANDED ULEZ ZONES IN GREATER LONDON	LONDON REGION
<b>170</b> <b>207</b> <b>55</b> <b>239</b>	POLICE COMMUNITY SUPPORT OFFICER ROLE POLITICISING OF TRANS RIGHTS PRIDE IS A PROTEST – THE NEXT STAGE PRIVATE HIRE VEHICLES GO...WHERE BUS AND TAXI GO	WALES & SOUTH WEST REGION WALES & SOUTH WEST REGION WALES & SOUTH WEST REGION SOUTHERN REGION
<b>107</b> <b>58</b>	PROCUREMENT AGREEMENTS PROMOTING NEURODIVERSITY INCLUSION IN THE WORKPLACE	MIDLANDS REGION GMB SCOTLAND
<b>171</b> <b>67</b> <b>160</b>	PROTECT POLICE STAFF JOBS PROTECTING SHOP WORKERS FROM VIOLENCE QUALIFICATIONS FOR CARE WORKERS – ONES THAT ARE VALUABLE AND RESPECTED BY ALL ACROSS THE SECTOR	WALES & SOUTH WEST REGION NORTH WEST & IRISH REGION MIDLANDS REGION
<b>255</b> <b>33</b>	RECOGNITION AND SUPPORT FOR UNPAID CARERS REDUCED GMB CONTRIBUTIONS FOR LEARNING SUPPORT ASSISTANTS	WALES & SOUTH WEST REGION LONDON REGION
<b>188</b> <b>184</b> <b>116</b>	REFORMING THE ADOPTION PROCESS AND SYSTEM REFUGEES AND GOVERNMENT CRUELTY REGULATING AI TECHNOLOGY TO SAFEGUARD JOBS	LONDON REGION NORTH WEST & IRISH REGION LONDON REGION
<b>18</b>	RE-INSTATE THE NATIONAL BRANCH REVIEW WORKING PARTY.	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>64</b> <b>176</b> <b>129</b> <b>232</b>	RELIGIOUS HOLIDAYS REMOVE AGE BAND HOURLY RATES RE-NATIONALISATION OF THE BUS INDUSTRY RENT CONTROL / CAPS IN THE PRIVATE RENTED SECTOR	SOUTHERN REGION SOUTHERN REGION SOUTHERN REGION SOUTHERN REGION
<b>102</b> <b>35</b> <b>15</b>	RESURRECTING EMPLOYMENT TRIBUNAL FEES RETIRED MEMBERS RETIRED MEMBERS BRANCH ORGANISATION	LONDON REGION MIDLANDS REGION NORTH EAST, YORKSHIRE & HUMBER REGION
<b>93</b> <b>103</b>	RIGHT TO DISCONNECT RIGHT TO STRIKE	LONDON REGION NORTH EAST, YORKSHIRE & HUMBER REGION
<b>65</b> <b>221</b>	RISK TO FEMALE DRIVERS, COURIERS AND CARERS ROYAL SOCIETY SAY CLIMATE CHANGE COMMITTEE UNDERESTIMATES NUMBER OF DAYS WITH NO WIND	LONDON REGION LONDON REGION
<b>233</b> <b>72</b>	SAFER PEDESTRIAN WALKWAYS SAFETY IN THE WORKPLACE	GMB SCOTLAND NORTH EAST, YORKSHIRE & HUMBER REGION
<b>52</b> <b>142</b>	SANITARY BINS ARE NOT JUST FOR WOMEN SCHOOL MEALS – ARE OUR CHILDREN GETTING A FAIR DEAL?	SOUTHERN REGION NORTH WEST & IRISH REGION
<b>219</b> <b>210</b> <b>133</b> <b>203</b> <b>149</b>	SCOTTISH GOVERNMENT NUCLEAR ENERGY SCRAP VAT ON DEFIBRILLATORS SECURE JOBS AND BETTER PAY SICKLE CELL DISORDER SPECIAL EDUCATIONAL NEEDS TEACHING ASSISTANTS	GMB SCOTLAND LONDON REGION LONDON REGION WALES & SOUTH WEST REGION SOUTHERN REGION
<b>81</b>	STANDARDISED LAY OFF PAY	MIDLANDS REGION



<b>155</b>	STANDARDISED MEAL AND REST-BREAK PROCEDURE AND PENALTY PAYMENTS ACROSS ALL NHS AMBULANCE SERVICES	NORTH WEST & IRISH REGION
<b>206</b>	STANDING UP FOR TRANS KIDS	MIDLANDS REGION
<b>84</b>	STATUTORY NOTICE PAY COMPENSATION, STOP MAKING DEDUCTIONS.	SOUTHERN REGION
<b>169</b>	STOP THE ERADICATION OF TRADE UNION FACILITY TIME	SOUTHERN REGION
<b>191</b>	STRONGER LAWS AND SENTENCING FOR KNIFE CRIME	LONDON REGION
<b>11</b>	SUPPORT AND ADVICE PAGE FOR GMB SCHOOL SUPPORT STAFF MEMBERS	LONDON REGION
<b>260</b>	SUPPORT AND DEFEND THE CALLS FOR AN IMMEDIATE CEASEFIRE IN THE CURRENT MILITARY CAMPAIGN IN GAZA	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>119</b>	SUPPORT FOR MIDLANDS MANUFACTURING COMMITTEES CAMPAIGN FOR CHANGE	MIDLANDS REGION
<b>38</b>	SUPPORT FOR WELLBEING FOR REPRESENTATIVES	SOUTHERN REGION
<b>216</b>	SUPPORT IN PROMOTING TRADE SKILLS AND STEM EDUCATION FOR A GREENER FUTURE WITH EMPHASIS ON WAGE GROWTH	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>148</b>	SUPPORT STAFF WORKING WITH SEND CHILDREN	SOUTHERN REGION
<b>54</b>	SUPPORTING MEMBERS AND REPS WITH DYSLEXIA	LONDON REGION
<b>144</b>	TACKLING ABUSE OF SCHOOL SUPPORT STAFF	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>135</b>	TAXI AND PRIVATE HIRE DRIVERS TO PASS AN ADDITIONAL DRIVING TEST	LONDON REGION
<b>50</b>	THE BRITISH STAMMERING ASSOCIATION (STAMMA)	GMB SCOTLAND
<b>16</b>	THE CEC IS NOT A JOB FOR LIFE	LONDON REGION
<b>220</b>	THE GLOBAL CHALLENGE TO ACHIEVE NET ZERO AND THE ROLE OF THE UK PLACE WITHIN THIS CHALLENGE	LONDON REGION
<b>115</b>	THE IMPACT OF AI ON THE WORKFORCE	GMB SCOTLAND
<b>49</b>	THE NEED FOR INPUT FROM MEMBERS OF BOTH REGIONAL AND NATIONAL DISABILITY STRANDS TO ASSIST IN THE PLANNING AND DEVELOPMENT OF GMB PREMISES AND THE ORGANISING OF GMB EVENTS	MIDLANDS REGION
<b>150</b>	THE NHS: A PERILOUS CAREER	GMB SCOTLAND
<b>104</b>	TRADE UNION AND EMPLOYMENT RIGHTS	WALES & SOUTH WEST REGION
<b>46</b>	TRADE UNION EDUCATION CUTS	SOUTHERN REGION
<b>43</b>	TRAINING OF WORKPLACE REPS AND HEALTH AND SAFETY REPS	LONDON REGION
<b>101</b>	TRIBUNAL LIMITATION	LONDON REGION
<b>254</b>	TWO CHILD BENEFIT CAP	SOUTHERN REGION
<b>45</b>	UNION LEARNING FUND	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>173</b>	UNITING RETAIL WORKERS FOR WAGE JUSTICE	NORTH EAST, YORKSHIRE & HUMBER REGION
<b>258</b>	UNIVERSAL BASIC INCOME	WALES & SOUTH WEST REGION
<b>257</b>	UNIVERSAL CREDIT	LONDON REGION
<b>256</b>	UNIVERSAL CREDIT AND BACKPAY	SOUTHERN REGION
<b>158</b>	UNIVERSITY GRANTS FOR ALL FOR FREE EDUCATION FOR NHS AND EMERGENCY SERVICES STUDENTS	LONDON REGION
<b>134</b>	UNPAID ON-SITE WORKING HOURS	LONDON REGION
<b>214</b>	URGENT INCREASE IN FUNDING FOR SPECIAL EDUCATIONAL NEEDS (SEN) CHILDREN	LONDON REGION
<b>201</b>	USING BUS PASS CONCESSIONS BEFORE 9.30AM (WEEKDAYS)	LONDON REGION
<b>152</b>	VIOLENCE AND AGGRESSION. JUST ACCEPTED IN THE NHS	GMB SCOTLAND

68	VIOLENCE IN SCHOOLS/ACADEMIES	NORTH EAST, YORKSHIRE & HUMBER REGION
127	WATER INDUSTRY SALARIES & BONUSES	WALES & SOUTH WEST REGION
264	WELCOME PROGRESS IN COLOMBIA	SOUTHERN REGION
243	WHO MAKES THE DECISIONS?	LONDON REGION
6	WILL THORNE AWARD	NORTH WEST & IRISH REGION
259	WORKERS MUST FIGHT FOR PALESTINE AND A LASTING PEACE	LONDON REGION

## KEY



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



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



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

## UNION ORGANISATION: CONGRESS

### 1. BANNER CEREMONY SONG

This Congress believes that the song Jerusalem being used during the banner ceremony is non-inclusive. We understand that the words to "Jerusalem" were written by the radical and visionary William Blake, and have been interpreted by many as a pledge to fight for a better society.

However, we feel that their original meaning has maybe become lost over time. The song can nowadays often come across as narrowly nationalistic and contains religious references which might exclude many—especially as in the most recent census of England and Wales less than half the population described themselves as Christian. Also, it could be misinterpreted as insensitive towards Palestinians and Muslims that support the Palestinian right to self-identify and until there is a peace settlement it should not be held up as an example of unity and utopia.

We are calling GMB to stop using this song in any form during the Banner Process.

We suggest a suitable option as Kiri Te Kanawa "World in Union" as a suitable alternative.

### L26 RICHMOND AND WANDSWORTH SOUTHERN REGION

#### 2. ACCESSIBILITY AT CONFERENCE

This Congress we ask that Congress motion numbers and titles are displayed on the main screen whenever a vote is called.

As Congress may recall there have been some confusion on Congress floor in the past when key votes have been held.

It can be particularly difficult for first time delegates, or delegates with accessibility needs when votes are held in a fast-moving debate.

This could be resolved utilising our existing technology.

### R62 ROTHERHAM GENERAL NORTH EAST, YORKSHIRE & HUMBER REGION

#### 4. CONGRESS POLICY AND THE CEC

This Congress notes that Congress is the supreme policy body of the Union, and that the CEC has the responsibility to manage and administer the Union.

Congress resolves and instructs the CEC that,

1. Any recommendation for remission must be

based on a commitment to consider and accept the motion as policy.

2. After a motion has been remitted in the case of affiliation mandates, it is to be rejected only if such an affiliation would be illegal or in breach of the aims and objectives of the Union.
3. A recommendation for remission should not be made in the case of disaffiliation motions. The recommendation must be to withdraw or oppose.
4. When considering qualifications, and the maintenance of policy, the date of establishment of a policy is of prime relevance. More recent policy must supersede older policy.
5. As Congress is the supreme policy body, the CEC is not to ask for remission to consult other parts of the Union such as an unrepresented branch, a Region or a Sector.

Congress further resolves that either within the General Secretary's Report, or as a separate document, the report on actions taken as a result of Congress resolutions is presented to Congress and circulated to delegates and delegations.

In addition, as is the case with the CEC Finance Report, that the opportunity to review the report on actions is offered in a fringe meeting and as is the case with the CEC Finance Report, delegations can submit questions to the General Secretary & CEC on progress or otherwise taken in pursuit of Congress policy and that these questions will be timetabled within Congress sessions.

### X58 LONDON CENTRAL GENERAL BRANCH LONDON REGION

#### 6. WILL THORNE AWARD

This Congress resolves to add an additional award that can be applied for called the Will Thorne Award.

Each year at Congress, there are three awards that we celebrate, the Eleanor Marx Award for inspiring women members and reps, the Mary MacArthur Award Health and Safety Rep of the Year Award, and the John McClean Health and Safety Branch or Workplace of the Year Award.

However, this means that a lot of the fantastic work that members and reps across our Union do is not being recognised in the same way, and we should have an award that anyone can be put forward to receive. Be that for outstanding bravery in calling out bad behaviour, through to championing equality in our workplaces.

Our founder, Will Thorne, once said, 'there is a world of freedom, beauty and equality to gain, where everyone will have an opportunity to express the best that is in them for the benefit of all, making the world a place more to our heart's desire and the better to dwell in.' As such, we should be celebrating the work of our members and reps that have made our world the better to dwell in.

## C15 CUMBRIA PUBLIC SERVICES BRANCH NORTH WEST & IRISH REGION

### UNION ORGANISATION: GENERAL

#### 7. MICHELLE MCCROSSEN PUBLIC SERVICES WOMEN'S RECOGNITION AWARD

This Congress notes we have a long and commendable tradition of recognising and celebrating individuals who bring about positive change for members. Worthy of exceptional note is recognising and celebrating our changemaking women who have overcome, often particularly increased and institutionalised, inequality and unfair treatment. Such recognition serves as motivation and encouragement for others to strive for positive change and equality across all the workplaces in which they are the face of our union. We believe that there is more we could do to recognise this group of activists and encourage, value and celebrate those who bring about change for our oppressed women members and encourage GMB to instigate a new Public Services Women's Recognition Award.

This Congress believes creating a yearly award that recognises and celebrates our female changemakers, who have fought and won for women across the previous year should be associated with a standard that exemplifies what the award is about and what the recipients of it have achieved. We, in the Midlands, believe that we have a worthy candidate, a paragon whose name encapsulates and inspires such action and commitment. Michelle McCrossen was instrumental in the fight for equal pay for women in the potteries and of course, in Birmingham City Council. She was courageous and stood up to the discriminatory practices against our women members, resulting in a commitment to treat all members of staff fairly, to ensure justice and fair pay once and for all. Michelle was tenacious and kept campaigning and fighting, even throughout her illness, during which Birmingham City Council admitted liabilities of £176,000,000.

This Congress resolves to establish an award in Michelle's name to honour up-and-coming women who are actively contributing to increased equality in their workplaces is a commendable initiative. It rightly recognises and honours the shoulders on which we stand and the actions of those women

changemakers that have gone before us and achieved so much for so many. In recognising and celebrating the actions and achievements of new, upcoming women changemakers it will help us keep the importance of the issues and the individuals who are fighting hard to overcome them, in our sights year on year. It will act to encourage new changemakers to put their heads above the parapets and be the union to their members, in their workplaces. It will communicate to them that we support them, we stand with them and we recognise their valiant, tireless efforts to uphold the values of equality and equity that are fundamental to us all.

## A02 AMBULANCE BRANCH MIDLANDS REGION

### 8. GMB OFFICES/VEHICLE BRANDING



This Congress stands proud, aims to make improvements for our membership, their families and reaches out to the wider community too. Here at Bournemouth Congress 2024, decisions will be made.

We see the bold colours of GMB Union Black and Orange. Colours of GMB, which stand strong in the face of adversity. A proud membership, a proud workforce, and as we look around, a proud Congress, promoting GMB and adorning these colours too.

Proud to be part of such a wonderful organisation.

We can do more.

- There are opportunities to have GMB buildings (either rented or owned), to show and display more GMB Branding.
- Many have a simple GMB logo on display, which means a lot to membership. Should our people see more, should we not shout out GMB More?
- Many of our buildings go unnoticed by passers-by.
- Where we have one banner / sign on display outside of buildings, should we not adorn two, three, even bigger, bolder signs, 3-D. Even signs which are illuminated. Let GMB shine.

Too often, the public do not see we are there, the everyday workings of GMB in action, travelling to from workplaces.

A car passes us, we might wonder, we do not know what they are doing, where they are going, or are they going to work for instance.

An RAC motor goes by, we know, don't we? We see them in action. They are going to help someone.

GMB Union are an emergency service to many. We do not need a blue light. We are after all, Black & Gold.

We can, and should, (where we are able), be more visible. GMB owned or leased cars. They pass us every single day, and no one knows, - that this is GMB @WORK.

GMB Union owns and leases vehicles. These can be “wrapped”, branded, giving opportunity to show and promote our Great Union.

Congress, we ask that GMB branding is shown and displayed on all GMB Offices and vehicles.

A car passes us, let us wonder no more. GMB @WORK.

**T25 NORTH OF TYNE MANUFACTURING  
NORTH EAST, YORKSHIRE & HUMBER REGION**

---

**UNION ORGANISATION:  
RECRUITMENT & ORGANISATION**

**9. GMB APP FOR UNION MEMBERS AND ACTIVISTS**

This Congress is aware that members are increasingly using their mobile phones in order to access information about Rights at Work, Employment Advice and Health and Safety issues. We are asking the CEC of the Union to look at introducing a GMB App that brings together the information needed about their membership, key contacts and sources of employment information. Also, GMB activists need fast access to key areas of information, legal and employment guides as well as referral routes to information on issues they are dealing with.

We also request that through the App, members can update or inform the Union about changes to their address, employment status or working hours. This should reduce the amount of time it takes to ensure that members details are accurate on the GMB membership records.

A number of Unions already have very good Apps which gives members a lot of information and ways to interact with their Union. It is a tool that has enabled recruitment and increased satisfaction due to the services and information being available all in one place.

The Congress calls upon the NAU, Communications Team and CEC to review how best to streamline the access to important information for members and activists thus enabling us to service the members and activists needs more effectively. We ask that a report on the options for a GMB App be

prepared and reported to the CEC within 6 months, this should include the costs involved in developing and maintaining a modern and easy to use GMB App to promote the Union and the services we offer.

**Q22 MANCHESTER CENTRAL BRANCH  
NORTH WEST & IRISH REGION**

**10. EMBRACING DIGITAL ORGANISING **

The move within the GMB to create a campaign culture is extremely welcome.

Workplace organising is central to our core aim of building workplace power.

As a union we must always be adapting with the world of work and those we seek to recruit and activate.

A serious and substantive approach to digital organising is essential to our organising work, particularly in reaching young workers and those in the gig economy.

We should be investing in people and platforms to reach not the widest, but the most relevant audience to grow our influence and deliver our agenda.

The ability to deliver targeted, creative, digital content is fundamental to our ability to organise now and in the future.

We therefore call on the GMB to prioritise digital organising across the regions.

**A13 – ASDA RETAIL  
NORTH EAST, YORKSHIRE & HUMBER REGION**

**11. SUPPORT AND ADVICE PAGE FOR GMB SCHOOL SUPPORT STAFF MEMBERS**

This Congress notes:

- The vital role played by school support staff in ensuring the smooth functioning of educational institutions.
- The unique challenges and concerns faced by school support staff.
- The need for accessible and reliable resources to provide support and advice to school support staff members.

Congress believes:

- That establishing a dedicated support and advice page on the GMB national website for school support staff would greatly enhance their ability to access essential information and

resources.

- That such a page would foster a stronger sense of community and solidarity among school support staff members in schools.

Congress resolves to:

- Call on the CEC to take immediate steps to create a dedicated support and advice page on the GMB national website specifically tailored for school support staff.
- Ensure this page includes resources addressing common concerns, legal information, and avenues for seeking further assistance.
- Allocate necessary resources and support for the development, maintenance, and promotion of this page.
- Collaborate with relevant stakeholders, including representative experts in education support, to ensure the effectiveness and relevance of the content provided.

Congress calls on GMB to actively participate in the planning, development, and promotion of this support and advice page and regularly review and update the content of this page to ensure it remains relevant and beneficial to all school support staff members.

### **H37 HILLINGDON BRANCH LONDON REGION**

#### **12. DEDICATED SIGN-UP PAGE FOR SCHOOL SUPPORT STAFF ON THE GMB NATIONAL WEBSITE**

Congress notes that our aim is to enhance our national website to ensure accessibility and efficiency for our valued school support staff members.

We need to acknowledge the unique circumstances and requirements of our school support staff members so by providing them with a specialised sign-up process, we will demonstrate our commitment to their welfare and professional recognition.

We need to ensure that GMB is seen as the lead union for all school support staff.

We call on GMB to create a dedicated sign-up page on the GMB national website, specifically tailored to the needs of our school support staff.

The key features of this are that the sign-up page and process:

- should use a QR code allowing school support staff members to register quickly and

effortlessly.

- should automatically recognise those working 28 hours a week or less, on a term time only contract as being eligible for the part time membership rate and place them on the correct rate from the outset. There is also the potential for the join page to be a valuable resource in assisting in making sure we are ballot ready if a drop-down box of job titles within schools is included.

### **H37 HILLINGDON BRANCH LONDON REGION**

#### **13. GMB ANALYSIS OF LARGE EMPLOYERS ACCOUNTS & OPERATIONS**

This Congress notes that generally the GMB do not currently have a process for analysing the accounts or operations of employers holistically other than during bargaining processes with this primarily based upon in year profitability or dividend figures.

This Congress believes that the role of a modern and forward-looking trade union is to represent the views of members in the short, medium and long term. The viability of the employer and its operations, securing continued employment and income for as many members as possible, alongside the continued employer funding to any deficit which may arise in a pension scheme should therefore be a consideration of the GMB.

This Congress resolves that the GMB should firstly develop and implement a strategy where early warning signs of business distress are recognised and given an internal risk ranking to enable the relevant allocation of GMB resource and attention for employers with significant GMB membership. Secondly, develop relationships with relevant accountancy, insolvency and business turnaround specialists to enable timely advice to be sought by the GMB to prompt management action, counter management misinformation and support our negotiating body to engage proactively. Thirdly, develop and proactively deliver training on the potential impacts of restructuring and insolvency processes to the activist leadership in workplaces identified as at critical risk, ahead of any potential implementation or business failure.

### **W47 WILKINSONS BRANCH SOUTHERN REGION**

#### **14. BRANCH REVIEW FORMS SPECIFICALLY FOR MISCELLANEOUS BRANCHES**

This Congress notes that members are best represented by workplace reps where possible, but the GMB proudly defends ALL workers regardless of their workplace or recognition.

This Congress notes that our union therefore requires miscellaneous branches that may represent several hundred employers or workplaces.

Congress notes that the current branch review forms are set up and worded as if all branches are on one workplace with one local council and has one notice board.

This Congress requests that the CEC looks at creating new branch review forms that allow for the understanding that some branches when reviewed may have several hundred workplaces, dozens of councils, multiple trades councils and CLPs within their branch, and that a simple yes or no box, may not demonstrate the work and effort being put in behind the scenes for our membership.

**E35 EXETER AND NORTH DEVON BRANCH  
WALES & SOUTH WEST REGION**

**16. THE CEC IS NOT A JOB FOR LIFE**

This Congress is aware of the fantastic work that the Central Executive Council (CEC) does, but we believe it shouldn't be a job for life.

We believe a maximum of two terms should be allowed at any one time, members wishing to re-stand for election after two terms can do so after, one term has passed.

We also believe that to elect the whole CEC at one time could remove valuable experience, so a staggered election process should be considered.

**G56 PROFESSIONAL DRIVERS BRANCH  
LONDON REGION**

---

**UNION ORGANISATION:  
REPRESENTATION &  
ACCOUNTABILITY**

**18. RE-INSTATE THE NATIONAL BRANCH  
REVIEW WORKING PARTY.**

As Congress may recall, there was group called the National Branch review working party set up a number of years ago to look at a number of Branch Related issues. However as far as we are aware no meetings have been convened or are planned in the near future.

Due to the ever changing make up of GMB membership we feel it would be beneficial to us all if there was a Branch review working party to look to share best practice and address any cross branch challenges.

This congress we therefore ask for a National Branch Review working party to be set up.

**W22 –SUNDERLAND CITY LA  
NORTH EAST, YORKSHIRE & HUMBER REGION**

---

**UNION ORGANISATION: FINANCES  
& CONTRIBUTIONS**

**21. MOTION TO ENSURE THAT ANYONE  
REPRESENTING GMB MEMBERS IS PAID AT  
LEAST THE NATIONAL MINIMUM WAGE  
WHILST DOING SO. BE THAT FROM THEIR  
EMPLOYER RELEASE, BRANCH OR REGION.**

This Congress recognises that members at some point will need support from their Workplace Officers. This can be at times when members are facing disciplinary action, when a member needs support returning to the workplace, through to making the workplace a safer place to work.

Congress notes that not all members work at fully recognised workplaces where they do receive paid release. This causes pressure on Workplace Officers to decide how much time they can give to members before, during and after meetings. A WPO needs to be able to keep up with their training to keep them at the forefront of the fight for members.

This Congress will be aware that the National Minimum Wage (2023-2024) was £10.42 per hour rising to £11.44 (2024-2025). Whereas we support this increase to the NMW when WPOs are representing members at another location from their workplace or branch office this can involve protracted periods of unpaid time. Whereas we support the GMB's National Office to cover loss of earnings up to £60 a day this equates to on average less than 6 hours a day. Once a person goes over this they are eating into their own money and an 8-hour day at the current NMW is losing £23.36 of their money this can be a big chunk of a low-paid member's income and if a WPO is away from the workplace for longer to attend training or meetings this will add up significant.

Congress notes that Unemployed Representatives and Branch secretaries can not even claim this. So are left subsidising the membership support themselves or being forced to give up their roles and responsibilities, at the detriment of the membership and the Union.

We ask this CEC to consider scrapping the £60 maximum a person can claim for loss of earnings and increase the payments to the minimum of the NMW for the hours that a person is away from their workplace or job role conducting Union business, and to look at how those representing members

whilst not employed can also be funded to sustain their expertise for the benefit of our membership

### **E35 EXETER AND NORTH DEVON BRANCH WALES & SOUTH WEST REGION**

#### **22. FAIR PAYMENT FOR ACCOMPANYING REPS**

This Congress recognises and applauds the vital role played by accompanying reps in delivering high quality representation for our members.

This Congress also supports the principle that anyone receiving financial remuneration from the union for delivering services for the union, should not be doing so at a rate below that of the real living wage as defined by The Living Wage Foundation.

### **B43 BIRMINGHAM CITY GENERAL BRANCH MIDLANDS REGION**

#### **28. BRANCH FUNDS**



We are an active and lively branch representing workers in over 250 workplaces.

Through campaigns and promotions, we have increased density within some of our workplace by a third. With more branch funds available to us we could run more targeted activity, based on local knowledge, in other workplaces, to grow the union.

We recognise the need to build campaigns across

the union and believe that branches have a key part to play in that as they are the first point of contact for our members.

As GMB is now becoming a more member led union and focusing on campaigns, we believe this could achieve much greater success, by ring fencing additional membership fees back to branches for campaign activity only, that could be reclaimed by regional / national office if unspent.

We urge the union to research this option ahead of potential rule change Congress in 2025.

### **T25 – NORTH OF TYNE MANUFACTURING NORTH EAST, YORKSHIRE & HUMBER REGION**

#### **29. GMB BRANCH FINANCES**



This congress must ensure that all branch finances are available to members when requested to understand how member's money is being spent.

Too many branches operate with the executive making decisions without consulting members which is in direct contravention of the rule book.

Members give their hard-earned money to ensure that their rights at work are observed and entrusted

the union via their branches to carry out this work.

Openness and transparency should be the very least our members would expect, and we call upon the union to ensure that branch finances are published and available on request to any member for the benefit of all our members.

### **B06 – GMB CAMPAIGNING BRANCH NORTH EAST, YORKSHIRE & HUMBER REGION**

#### **30. LOWER RATES**

This Congress resolves that the Executive/Union will review the feasibility of having a lower standard 12 month introductory rate for new union members, and a lower standard membership rate for members on less than £25,000pa.

Reporting back to next Congress with details if for some reason both cannot be implemented or implementing one or both within 12 months if either or both is possible".

### **T25 NORTH OF TYNE MANUFACTURING NORTH EAST, YORKSHIRE & HUMBER REGION**

#### **31. INTRODUCTORY RATE FOR NEW MEMBERS**

This congress supports an introductory rate of contributions for new members for 12 months, subject to salary threshold, matter of details to be resolved by the CEC decision.

#### **C21**

### **WALES & SOUTH WEST REGION**

#### **33. REDUCED GMB CONTRIBUTIONS FOR LEARNING SUPPORT ASSISTANTS**

Learning Support Assistants (LSAs) work and are paid for working 9 months annually, but currently pay GMB contributions for 12 months a year. That does not seem to be very fair or equitable.

We ask the GMB to review this situation and consider reducing the membership payments for LSAs to 9 monthly payments a year, or alternatively reduce their 12 monthly contributions by 25%.

### **R27 REDBRIDGE BRANCH LONDON REGION**

#### **34. INCLUSIVE MEMBERSHIP**



This Congress

- notes the important role that union branches have in supporting all members who are working or have worked for their living, and for some being a member is more than just the protection that membership can provide.
- while recognising the need for our union to



remain focused on the interests and priorities of working members, it also recognises that some members who have recently retired or ceased working due to capability, wish to remain a member and support the union despite not having reached the right to honorary life membership. Branches can also benefit from the opportunity to draw on the wealth of experience within these members;

- applauds the contribution of these members in terms of filling branch committee roles and representing members, especially at short notice at workplaces where we are not Recognised;
- calls for all a membership category to be created that allows such members to retain membership and contribute, in return for payment of a subscription rate which reflects reduced benefits and entitlements;
- requests that our NEC commission a report from our Membership Department on a range of options, with a view of allowing inclusive membership.

### **E35 EXETER AND NORTH DEVON. BRANCH WALES & SOUTH WEST REGION**

#### **35. RETIRED MEMBERS**

This Congress is requested to review the position of our retired members and act accordingly.

We are calling for subscriptions to be paid at one pound per week as this would ensure that retired members of this union become paying members and would then be able to hold a seat in their own right, on Councils, Committees and the CEC. There are seats for Race, Disability, LGBT+ and Young Members.

Our union is an industrial union, it is vital that retired members have a seat to ensure their commitment and experience is included in our great organisation.

One pound per week would boost the union's financial position. A seat for a retired member would comply with equality that each and every one of us is committed to.

### **A17 ASDA BRANCH MIDLANDS REGION**

## **UNION ORGANISATION: UNION BENEFITS & SERVICES**

#### **38. SUPPORT FOR WELLBEING FOR REPRESENTATIVES**

We are proud that GMB nationally grew as a Union in 2023 however we need to be prepared to support those representatives doing the ground work, supporting and representing our members.

Nationally, we no longer utilise Unionline to support us with legal advice when supporting our members, GMB needs to ensure our workplace representatives are supported fully to retain that growth. Some of the casework and campaigns can impact our representatives whereby they need additional resource to support their wellbeing.

GMB presently do not have anything in place for these representatives as a go to place. The workplace Employee Assistance Programme is not always suitable for Union Representatives.

Branch Secretaries, Senior Representatives & Regional Officers are not therapists, and they cannot be expected to fulfil this role. We are calling on GMB to agree to putting in place a Wellbeing Organisation to support those representatives who need the support. We voice these concerns for our members in the workplace, let's also have the same in place for GMB Representatives.

### **L26 RICHMOND AND WANDSWORTH SOUTHERN REGION**

## **UNION ORGANISATION: EDUCATION & TRAINING**

#### **39. EQUIPPING REPS TO SUPPORT BETTER WORKPLACE MENTAL ILL HEALTH**

This Congress notes there is a great amount of difficulty experienced by our workplace reps dealing with workplace sickness support. This is exponentially affected and, anecdotally in my workplace, reps feel even more out of their depth and unsupported when the issues concern mental ill health, neurodiversity or behavioural issues. The increasing prevalence of conditions and complexity of, often overlapping, symptoms and the variety of severity of effects they may have can be overwhelming, leading to feelings of failure among reps in what they perceive as an absence of knowledge and understanding.

This Congress believes that understanding mental health and neurodiversity, recognising behavioural issues, being aware of the language and vocabulary needed to effectively discuss and debate the issues in work and identifying the range of detriments, potential solutions and adjustments is key to the effective workplace rep's toolkit within the context of the increasing prevalence of these unseen illnesses. We believe that it is vital for our

reps to be enabled to understand the impact on performance and productivity of a workplace not seeing and not understanding the issues, of not determining and providing adjustments to enable these members to attend work and complete their roles to the best of their abilities, preventing a wealth of skills and talents being overlooked and lost.

This Congress resolves to develop and provide a nationally supported training package that will be flexible to be delivered either in existing training packages, in new courses or through branches and provide detailed information on various mental health conditions and neurodivergent conditions, explaining their nature, prevalence and potential impact on individuals in the workplace. Equip representatives with the ability to recognise and understand behavioural issues associated with mental health and neurodiversity, emphasising the importance of destigmatising these issues.

Cover the spectrum of detriments experienced by individuals, from minor impacts to severe issues, stressing the diverse nature of mental health and neurodiversity. Train representatives in effective communication strategies to facilitate open and supportive discussions about mental health and neurodiversity in the workplace. Ensure that representatives are familiar in the legal framework, especially the Equality Act, specifically in terms of mental health conditions and neurodivergent conditions, from discrimination in the workplace.

Identify and develop, where gaps are found, workplace representative resources that support their ability to effectively represent individual members with mental health or neurodivergent conditions. Grounding them in real-life situations including case studies and practical scenarios provided by representatives with hands-on experience of dealing with mental health, neurodiversity and behavioural issues.

Continue and develop the discussion, nationally and regionally of how mental health and neurodivergent conditions can impact an individual's work performance, including potential challenges and strengths that neurodiverse individuals may bring to the workplace. Identifying and disseminating the promotion of an inclusive and stigma-free workplace culture, emphasising the importance of fostering an environment where employees feel comfortable discussing their mental health and neurodiversity. Identifying good practice and guidance on determining and implementing reasonable adjustments to support employees with mental health or neurodivergent conditions, ensuring that representatives understand the process and legal obligations.

#### **A02 AMBULANCE BRANCH MIDLANDS REGION**

#### **40. 1 DAY'S TRAINING FOR POTENTIAL REPS**

This Congress is called upon to invite all potential reps to one day's training. We need to be open and honest and inform them what is expected of them in their important role. This training would replace the initial Shop Steward training, therefore saving the union time and money. We could hold the one-day course before the GMB@Work course takes place.

We suggest relevant Officers and Branch Officers would be in attendance – clarifying the role of a GMB Rep and what is expected of them. Are they suited to the role? What support is given from GMB to our reps would be an integral part of the day's course. It is important to inform all of the individual policies that their companies operate and important for the reps to familiarise themselves with the procedures.

We need to ensure that our members receive the best representation. It is imperative that the reps are committed and comfortable in that role. It is far better to explore this rather than go through all of the GMB@Work training only to find that later they realise the role is not for them.

We will always encourage and offer support to reps who are focused and committed to the role.

#### **A17 ASDA BRANCH MIDLANDS REGION**

#### **41. ARTIFICIAL INTELLIGENCE: YOU KNOW IT MAKES SENSE**

This Congress believes that advances in artificial intelligence brings promise of both great benefits and great threats.

With employers rapidly embracing this technology and looking to establish policies and procedures for its use, our representatives need education and guidance in order to maximise benefits and minimise its risks to members' jobs and terms and conditions.

We call upon the CEC to work with our Education Officers to provide necessary training to best prepare us for this ever-changing world of AI. You know it makes sense!

#### **L50 LEICESTER WATER BRANCH MIDLANDS REGION**

#### **42. MANDATORY EDI TRAINING FOR ALL GMB STAFF & REPRESENTATIVES**

This Congress, we would like to recognize that hate crimes and discrimination is still alive and kicking in our society. Where we may think being part of GMB makes us immune in reality this is not the case. Where a lot of us may join campaign and marches

to highlight discrimination and equality not all members get involved or even jump on the band wagon. There is still a lot of unconscious bias amongst Officers and representatives based on where they are brought up or their environment. There is, and we need to be honest, some that turn a blind eye due to lack of understanding or ignorance.

Hate crime is about not recognising equality and treating people differently. There are still people out there that think, women, people of a different race, LGBTQ+ and people with disabilities are not equal to them.

Unconscious bias is still a major issue and most of us may still come across this with family, friends, colleagues or neighbours who use inappropriate language are feel uncomfortable saying something to them.

In 2024 GMB needs to follow suite like a lot of organizations up and down the UK where EDI (Equality Diversity and Inclusion) Training is mandatory for the managers, supervisors, and anyone dealing with staff. GMB and any other union is not above this as we all know some representatives only because reps for their personal gains.

Mandatory EDI Training for current and newly appointed officers and reps should be part of the GMB mandate.

#### **L27 LOCAL GOVERNMENT STAFF BRANCH NORTH EAST, YORKSHIRE & HUMBER REGION**

#### **43. TRAINING OF WORKPLACE REPS AND HEALTH AND SAFETY REPS**

This Congress believes that the current model of training carried out by the GMB in developing new workplace reps is over reliant on block release and is no longer appropriate to cater for the challenges of the modern workforce.

The GMB rep's curriculum is 20 days or more, and this is a burden to members without facility time and is a disproportionate burden on those with family commitments more usually women.

Workers who are able to take paid time off in the private sector to attend training are very rare indeed. Many of our organised workplaces do not have adequate facility time agreements.

We require training that caters for this group of workers alongside workers in the gig economy and all patterns of work. This could include evenings, weekends and the use of technology used so successfully during the pandemic.

Congress calls on the CEC to carry out an urgent and thorough review and then implement the changes required to enable all our members

the opportunities to become trained reps and ambassadors of our GMB Union at Work.

#### **X58 LONDON CENTRAL GENERAL BRANCH LONDON REGION**

#### **44. GMB TRAINING – EMPLOYER'S ENTERING INSOLVENCY PROCESSES**

This Congress notes that training provided or available to GMB activists and workplace representatives currently includes no information on the technical differences in the processes of receiving statutory rights and payments between a solvent and insolvent employer.

This Congress believes that the lack of an immediate on demand course or information pack available to both officers and activists hinders a timely response can add to the uncertainty and concern of our membership around potential outcomes at best and at worst leads to a situation where incorrect information is provided based upon the law as applicable to a solvent business.

This Congress resolves that the GMB should create and maintain a short briefing session and associated resources outlining the role of The Insolvency Service in making payments via The Redundancy Payments Service and statutory differences, for example Statutory Notice Pay Compensation being claimed at the end of the Statutory Notice Pay period and subject to deductions, as opposed to Pay in Lieu of Notice being paid in the final pay packet with no benefits deductions. This should be delivered to all relevant GMB activists and officers when an employer they deal with enters an insolvency process.

#### **W47 WILKINSONS BRANCH SOUTHERN REGION**

#### **45. UNION LEARNING FUND**

This Congress we ask the GMB to put pressure on a new Labour Government to reinstate the Union Learn Fund within in 100 days of government.

In 2021 the conservative government cut the Union learning fund.

The Union Learning Fund helped hundreds of thousands of members on their learning journey with the help of thousands of Union learn reps.

The ULF helped fund lots of workers in innovative ways to upskill themselves it was also proven to boost the economy according to the TUC for every £1 of Union Learn funding spent it was worth £12.30 to the economy £7.60 to the worker and £4.70 to the employer, the TUC estimate that the net contribution to the economy was worth £1.4 billion.

It helps branches with mapping, organising and

engagement when a learning centre is set up in a workplace ran by trained Union Learn Reps it increased membership.

We ask that congress votes to put pressure on a new Labour Government to reinstate the Union Learn Fund within in 100 days of government.

#### **N64 NORTH TYNE LA 1 NORTH EAST, YORKSHIRE & HUMBER REGION**

#### **46. TRADE UNION EDUCATION CUTS**

Congress, this branch notes the further cuts of trade union education funding planned for the 2024-25 school year.

Trade union education delivered for the GMB by Colleges across the country is vital means to ensure trained, confident, and effective reps and these programmes are put at risk by further cuts to adult education funding.

This Congress resolves: to campaign to ensure the Labour Party prioritise trade union education funding and restore this funding to pre-austerity levels and scope under a Labour government.

#### **L16 LB GREENWICH BRANCH SOUTHERN REGION**

## **UNION ORGANISATION: EQUALITY & INCLUSION**

#### **48. LEADING BY EXAMPLE / SIDE BY SIDE MOTION – INCLUSION OF LIVED EXPERIENCES ON VENUE RESERVATIONS** C1

This Congress agrees that just because we carry it well, it doesn't mean it isn't heavy. Actions speak louder than words, how many times have we all heard this said?

Comrades, those of you who identify with an unseen/seen disability will undoubtedly understand when we say, 'just a tick box exercise', because even though our great GMB union have been at the forefront of our disability campaigns, we now ask Congress to 'lead by example'. Let's practice fully what we preach, let us please engage our comrades who have lived experiences with unseen and seen disabilities in our movement in every way. Engage us when choosing our venues, let us be part of our union's welcome speech at conferences and meetings by taking our lived experiences into account when making announcements for emergency evacuation, engage us in all processes in our communications and allow our lived experiences as a tool to enable our great union to proudly say, 'we practice exactly what we preach'.

Conference we ask you to support this motion in full because there is no transition without conversation.

Comrades, next time an employer tries to convince us that they care, we can look at what they do, not what they say because we will be able to evidence that 'we do practice what we preach' in every way. Please support on behalf of the B02 Birmingham Public Services Branch.

#### **B02 BIRMINGHAM PUBLIC SERVICES BRANCH MIDLANDS REGION**

#### **49. THE NEED FOR INPUT FROM MEMBERS OF BOTH REGIONAL AND NATIONAL DISABILITY STRANDS TO ASSIST IN THE PLANNING AND DEVELOPMENT OF GMB PREMISES AND THE ORGANISING OF GMB EVENTS** C1

This Congress agrees that as we are meant to advocate for our members and follow the equality Act 2010, this is another important reason why we should be leading the way when it comes to making our premises accessible to all. We have heard and been told directly from one member that they will not attend any conference or some of our premises as they deem them inaccessible to that persons needs. A user from another union who has a full-size chair was asked how she accessed the lifts in a building which unfortunately is listed, (Congress House).

Her answer, with the assistance of someone else, she can marginally get her chair into the lift.

The need to incorporate onto planning and design committees someone who has both lived experience and knowledge of what it is truly like to manage access when you have a disability, I believe will enrich the decision-making process. Not only are we as an organisation promoting equality but we need to continually, as with health and safety, review our inclusiveness. In addition, this needs to be addressed with our existing buildings as I myself have noticed when visiting some of our offices. (Give an example London)

Therefore I ask that the GMB to invite members within their regions who sit under disability to help analyse/view prospective venues. I ask GMB to invite the opinion and assistant of current reviews that we carry out under H&S with our current venues and choices for conferences and events. Ideally appoint someone onto planning committees with lived experience. Essential add on would be the accommodation that we use where we hold events, should reach not an average leave but above average on that standard as well as hygiene.

#### **Z60 LINCOLN TEC GENERAL BRANCH MIDLANDS REGION**

## 50. THE BRITISH STAMMERING ASSOCIATION (STAMMA)

This Congress notes that there are a significant number of people who are afflicted with a stammer. The British Stammering Association (STAMMA) was established in 1978 and supports people who stammer.

It can offer a variety of support to Branch, Members and indeed the Union as a whole. These supports consist of informal consultation to discuss questions and issues around stammering and work, a reasonable adjustments resource, bespoke training meeting or webinar, bespoke training video and quarterly newsletters for Unions and Branches.

Congress calls on the SMT to consider affiliating to the organisation and at the very least, gather information and circulate to branches, urging them to affiliate.

## K53 – FIFE PUBLIC SERVICES GMB SCOTLAND

### 51. EQUAL PAY

Over the last year we have run a number of very high-profile equal pay campaigns in local government across the country.

These campaigns have been highly effective in raising the discrimination against women workers, who are often the lowest paid council staff.

Additionally, campaigns have generated members and seen new union activists emerge.

In our experience to be successful these campaigns need to maintain momentum, keeping activists and members alike informed and inspired. They are also most successful when led by local women activists on the ground, backed by their branch, WCU and regional office.

We are asking Congress to create an informal Equal Pay campaign best practice group consisting of officers and lay members who have run real campaigns on the ground to share lessons learnt and practical tips that can be shared with colleagues looking at running campaigns across the country.

Campaign materials, graphics, press releases, briefings and other information should be shared centrally so that all regions can benefit from previous campaign ideas.

Additionally, all regions should invest in their WCU and where LA branches have facility time, ensure at least one rep with facility time (regardless of gender) is responsible for the championing of Equal Pay locally and supporting the lead local activists.

## W22 – SUNDERLAND CITY LA NORTH EAST, YORKSHIRE & HUMBER REGION

### 52. SANITARY BINS ARE NOT JUST FOR WOMEN

This conference notes that Men have no direct access to sanitary bins to dispose of waste, such as incontinence pads, colostomy or catheter by-products.

According to Prostate Cancer UK that almost one third of men been forced to carry their own waste in a bag, one in eight men will be diagnosed with prostate cancer.

This conference calls upon GMB Union to take the following action.

1. Back Prostate Cancer UK's campaign Boys Need Bins which is asking for the law to be updated so that sanitary bins are placed in all toilets.
2. For all GMB Union buildings to have sanitary bins placed in all toilets and not just in women's in a bid to end "stigma".
3. Encourage venue's that GMB Union uses to have sanitary bins in all their toilets.

## G36 SECURITY SOUTHERN REGION

### 54. SUPPORTING MEMBERS AND REPS WITH DYSLEXIA

Congress, we ask the GMB to create and maintain a shared database containing information and resources to help members with dyslexia to perform their role at work.

The database could contain information on speech to text programs and other tech solutions, as well as information on system requirements and costs of the programs.

This would assist members with dyslexia to find sources of assistance which would help them to achieve equality at work or in the role of a rep. We feel that the information should be available to members on the GMB members area of the National website.

We feel that such a database is needed because much of the information available online is focused on aids to education for dyslexic students or is commercial information more directed to selling products rather than unbiased information about available products.

There does not seem to be a 'one stop' place where this information is readily available, which puts dyslexic people at a disadvantage.

We therefore ask GMB to act to 'close the gap' for its members and reps.

## **B22 BRAINTREE & BOCKING BRANCH LONDON REGION**

### **55. PRIDE IS A PROTEST – THE NEXT STAGE**

Congress will be aware that GMB has agreed that Pride demonstrations should be a protest and not just a party. Therefore, the union must make the protest when in a Pride parade.

This motion calls for regional equality forums to agree upon an annual issue that can be promoted whilst GMB activists participate in any Pride event.

i.e. The issue could be LGBT International support.

It could be LGBT Unionists against poor migrant treatment or racial discrimination.

Or LGBT Unionists against poverty or climate issues.

Or any other suitable cause that would benefit from LGBT Activist support.

Once an agreed campaign has been identified, regions to meet and with the purpose to adopt such a campaign nationally and promote at any Pride event in that year. It will also give regional LGBT forums purpose continuing with any lobbying or campaigning needed until the purpose of such campaign is achieved.

Such campaigns will put purpose back into protesting, present a united GMB campaign and could be shared with our TUC affiliates to increase momentum.

## **A55 WALES & SOUTH WEST REGION**

### **56. MANDATORY MENTAL HEALTH DISABILITY TRAINING**

Congress notes an increase in cases of mental health disability discrimination and the detrimental and devastating effect this can have on our members. When examining the reasons why the increase is happening, many, many examples point to managers not being trained in, or do not have experience of dealing with mental health disability including neurodiversity.

Employers, in both the public and private sector will point to the fact they have robust policies in place to ensure our disabled members are not discriminated against but, as we know, having a policy in place that is not either fit for purpose, or is simply a tick-box exercise, is unacceptable and will not provide the protections our members are entitled to.

To this end Congress calls upon our local and national negotiators, where GMB is a recognised trade union, to review all relevant policies and robustly argue for mental health disability training to become mandatory for all managers. Congress also calls upon the next Labour government to bring forth legislation that compels employers to implement mandatory mental health disability training for all managers.

## **B46 BUCKS COUNTY BRANCH LONDON REGION**

### **57. EQUALITY TRAINING FOR NEW REPS**

This Congress agrees that it is important that all new workplace reps are taught every aspect of our union. Of what we do within our union around Equality. This was asked at an equality conference to the panel and we were told this would be happening, but it hasn't. We were the first union to do a Trans & Non-Binary toolkit, how many of the people in this room know that?

Some regions do their own form of training but it's not across the board.

1. At least one day of the training to be around equality training.
2. Members of the REF to talk about their stories.
3. The same training to happen across all the regions.

Branches do a lot around equality in the workplace but if new Reps don't know, how are they supposed to represent our members, especially in a hearing around an equality issue.

Our union has a mass of different people from different lifestyles who we could all learn from.

## **B02 BIRMINGHAM PUBLIC SERVICES BRANCH MIDLANDS REGION**

### **58. PROMOTING NEURODIVERSITY INCLUSION IN THE WORKPLACE**



This Congress calls upon GMB to take a leading role in addressing the significant challenges faced by neurodiverse employees in various workplaces. It advocates for a comprehensive approach, tackling biased recruitment practises, notably the persistent "culture fit" emphasis, and promoting inclusive work environments tailored to diverse neurological needs. Recognising the concerning statistic that nearly 75% of neurodivergent workers conceal their conditions due to fears of discrimination, the motion urges the implementation of initiatives encouraging disclosure and safeguarding against discrimination. It underscores the importance

of educational campaigns within GMB to dispel misconceptions about neurodiverse individuals and emphasises the need to address mental health concerns stemming from the pressure to conform to neurotypical norms. By advocating these measures, the GMB can play a pivotal role in creating an inclusive and supportive workplace environment for neurodivergent employees, thereby enhancing the overall success and effectiveness of the workforce.

**S14 – PRIVATE CARE  
GMB SCOTLAND**

**59. PAID PATERNITY LEAVE EXTENDED IN CERTAIN CIRCUMSTANCES** 

This Congress notes that while two weeks paid paternity leave maybe ample for some there are certain circumstances where extra leave is required i.e. Premature birth, medical emergency, in these situations where company sick pay is not available choices are having to be made re supporting partner and spending time with newborn ill baby and financial hardship by only receiving SSP.

We ask that GMB lobbies Gov to have paid Paternity Leave extended if certain criteria are met.

**S14 – PRIVATE CARE  
GMB SCOTLAND**

**60. BREASTFEEDING /EXPRESSING MILK WITH FLEXIBLE TIME AT WORKPLACES**

Breastfeeding after the first few months is still important to babies' health because mothers milk contains important antibodies and special factors which are there to help their body develop – these are absent from formula milk.

The longer they breastfeed, the greater the health benefits for mothers and babies.

If mothers wishes to continue breastfeeding, on their return to work after maternity leave, they need to inform the employer in writing that they intend to continue breastfeeding and will require privacy and a little extra time at breaks to express milk and storage or, if possible, allow feeding of babies, if the baby is within a reasonable distance of the workplace.

Therefore, in line with health and safety guidance, a GMB recognised employer has a duty to assess and manage any risk to mother health or their baby's health and provide adequate facilities for breastfeeding or allow mothers to go out if mother's arranged childcare is close to work so they can breastfeed during breaks, and before / after work.

To do all that, we ask that we ensure that GMB

recognised employers allocate flexible working hours that are arranged around a mother's breastfeeding needs and provide adequate private and clean facilities for breastfeeding mothers to express milk and somewhere for it to be stored. We also ask that our reps ensure that risk assessments relating to pregnant women, new mothers and women who are breastfeeding are carried out properly and in good time.

According to doctors or midwives' recommendations, recognised employers should allow mothers the time that they request to fulfil any required breastfeeding according to the needs of the child.

Additionally, negotiating this for GMB recognised companies would be good because:

- More mothers will return to work, which reduces the need to take on new staff and train them
- Children who are or were breastfed are healthier. So, this will mean fewer visits to the doctor and less time off to care for sick children.
- Women who breastfeed are healthier and are less likely to suffer certain serious illnesses, such as breast cancer, ovarian cancer or osteoporosis.
- Better support for workers will increase morale and loyalty, and the business or organisation will become more attractive to future employees.

**P17 PLAISTOW BRANCH  
LONDON REGION**

**61. FLEXIBILITY FOR WORKERS WITH A DISABILITY** 

Congress, in our workplaces we are finding people with disabilities struggle to work on shift patterns. Workers have to earn to pay their taxes, but unreasonable company demands are forcing those workers with workplace reasonable adjustments to the scrap heap.

As an example, there is a disability called fibromyalgia which is a chronic body pain people suffer every day (often worse in the winter months). Fibromyalgia is a hidden disability that no one can see and only the person themselves suffer with feeling every pain around their body effecting their nerves.

Fibromyalgia causes fatigue and mind fog known many as memory loss, although the memory loss is short term the pain is always there with the only comfort of painkillers to keep you going day and nighttime.

We call on the Government to go one step further

and fully recognise this as a recognised disability and that once diagnosed, people will suffer for the rest of their lives as there is no cure for this disease. We call on GMB to raise awareness for all who have invisible disabilities so that this is recognised in workplaces, and we can support people who have reasonable adjustments and not make them feel they are a valued member of the workplace.

We need change, we need this as a fully recognised disability and adjustments in the workplace.

## **B22 BRAINTREE & BOCKING BRANCH** **LONDON REGION**

### **62. MANDATORY DISABILITY PAY GAP REPORTING**

Congress notes that people with a disability continue to be disproportionately at high risk of being in poverty and on a low income, with more than three million workers with a disability earning less than £15 an hour. They are also more likely to be on zero-hours contracts and are twice as likely as non-disabled workers to be unemployed.

An analysis by the TUC in November 2023 showed the pay gap between non-disabled and workers with a disability is now 14.6% higher than a decade ago. Women with a disability face even bigger pay penalty of 30%- £3.73 an hour.

Congress notes that people with a disability effectively work for free for the last 47 days of the year.

Congress is asked to:

1. Continue to highlight and campaign to end the discrimination faced by workers with a disability in the jobs market.
2. Continue to highlight, raise awareness and campaign on mandatory disability pay gap reporting.

## **E10 EALING BRANCH** **LONDON REGION**

### **63. PAID MENSTRUAL LEAVE**

Congress we are advocating for the implementation of paid menstrual leave for women in the United Kingdom. Menstruation is a natural and unavoidable biological process that affects approximately half of the population. Despite this, the stigma surrounding menstruation persists, and many women feel ashamed or embarrassed

to discuss their menstrual health needs with their employers. This can lead to absenteeism, reduced productivity, and increased stress and discomfort for women in the workplace.

Paid menstrual leave would help to address these issues by acknowledging menstruation as a legitimate health concern and allowing women to take time off work without fear of financial penalty. This would enable women to manage their menstrual symptoms more effectively and reduce the impact of menstruation on their work and personal lives. Moreover, it would promote gender equality and empower women to take control of their reproductive health and well-being.

Several countries, including Japan, Taiwan, and Indonesia, have already implemented paid menstrual leave policies, and the UK should follow suit. By taking this step, the UK would be a leader in the fight for gender equality and women's health rights.

Please support this motion to consider the implementation of paid menstrual leave in the UK to support women in the workplace and promote gender equality.

## **L26 RICHMOND AND WANDSWORTH** **SOUTHERN REGION**

### **64. RELIGIOUS HOLIDAYS**

This Congress believes that everyone should have the right to celebrate religious holidays without working during them.

Although the Equality Act 2010 does say that religions and beliefs are a protected characteristic it makes no guarantee that employers should give leave for religious holidays. It is not a legal requirement for employers to give leave for religious holidays let alone give it as a paid vacation. We believe that as the country becomes more multicultural and less people each year are identifying themselves as Christian, that efforts should be made by the government to allow all people the security to celebrate religious holidays without the worry of working. It is the belief of this congress that staff should be given the legal right to have religious holidays as time off. This is especially the case for school workers who are not entitled to any time off of their own. Local councils should have to amend their policies making it a legal requirement for schools to grant leave for religious holiday.

We urge the government to uphold our British values and make the right choice to be inclusive and accepting to all members of the public no matter their faith or beliefs

Thank You.

## **L26 RICHMOND AND WANDSWORTH** **SOUTHERN REGION**



## EMPLOYMENT POLICY: HARASSMENT & ABUSE

### 65. RISK TO FEMALE DRIVERS, COURIERS AND CARERS

This Congress demands the safety of all our workers, especially our vulnerable lone workers and female drivers.

Through our GMB backed local authorities, MPs Councillors and Assembly Members, we must negotiate with Licenced Operating Companies to protect our members.

Companies must do more to protect female workers and to prevent verbal and physical assault as well as unwanted sexual advances in many cases.

We demand that those who perpetrate such acts are denied further access to services. We further request a code of conduct from companies in this respect.

#### G56 PROFESSIONAL DRIVERS BRANCH LONDON REGION

### 66. NAME AND SHAME

This Congress believes all contractors and their supply chains should accept the right of any trade union that is a signatory to an appropriate national agreement, to appoint shop stewards and workplace health & safety representatives. It calls upon the CEC to 'name and shame' those employers who 'bully' their employees with anti-trade union activity and requests that any public procurement contracts be withdrawn from employers who exhibit these types of actions by a future Labour Government.

#### W60 WELLINGTON BRANCH MIDLANDS REGION

## EMPLOYMENT POLICY: HEALTH, SAFETY & ENVIRONMENT

### 67. PROTECTING SHOP WORKERS FROM VIOLENCE

This Congress notes that Shop Workers are at an increased risk of violence and abuse, with over 400 incidents reported every day in the UK, the COVID pandemic has exacerbated this problem, with retail workers facing increased hostility and aggression from customers; and Asda Workers have been particularly targeted for violence, with an average of 10 incidents reported every day; this violence and abuse has a devastating impact on shop workers,

both physically and psychologically.

GMB Congress calls upon the government to: -

1. Introduce a standalone offence for assaulting or abusing a retail worker.
2. Work with retailers to implement effective measures to prevent violence and abuse in retail workplaces.
3. Support Asda Workers in their campaign to be protected from violence and abuse.

We call upon all GMB Members to stand in solidarity with shop workers and to speak out against violence and abuse.

#### A56 ASDA BRANCH NORTH WEST & IRISH REGION

### 68. VIOLENCE IN SCHOOLS/ACADEMIES

This congress calls on the General Secretary and the CEC to develop an app covering guidance and best practice on recording violence against members working in schools/academies.

Congress will be aware that unfortunately, in today's world organisations are more interested in the reputational damage than protecting their employees. A good example recently is the Post Office.

This leads to schools/academies having policies on violence, but not enforcing them as our members are often told "it's part of the job." This results in these assaults not being recorded. So, the real number of assaults is not known. It is never part of the job to be assaulted either physically or verbally.

If members suffer physical or verbal assaults whilst working in a schools/educational environment, they need clear advice on what to do and how to raise the issues.

As Congress knows most members will have access to a smart phone, so an app developed to give advice to members, and allow them to record these assaults and submit them to their union is essential.

For example, if a member suffers a physical assault resulting in injury, a photograph of the injured area taken by the app could help in a personal injury claim.

For those members who do not have a smart phone, a hard copy of the guidance should be made available from the GMB.

#### S40 - SHEFFIELD EDUCATION BRANCH NORTH EAST, YORKSHIRE & HUMBER REGION

## 69. FULL DECANT FOR THE RESTORATION & RENEWAL OF THE PALACE OF WESTMINSTER

This Congress calls upon Parliament and the House Authorities to proceed with the option to move its entire workforce out of the Palace of Westminster in order to address the serious restoration needs of the building.

Congress should know that without both Houses moving to a different workplace for a period of restoration, the safety concerns of the building will grow more critical, with increasing risk of fires, flooding, crumbling stonework and rodent infestation.

Congress supports the total decanting of all staff from the Palace of Westminster; takes extremely seriously the growing list of health and safety incidents; and calls upon the relevant authorities to take urgent action before a catastrophe destroys what is not just a heritage asset, but a workplace for thousands.

### H48 HOUSES OF PARLIAMENT BRANCH LONDON REGION

## 70. MENTAL HEALTH AND WELLBEING SUPPORT FOR SELF EMPLOYED

This Congress notes that suicides because of financial reasons, are on the increase.

We call on GMB Union to create policy for officials during restructures and negotiations to put pressure on gig economy platform app providers to establish an avenue or channel within their establishment to deal with drivers who suddenly find themselves out of a job and are not able to deal with the aftermath mentally and not to wait until someone takes his or her life.

### G56 PROFESSIONAL DRIVERS BRANCH LONDON REGION

## 71. ADVANCE THE CONDITIONS OF PEDAL CYCLE COURIERS.

This congress moves to advance measures and campaigns that improve active forms of transport including cycle infrastructure and cycle conditions. Carbon emissions and the climate crisis are a critical threat to our existence, yet cities we work and cycle in are built around emission emitting vehicles and do not empower green last-mile delivery.

Congress notes that this issue stems from historically predominant ways of thinking and associations that oppose active travel and the co-existence of transport modes.

Congress should be aware that we are running a campaign that is exemplary of this in York, the

city centre is a complete dead zone for safe and active travel, bicycles are criminalized and subject to £50 fines, this punishes active travel, and forces those vulnerable onto un-safe, congested, and unintelligible road networks.

This can force couriers to walk unpaid for 25 minutes of every hour, or paranoically break the law to avoid failing delivery time targets and risk losing a day's earnings. Without this committed support, union activity and engagement will vary across the country and opportunities to advance pedal cycle courier conditions will be missed.

We therefore ask that Congress adopts as policy supporting active travel campaigns across the country that improve safety, efficiency, and life quality for its pedal cycle couriers.

### Y10 YORK GENERAL NORTH EAST, YORKSHIRE & HUMBER REGION

## 72. SAFETY IN THE WORKPLACE

Many of our members are still working even though they are beyond the retirement age.

Both men and women are employed in many industries.

The most hazardous include construction & agriculture.

Colleagues, our working lives are getting longer, and older workers are an important resource and can provide invaluable expertise and experience to organisations. However, as with all employees they must be kept safe at work.

Sadly, HSE figures show that there has been an increase in the number of fatal injuries which occur to workers aged 60 and over, despite them making just over 10% of the workforce.

Whilst older workers are generally less likely than younger workers to have occupational accidents they are likely to result in more serious injuries, permanent disabilities or death.

Therefore, we ask congress to call on the government to ensure that all workers irrespective of age are kept safe at work and that the emphasis is placed on employers to ensure good health and safety management systems are adhered to.

Moreover those employers who abuse health and safety legislation are taken to task, named and shamed.

### S38 SHEFFIELD MUN AND LT. NORTH EAST, YORKSHIRE & HUMBER REGION

**73. H&S – WORKING TEMPERATURES** 

The Approved Code of Practice on the Workplace (Health, Safety and Welfare) Regulations suggests the minimum temperature for working indoors should normally be at least 16°C or 13°C if much of the work involves rigorous physical effort.

There is no guidance on a maximum temperature and no baseline temperature for work with limited physicality.

Extreme temperatures at work can lead to heat stress, cold stress or dehydration.

The guidance is unpractical and unclear and is open to subjective interpretation by management. It's usually applied with a blanket approach to all with no measures in place to consider individuals' medical conditions which may be effected by extreme high or low temperatures.

Similarly, perimenopausal and menopausal employees could also find their conditions

significantly worsened especially when adaptive uniform proves difficult to source when sourcing costs prioritises function.

This Congress we, therefore are asking GMB to lobby government to provide clear guidance on safe working temperatures.

**A61 ASDA STORES  
NORTH EAST, YORKSHIRE & HUMBER REGION****74. COVID POLICY** 

This Congress believe that a policy is needed for Covid as Covid comes under normal absence policies.

Covid is still potentially dangerous to many and many people are still around vulnerable people too. It's still highly contagious so some work environments you are unable to avoid catching it.

We believe isolating shouldn't go against you and if you get very ill with it, it shouldn't go against you either.

We are calling for change and for a policy to be put in place.

**S15 SECURICOR APEX 5 BRANCH  
SOUTHERN REGION****EMPLOYMENT POLICY: PENSIONS & RETIREMENT****75. NATIONAL INSURANCE PENSION-  
STOP THE INCREASE IN PENSION AGE** 

Congress, we must protect our state pension.

The National Insurance Act 1911 was introduced by the Liberal Democrats to create a national system of insurance to protect working people against loss of income relating to sickness or unemployment.

In March 1943 Winston Churchill committed the government to a system of National COMPULSORY insurance for all classes.

The UK ranked 16th on the pension break-even index in Europe. The full state pension is currently worth £203.85 a week but could increase by up to 8.5% if the triple lock is reinstated.

This was expanded by the Labour government in 1948. currently workers' pay contributions from the age of 16 years to the grave.

National insurance contributions form a significant proportion of the UK government revenue, raising £145 Billion in 2019/ 2020, representing 17.5% of tax revenue,

At present state pension age in the UK now stands at 66, from 65, people need 35 qualifying years to get the full state pension of £205.85 a week.

Following a review this year it has been confirmed the state pension age will increase to 67 for men and women between 2026 and 2028.

Another review is scheduled to take place within the next 2 years to determine when it will further rise to 68. However, it has been rumoured to be going up to the age of 70. For those in manual labour jobs, working until you are 68 or 70 will not live long enough to claim their hard-earned state pension.

We ask GMB to lobby and fight hard to stop this insanity on further increases to the retirement.

**B22 BRAINTREE & BOCKING BRANCH  
LONDON REGION****76. CAMPAIGN TO GET PENSION TRANSFER  
RIGHTS INCLUDED INTO TUPE REGULATIONS**

This Conference is conscious that in this time of austerity we are seeing more and more TUPE transactions as organisations, particularly within Public Services as they seek to work more efficiently. We are also conscious that there is a lot

of cynicism with younger workers refusing to sign up to pension savings because of the uncertainty of long-term work and the additional cost that it would put on personal finances.

Therefore, if the Government are sincere about us all saving towards our retirement one way of encouraging such saving would be to make it easier and encourage the practice of having a pension for life.

We ask the GMB to use its influence to lobby government to get a change to existing TUPE regulations so too recognise existing pension provisions and to have pensions fundamentally included into any TUPE transaction just as any other employment benefit, opposed to the existing obligation of only having to provide access to a comparable pension.

- We ask our Political Officers to lobby for a review and firming up of TUPE regulations to guarantee employees' existing pension on TUPE.
- To liaise with our pension department to see how best we can develop and campaign for a Workplace Lifetime Pension Savings Scheme that will transfer with an employee for their whole career's and that would have to be accepted by and contributed towards by new employers when changing jobs which are of similar value.

**R45 RHONDDA CYNON TAFF BRANCH  
WALES & SOUTH WEST REGION**

---

**EMPLOYMENT POLICY: RIGHTS AT WORK**

**77. A LEVEL PLAYING FIELD**

This Congress calls upon the CEC to back a campaign to ensure that all staff within football clubs with the same qualifications are paid the same wage and same terms and conditions. A qualified 18-year-old coach should be paid the same as a qualified 30-year-old coach.

**W60 WELLINGTON BRANCH  
MIDLANDS REGION**

**78. FURLOUGH TO BECOME THE MINIMUM STANDARD FOR LAY OFF AND SICKNESS PERIODS**



This Congress has observed and wishes to action that during the pandemic, the UK government decided that furlough payments would be made as a minimum standard for people to survive. Our members should be treated with the same respect and their standard of living should be respected in the same way. All current company

sickness schemes that are below the furlough arrangements should be replaced with this standard of living. No GMB member who is placed in a situation where they are laid off from their employment or they are dealing with illness should have to worry about the financial situation they find themselves in.

We want a standard quality of living and not a race to the bottom.

**W60 WELLINGTON BRANCH  
MIDLANDS REGION**

**79. CAC BARRING PERIOD**

This Congress notes that the current system in place for union recognition allows for a trade union to be barred for three years from making another application if its bid is not successful.

We believe that this puts an unfair obstacle in the place of securing recognition and is a piece of anti-union legislation.

Therefore, we resolve to campaign for a change in the law so that new bids for recognition are accepted after a gap of one year. We call on the next Labour government to change the law to allow this.

**B43 BIRMINGHAM CITY GENERAL BRANCH  
MIDLANDS REGION**

**80. CAC BANNING ANTI-UNION RECRUITMENT**



This Congress notes the repeated use by Amazon UK Service Ltd of a loophole in the statutory union recognition procedure that allows companies to take on extra workers after the process of applying for recognition has started.

At Coventry Amazon, this has seen over 1,300 additional workers taken on to block GMB recognition. The jobs created are temporary, part time and insecure, many with no guaranteed hours, but they allow Amazon to play the system and rig the outcome. GMB have now started this process three times and every time we have done so, the company take on more workers so that we can't hit the 50% threshold for automatic recognition.

We believe that this is a preposterous system and that the law should be changed so that from the date a trade union starts the process of requesting recognition, then any new starters cannot be used by the company in the head count.

We call on the next Labour government to ensure that legislation is brought in immediately to put this change into law and put an end to cynical union busting of this type.

**B43 BIRMINGHAM CITY GENERAL BRANCH  
MIDLANDS REGION**

**81. STANDARDISED LAY OFF PAY****C3**

This Congress recognises that in 2020, the government stated furlough pay of 80% of your wage is what is required to live off, so how can companies who are facing slow downs and downturns lay people off with no pay.

We call for a standardised lay off payment law that is 80% minimum of an employee's wage.

**K11 KIDDERMINSTER COMMUNITY BRANCH  
MIDLANDS REGION****82. AGENCY WORKERS' RIGHTS****C3**

This Congress wishes the GMB National Officers and political lobbyists to ensure agency workers' rights are enhanced in the next government. We would like to promote a system where layoffs during a downturn in the production, are backed by form of 'furlough pay' rather than redundancy pay, or in the worst case, termination of contracts.

**R36 ROCESTER GENERAL BRANCH  
MIDLANDS REGION****83. IMPROVE CONSULTATION AND INFORMATION RIGHTS IN A POTENTIAL REDUNDANCY SITUATION.****C5**

This Congress notes that the current collective redundancy consultation requirements as defined in Section 188 of the Trade Unions and Labour Relations (Consolidation) Act 1992 excludes the statutory obligation on employers to consult at establishments with fewer than 20 employees, narrowly defines establishment circumnavigating the requirement to consult in the event of large scale redundancies within a single entity spread across multiple sites and includes no statutory right to individual information, notification or trade union representation.

This Congress believes that this causes a significant detriment and added stress to members located within smaller workplaces and remote workers, particularly in the event of organisation wide or multisite proposals.

This Congress resolves that the GMB should alongside TUC and Labour Party colleagues where appropriate, develop and implement a strategy to bring about changes to the Trade Union and Labour Relations (Consolidation) Act so that all establishments have a right to collective consultation. That all establishments within an organisation are covered by the same obligations as the largest establishment if redundancies are proposed to take place within multiple establishments during the protected period, and to see the introduction of a statutory right to individual notification, information and trade union representation in all proposed redundancy

situations.

**W47 WILKINSONS BRANCH  
SOUTHERN REGION****84. STATUTORY NOTICE PAY COMPENSATION, STOP MAKING DEDUCTIONS.**

This Congress notes that compensation paid from the Redundancy Payments Service to cover unpaid Statutory Notice Pay in an insolvency situation is subject to deductions of new or increased employment income as well as new or increased income related benefits entitlements whether or not claimed during the notice period.

This Congress believes that this places those made redundant during an insolvency process under undue pressure to claim income related benefits immediately rather than seeking work at an increased processing cost to the taxpayer. Conversely it also discourages others from seeking work immediately due to the perceived lack of personal benefit in doing so. Why take a job immediately if any new wages would be deducted from your notice entitlement is the view of some, discouraging meaningful engagement for almost the entire 13-week period during which additional support is provided to those made redundant in England by the Job Centre Plus Rapid Response Service.

This Congress resolves that the GMB should alongside TUC and Labour Party colleagues where appropriate develop and implement a strategy to reduce the stress experienced and support and encourage the speedy return to work of those made redundant following an in insolvency by ensuring Statutory Notice Pay is claimable in full, from the Redundancy Payments Service.

**W47 WILKINSONS BRANCH  
SOUTHERN REGION****85. CAMPAIGN FOR PAID RELIGIOUS LEAVE TO BE STATUTORY LAW.****C2**

We would like to put forward a motion that will help not just school support staff, but all employees in the country.

From a school support staff perspective, if support staff need time off, they must wait until the school holidays, or schedule appointments in after school. The UK is a multicultural society and diverse workforce, yet our employment rights; relating to including people of different faiths, contradict the latter. As we are aware, life does not revolve around term time for school staff. And the multiple faiths that are part of British society celebrate religious holidays or festivals during term time. Yes, there are some provisions "in place" for this, but in schools, it all comes down to the "headteacher's discretion".

Members in our Region have personally asked to book two days off for Vaisakhi, a major religious holiday for Sikhs. Members have been told that they could have half a day, because it did not suit school having time off.

In some shocking circumstances a Member of our Region have been told by their employer that they were "lying and making it up".

Heads will ask members of staff of various faiths to stand up in front of the school and talk about their religious holidays and festivals yet will deny them the opportunity to actively celebrate their faith. Another child, at a different school was told by a head that another religious holiday was "made up like pancake day, it's not really important".

We are asking that we nationally campaign and work with other trade unions, for a campaign, for it to be recognised in statutory law, that employees can claim "paid religious leave" for religious festivals, holidays, and religious observance.

Regardless of when in the year, or whether the head teacher agrees or not. It can be used anytime of the year, either as a block, or as individual days, to allow our diverse multi faith members the freedom to organise their religious lives as they feel, not on the whim of management. We implore Congress to back this cause and help our members to have more independence and say in their lives.

#### **L10 LEEDS SCHOOL SUPPORT STAFF NORTH EAST, YORKSHIRE & HUMBER REGION**

##### **86. CARER'S LEAVE**

This Congress notes the introduction of the Carer's Leave Act on 6 April 2024 giving the right to time off for those with caring responsibilities.

However, there is no right to paid leave in the Act and those with caring responsibilities are usually faced with higher living costs and there is often a negative impact on mental health. We therefore call on the GMB:

1. To lobby the government for paid carer's leave
2. Develop a best practice model policy and training for reps to negotiate with employers for paid carer's leave and any other enhancements to the provision.

#### **B33 GMB@BMA/BMJ BRANCH LONDON REGION**

##### **87. ACAS**

This Congress calls on GMB to lobby the Labour party to bring what are currently ACAS guidelines

into law, therefore making ACAS codes legally binding. Further to this we need to ensure that companies are potentially subject to sanctions in order to ensure they follow these laws.

With the current situation, even policies that are taken from ACAS guidelines can be safely ignored by companies as any financial sanction has only the same value, that they would have faced, should they had followed the policy in the first instance. The most obvious example of this was P&O sacking their workers a couple of years ago.

Within our branch, an incident at Cadent saw a dismissal for an alleged offence committed in December not be finally completed through disciplinary and appeal until September. Even at the appeal stage, although an outcome was promised within five working days as per guidelines. It actually took 5 weeks (Appeal 30 August – outcome given 5 October). It is essential that sanctions are available to discourage and stop these transgressions against the ACAS codes. It should also be the case that judges take such breeches into account whenever such incidents progress to a tribunal stage.

Employment rights have been consistently attacked by recent Conservative Governments and the next Labour Government needs to redress the balance in many areas. Enshrining ACAS codes into law would be a big step towards a fairer employment situation. This would also, give clarity to employees and employers and remove "grey" areas.

With the upcoming General Election there is a clear opportunity for GMB to put this to the Labour party and influence changes to employment law that the Labour Party are already developing.

Colleagues, it is the case that in employment tribunals ACAS codes are taken into consideration by judges so why not make it the law to start with?

#### **L34 NORTH WST GAS BRANCH NORTH WEST & IRISH REGION**

##### **88. LENGTH OF INVESTIGATION**

This Congress is aware of the ACAS Code of Conduct guidelines on disciplinary/grievance investigation. One point in those guidelines is stating that the length of investigation should be reasonable.

The word reasonable is not very specific. What is reasonable for one person might not be reasonable for someone else.

Two similar investigations, with similar accusation, same number of witnesses, similar factors. First is concluded in two weeks, second in three months. Both employers can argue that they been

reasonable.

Congress recognises, that guidelines must be more clear on the length of the investigation. Word “reasonable” should be exchanged with time frame for investigation that is dictated by number of different factors – e.g. number of people that needs to be interviewed and they shift pattern, documentation that needs to be taken into consideration, CCTV footage, extension of investigation to different departments etc.

Congress recognises that by placing strict rules on length of investigation will be beneficial for employees and will help to avoid unnecessary, prolonged stress.

## **M27 LB MERTON BRANCH SOUTHERN REGION**

### **89. ACAS GUIDANCE**

This branch calls upon Congress to lobby ACAS and change their guidelines which do not benefit working people and are balanced in favour of employers and against employees. We have seen employers use ACAS guidance to take advantage of their power over the worker and we feel that this should be addressed by changes to the ACAS guidance.

These changes are:

- Telling employees to attend disciplinary meetings within 48 hours: Notice should be reasonable depending upon, the severity of the potential sanction, the documentation involved, and any adverse characteristics of the employee receiving the invite. Requesting a postponement of the meeting because a union representative is not available should not be abused to gain more time for a worker to prepare.
- The statutory right to be accompanied to disciplinary investigations: we say that the initial stages are crucial to the employees’ case and that disciplinary investigations are not separated from disciplinary procedures. ACAS guidance allows an employer to hold an investigation with no representation or witness on behalf of the employee who is compelled to co-operate.
- The right to face your accuser: to face your accuser is Natural Law which under ACAS guidelines does not extend to the workplace. We say that unless there are compelling reasons, an employee accused of misconduct should have a right to examine, face to face, their accuser.

Trade unions form a third of the ACAS Council and

have an input. We call upon Congress to support the changes in the motion and to instruct our leadership to gain the support of trade union ACAS delegates to make changes in the ACAS guidance to ensure fairness at work prevails.

## **P05 HOTELS AND CATERING BRANCH LONDON REGION**

### **90. INEQUALITY IN COMPANY SICKNESS POLICIES SINCE HOME WORKING**

This Congress calls for the CEC to carry out a review of company sickness procedures to balance the unfairness given towards frontline employees who’s core work can only be done by being in the workplace.

Since the pandemic, most office-based roles have retained a mixture of working from home and attending the office less frequently due to meetings commonly been held on-line via Teams or Zoom therefore this as allowed work to carry on with minimal impact, and whilst this benefits well-being and family life it is only tailored to office roles.

Hence why we now see employees who would normally be off sick in these office-based roles carrying on from home which is fine and would be seen as a reasonable adjustment.

However frontline employees are not afforded this luxury and are pulled into sickness meetings when triggering trigger points in these schemes.

We also ask that UnionLine take on cases where employees are dismissed as a result of this unfairness to bring to light the inequality.

## **I35 ISLINGTON & HARINGEY BRANCH LONDON REGION**

### **92. FLEXIBLE WORKING: A LEGAL RIGHT**

Congress notes that the Employment Relations (Flexible Working) Act 2023 (the Act), came into force in July 2023, the benefits of which are likely to be seen in 2024. The Act’s intention is to give workers more flexibility over where and when they work.

The Act allows for the following:

- Requires employers to consult with their employees before they reject a request for flexible working.
- Employees can make two statutory requests in any 12-month period.
- Reduce the time for decisions on a request for flexible working from 3 months to two months.

- Removes the requirement that the employee must explain what effect, if any, the change applied for will have on the employer and how that effect might be dealt with.

Moreover, workers will have the right to request flexible working from day one of a new job.

Congress notes that the Act does not go far enough, as the right to request is not a legal right to work flexible from day one in the job. This means that many flexible requests can and will be rejected by employers.

Parents, carers, those with disability including those with long covid, and older workers are more likely to need flexibility to get into work, remain, and access progression opportunities.

Congress notes that flexible working is important for everyone to achieve better work life balance. Congress notes that many will be deterred to mention flexible working during recruitment due to fears of discrimination or rejection, justifiably.

Congress is asked to:

1. To continue to campaign, raise awareness and highlight the benefits of the Act and unlock the flexibility in all jobs.
2. To continue to work alongside appropriate decision makers, MPs, and such like, in making flexible work a legal right from day one of the job.

## **E10 EALING BRANCH LONDON REGION**

### **93. RIGHT TO DISCONNECT**

This Congress notes that the demand from employers and managers for colleagues to “always be on” is more and more widespread. By always on we mean that outside of working hours we are expected to respond to e-mails, calls, and texts.

This demand may arise from staff shortages, increased workloads, budget cuts or unrealistic expectations.

Nonpaid time outside of work hours is your own free time.

We are sure Congress is aware of instances where work emails are responded to outside of work hours or calls and texts pertaining to the business are responded to.

Protocols around the sending of emails need to be developed. Senders need to give consideration to the timing of communications. If messages are sent outside of normal working hours a statement needs to be attached tempering the expectation of an immediate response.

Staff should not be expected to attend online meetings on their breaks or outside of working hours. Everyone should have the right to turn off their mobile phone unless they are on call or an agreement has been made.

Essentially though, a right to switch off policy implemented by the employer would encourage and support employees to have a better work life balance. It would also attract and retain staff and avoid the dangers of burn out and stress. It could go hand in hand with other policies like work time legislation, annual and sick leave as well as other health and safety considerations.

We believe that in order to promote health and wellbeing, to reduce stress and enable us to enjoy life outside work, a right to disconnect must exist. We ask that through our recognised employers, GMB ensures that this right is negotiated or agreed to be ignored if there is an emergency.

## **C30 CITY OF LONDON BRANCH LONDON REGION**

### **94. DAY ONE PROTECTION FOR YOUNG WORKERS**

Congress notes that the New Deal for working people will give rights on day one in a job. This will benefit so many, otherwise, marginalised workers, in particular young workers. The banning of zero hours contracts and removal of age bands from the minimum wage will provide young workers with the security and certainty they need when entering the workplace.

In many workplaces the right to protection from unfair dismissal and to statutory redundancy pay only kicks in after being continuously employed for two years. This places young workers at a disadvantage to rights and protections afforded to them in the workplace.

In a report by the TUC in November 2023, during TUC’S Young workers Month 2023, it showed that employees aged between 16-24 are less likely to have built up two years continuous service in the same job, so are much more likely to miss out on key protections.

Young people are also much more likely to be on zero-hours contracts – which means they are ‘workers’ (without employee status) who miss out on essential rights – like the right to request flexible working or the right to return to the same job after maternity, adoption, paternity or shared parental leave.

Young women workers are hit harder with young Black Asian Minority Ethnic Workers are 12 times more likely to be on zero hours contract than white workers.



Congress notes that The New Deal for Working People, by the Labour Party, is to be commended, particularly in providing workplace protections and rights for young worker from day one in their job.

Congress is called upon to:

1. To continue to highlight the differences in protections afforded to young workers than other workers.
2. To continue to campaign to ban zero-hour contracts through highlighting and raising awareness of their unjust impact on young workers.

To continue working with young workers on campaigns such as for fair pay, banning unpaid internship, strengthening flexible working rights from day one and other issues which place young workers at a disadvantage in the workplace.

**E10 EALING BRANCH  
LONDON REGION**

**95. DEMAND FOR A 4 DAY WEEK**



This Congress notes that the trade union movement won the weekend and the eight-hour day. It won paid holidays and can win us the four-day week. The right to increased leisure time and decreased working hours was not handed to workers; we achieved it through organised workplace struggle.

Congress, we propose that GMB campaigns for a four-day, 32 hour working week with no loss of pay which would benefit workers, employers, the economy, our society, and our environment. It would improve productivity, recruitment and retention and a work life balance.

The successful campaign for the weekend and the 40-hour working week in the 1930s and 1940s was victorious because of the trade union movement and worker power.

We invented the weekend a century ago and are long overdue a reform to working hours. The UK has some of the longest working hours in Europe but also some of the lowest productivity rates, health, and wellbeing.

We are long overdue another major reduction in working time, but we can't rely on employers to make that change without pressure from the Trade Unions.

In essence, the 9-5, 5 day working week is outdated and no longer fit for purpose.

We ask Congress to build on the history of the movement for shorter working time through campaigning for a 4-day week.

This is about our lives, and choosing fully what we want to be doing with them. It will change our lives for the better, forever.

**C30 CITY OF LONDON BRANCH  
LONDON REGION**

**96. INTRODUCTION OF SPECIFIC GIG-ECONOMY MEMBER BENEFITS**

This congress moves to utilize the unions size and collective power to reduce the impact of falsely self-employed burdens on precarious workers.

Those disenfranchised from traditional forms of work are vulnerable to market risks and costs normally bore by the employer, they suffer hourly penalties for insurance, demand variance, theft risks, and vehicles operations & maintenance costs.

Congress should be aware that some couriers pay £1.5 per hour for hire and reward insurance, paying further surges on basic car insurance. A courier moped or pedal cycle is mandated by gig-companies to abandon their vehicles without secure storage for a minimum of 7 minutes per job exposing them further to the ever-present risk of theft and subsequent inability to provide for themselves and family.

There is no market available insurance for pedal cycle theft that is suitable for couriers conditions.

Congress resolves to utilize its collective nature to secure favourable rates for its members and empower them to reduce the looming threats and penalties of false self-employment.

**Y10 YORK GENERAL  
NORTH EAST, YORKSHIRE & HUMBER REGION**

**97. BRADFORD SCORING**

The Bradford factor is a specific type of absenteeism. It is adopted by many employers and effects many of our members. It is a mathematical application and does not take into account why an employee was absent from work.

The Bradford Factor is overly complicated and very often not understood by the managers that are applying it. Furthermore, it's applied objectively and quite often leads to direct discrimination as it does not account for an employee's mitigating circumstances such as menopause, disability and mental health. It penalises employees who have a genuine illness and is open to abuse by those applying it.

We are calling on all regions to campaign for the removal of this scoring system in workplaces where it effects our members.

### **D30 DURHAM AND TEESIDE GENERAL NORTH EAST, YORKSHIRE & HUMBER REGION**

#### **98. END NO STRIKE AGREEMENTS.**

We call on Congress to instruct the CEC to look to withdraw the GMB from any no Strike Agreement of which we are currently a part of.

The abuse of our members' right to strike must come to an end.

### **S08 – SOUTHSIDE GENERAL BRANCH NORTH EAST, YORKSHIRE & HUMBER REGION**

#### **99. LODGING AN ETI**

This Congress recognises that current legislation requires that an ETI for Employment Tribunal has to be lodged within 3 months less one day from the time of the incident/dismissal. Given the amount of people we support have English as a second language, it makes it difficult to explain the process and support through grievances, disciplinaries, etc. then to register with ACAS Early Conciliation, then on to completing an ETI. There are also long delays to have their cases assessed by UnionLine and that the courts themselves are backlogged.

We propose to lobby Labour MPs to extend to timeline of lodging ETIs to 6 months less one day, giving time for cases to be properly assessed before lodging an ETI and this may also help to spread the load for Tribunal courts.

### **K19 SOUTH LONDON GENERAL SOUTHERN REGION**

#### **100. DISCIPLINARY LIMITATION**

This Congress recognise that there is a Limitation Act 1990 that is applicable in England and Wales. Act provides timescale within which action may be taken for breaches of law. Example – breaches of ordinary contract are actionable for 6 years, to bring claim against employer is 3 months minus one day, contract entered into by way of Deed – 12 year. Although law is very clear about limitation in court system, it seems that internal disciplinary system and employers are above the law.

There are no time limits imposed by law for any form of disciplinary by employer. An employer can choose to discipline an employee for any reasons or even no reasons at all and it can do so at any time it wishes to do so. Conceptually employee can be disciplined for things they done months or years ago – even in different workplace.

Congress recognise that reps can argue that this sort of behaviour is unreasonable and later in the process judge can also say that employer was unreasonable, but this does not change the fact that employers do have the green light to put

employee through the process of disciplinary.

Congress understands that the law has to change and implement limitations on employer on how far back they can look before they decide to investigate and discipline worker.

### **M27 LB MERTON BRANCH SOUTHERN REGION**

#### **101. TRIBUNAL LIMITATION**

This Congress understands the need for time limits for submitting a tribunal claim. But 3 months minus one day is too short and some employers will exploit this.

We call upon the GMB union to campaign and lobby government to change the time limitation to at least 6 months minus one day for all claims to allow our members time to complete internal processes and prepare a comprehensive tribunal claim.

### **C11 CAMBRIDGE 2 BRANCH LONDON REGION**

#### **102. RESURRECTING EMPLOYMENT TRIBUNAL FEES**

Congress notes that this government proposes to reintroduce fees for employment tribunal claims. It was seven years ago that the Supreme court ruled unlawful, the previous charging fees to bring a case to the Employment tribunal.

On 29 January 2024, the Government introduced a consultation, where the Justice Minister is known to have said that the new charges will:

“ensure that users are paying towards the running costs of the tribunal and put their users on the same footing as users of other courts and tribunals who already pay fees”.

Congress notes that should this go through it will not only allow bad bosses to treat staff unfairly but also make it harder for workers to seek redress for discrimination, unfair dismissal and withheld wages.

Congress is called upon to:

1. Continue to fight to ensure that fees are not reintroduced for bringing a claim to the employment tribunal, regardless of how modest those fees may be.
2. To continue working alongside GMB member MPs, and other decision makers, to ensure that fees are not introduced in taking a claim to the employment tribunal.

### **E10 EALING BRANCH LONDON REGION**

**103. RIGHT TO STRIKE**

The right to strike is a fundamental British liberty that has been used in disputes by 1000's of workers not just in the UK but across the globe right throughout history.

In the last few years picket lines have become a common scene outside our workplaces and in our communities, we back all workers who feel they have had to take this measure not just on pay but also for their terms and conditions.

The Conservative government after messing up the economy now want to blame the worker and brought in MSL (minimum service level), and this act was forced through parliament in 2023.

We along with other trade union are already standing up to this draconian piece of legislation. We call on a new Labour Government to abolish this piece of legislation within in 100 days of being in government and hold them to account on this.

**N64 NORTH TYNE LA 1  
NORTH EAST, YORKSHIRE & HUMBER REGION****104. TRADE UNION AND EMPLOYMENT RIGHTS**

This Congress condemns the renewed attack on trade union rights including proposals to undermine industrial action in the Strikes (Minimum Service Levels) Bill and calls for the repeal of all anti-union laws.

Congress also condemns the fact that trade union rights could also be undermined by other legislation such as the Public Order Bill and the Retained EU Law Bill.

Congress believes that attacks on trade union rights and on employment rights more widely further demonstrates the case for the devolution of employment law.

Congress notes that the House of Lords voted to exclude Scotland from the Strikes (Minimum Service Levels) legislation, but this was overturned by the Tory majority in the House of Commons.

Congress also notes the letter to the UK parliamentary undersecretary of state from the Scottish Government cabinet secretary for well-being economy, fair work and energy reiterating opposition to the Bill and calling for its abandonment.

Congress further notes that devolution of employment law is the policy of the Labour Party in Scotland and Wales and supported by the current Scottish Parliament and Welsh Government.

Congress calls upon the General Council to oppose any new anti-trade union legislation and

campaign for the:

- i. repeal of all current anti-trade union legislation
- ii. devolution of employment law to Scotland & Wales
- iii. Labour government (if elected in the next two years) to repeal all anti-trade union laws within 12 months of gaining office.
- iv. introduction of a bill of rights providing positive employment and trade union rights – including strong rights to collectively bargain and to take strike action.

**C48 CARDIFF 1  
WALES & SOUTH WEST REGION****105. MINIMUM SERVICE LEVELS**

Congress notes that this Government introduced the Strikes (Minimum Service Levels) Act 2023 (MSL) to ensure that the public can continue to access services that they rely on during strike action.

Conference notes that the group of workers who are disproportionality impacted by this legalisation are Black Asian ethnic workers. The unfettered Right to strike is the corner stone of the Trade union movement. History has shown us that Black workers have been at the forefront of strike action, not only in sectors where the public continue to access services. Some of these strikes include the Bristol Bus strike, Grunwick dispute, Brunswick dispute, Chix Bubble Gum factory, Imperial Typewriters, Sky Chefs, NHS workers including cleaners, auxiliary staff and caterers at Medirest Ealing and Mitie at St Georges Hospital, Amazon Workers, etc.

Conference notes that people with protected characteristics, under the Equality Act 2010, are overrepresented in certain sectors. The imposition of levels of minimum services are likely to have a disproportionate and negative impact on the rights of black workers to participate in lawful industrial action.

The MSL will place a severe and unacceptable restrictions on the fundamental right of not only Black Asian ethnic workers, but all workers to take industrial action and defend their right pay and conditions. Conference notes that Black Asian ethnic workers will be disproportionately affected by this legislation.

The Covid pandemic clearly highlighted Black Asian ethnic workers at the forefront, having to continue to work in dire circumstances despite the lockdown restrictions. The consequences of this being Black Asian Ethnic workers being exposed

to long term health conditions and sadly loss of life. It was this group of workers, during this period, which held up the UK. This situation is akin to the MSL Act which sets out that the rights of workers must be balanced with the wider rights of the wider public. But at which group of workers costs?

We call upon Congress to:

1. Continue highlighting the disproportionate impact of the Minimum Services levels on Black, Asian, Minority, Ethnic workers.
2. To consider, if possible, a way of measuring the impact of the Minimum Service Levels on marginalised workers.
3. To consider working with supportive MPs to hold the government to account on the intersectional impact of the Minimum Service level on workers.
4. To try and produce, if possible, helpful guidance or other resources such as briefing notes to help support workers, particularly, for example on duties of a worker once a notice has been issued.

#### E10 EALING BRANCH LONDON REGION

### 106. MINIMAL SERVICE LEGISLATION ACT C16

This congress recognises the passing of the Strikes (Minimum Service Levels) Act, and takes seriously that which represents a further restriction on The Right to Strike and withdraw Labour.

The Minimum Service Legislation Act allows employers to issue a notice to unions setting out who is required to work during a strike. If the union fails to take steps, any strike is no longer legally "protected", meaning individual workers could be subject to dismissal, unions can be liable for damages, and it's likely employers could seek high-court injunctions against strikes in such circumstances.

This congress recognises that public services are not able to deliver safe staffing levels on any day, not because of strikes but because of years of underfunding.

We recognise that it is patients and workers who will continue to pay the price for the government's neglect of our public services.

This congress welcomes the motion passed at the 2023 TUC Congress that set out a fighting strategy to oppose the Tories' new anti-strike law, the Strikes (Minimum Service Levels) Act, which will initially prevent nearly 6 million UK workers in health, education, transport, fire and rescue, and other public services from taking full industrial action;

This strategy included the following points:-

- build coalitions of non-compliance and against further extensions of the act by creating an appropriate industrial response to defend workers' right to strike and protect any trade union attacked under this new law;
- coordinate demands on employers, devolved governments, mayors, fire authorities, local authorities, and other public bodies to refuse to issue 'work notices' under the act, which are discretionary and not mandatory, and will initiate and/or participate in national, local and regional demonstrations and lobbies of such employers in support of this demand.

Therefore, this Congress asks the GMB to call on the TUC and the union movement to carry out the strategy embodied in the motion passed at the 2023 TUC Congress, including the naming of the date for a national TUC demonstration against the Strikes (Minimum Service Levels) Act

#### S30 SHEFFIELD HEALTH BRANCH. NORTH EAST, YORKSHIRE & HUMBER REGION

## INDUSTRIAL & ECONOMIC POLICY: GENERAL

### 107. PROCUREMENT AGREEMENTS EP

This Congress agrees to revisit the government procurement regulations to make procurement favourable to manufacturing in Great Britain. This would send a correct message that Great Britain is a global manufacturing player and a viable option nationally instead of looking abroad. This would positively affect our economy and the working lives of our members.

#### R36 ROCESTER GENERAL BRANCH MIDLANDS REGION

### 108. AMAZON DISPUTE: ROLE OF THE CENTRAL ARBITRATION COMMITTEE C4

This Congress believes that the GMB dispute and recognition campaign at the companies BHX4 warehouse in Coventry has exposed the fact that the current legal procedure for union recognition is broken beyond repair. We believe that the provision for union recognition if a majority of the workforce joins a union has been shown to be so full of loopholes that in practice it does not exist.

It cannot be right that a company can create thousands of bogus jobs to flood a workplace with non-union members in order to block statutory recognition but that is exactly what Amazon were

allowed to do last year under the procedures presided over by the toothless Central Arbitration Committee. Instead of freezing the employee head count at the start of the recognition process, Amazon were given months to take on new workers (at a time of down-turn in demand and a cost of millions of pounds) simply to dilute the portion of GMB members in the total workforce. The fact a corporate giant like Amazon can buy their way out of union recognition shows that the CAC is simply not fit for purpose.

This Congress resolves to campaign for the next Labour Government to, as a matter of urgency, introduce a new recognition framework based on the following principles:

- Employer neutrality – the company cannot campaign against union recognition as it is a matter for the workers themselves.
- A statutory right of workers to time off to campaign for union recognition in the workplace in line with the provision of the ACAS code of practice that applies to recognised workplaces and union activities.
- A statutory Right of Access to the workplace for union organisers applicable to all companies irrespective of whether or not the union is recognised and not limited to the period of a recognition ballot.
- The proportion of the workforce in the union to trigger automatic recognition to be reduced to 40%.

## **A25 THE AMAZON WORKERS' BRANCH MIDLANDS REGION**

### **109. AMAZON AND PUBLIC PROCUREMENT**

This Congress notes that Amazon made £222 million from government and other public sector contracts in 2022. At the same time, Amazon refuses to recognise GMB union and has spent millions of pounds on union busting. We further note the commitment from Labour Party leader Keir Starmer at our 2023 Congress: "There is a framework for public procurement, at the heart of which is dignity and respect, and we expect to see unionised jobs and support unionised industries."

This Congress believes that it is wrong for public money to be paid out to companies that deliberately conspire to obstruct and deny workers' rights to union recognition. It cannot be right that workers who pay UK taxes see their money go to companies who refuse to sit down and negotiate with their trade unions.

We therefore resolve to campaign to commit the next Labour Government to:

- Outlaw public sector contracts being granted to companies that do not recognise trade unions.
- Ensure that this legislation applies to every part of a corporate empire so that for instance, Amazon Web Services Ltd would not be allowed to bid for public contracts if Amazon UK Services Ltd or any other arm of the entity refuse to recognise trade unions.

These commitments must form part of the Labour Party manifesto for the next general election. Only by doing this can we implement Keir Starmer's pledge to introduce a framework for public procurement of dignity, respect and unionised jobs.

## **A25 THE AMAZON WORKERS' BRANCH MIDLANDS REGION**

### **110. ENSURE ADMINISTRATORS COMPLY WITH EMPLOYMENT LAW DURING INSOLVENCY**

C5

This Congress calls on GMB to use their political influence to call on the government to ensure that when a company becomes insolvent, that the administrators ensure they comply with employment law. Administrators use their legal protection and liability protection to ignore parts of employment legislation during the first 14 days of taking charge of failing companies. We believe that every employee should have the right to be consulted on their redundancy, yet administrators do not follow this process.

We ask GMB to request their political allies to ensure that for an administration of an insolvent company to be only indemnified if they follow the relevant employment legislation when conducting their business. We believe this is fair and would have positively impacted on many of our members, such as those at Wilkinsons, if this had been in place.

## **B76 BRIERLEY HILL BRANCH MIDLANDS REGION**

### **111. MAKE SUMS TO BE POTENTIALLY PAID BY THE INSOLVENCY SERVICE FROM THE NATIONAL INSURANCE FUND EQUIVALENT TO A PRIORITY DEBT UNDER THE INSOLVENCY ACT 1986.**

C6

This Congress notes that the taxpayer is far too often left covering most of the cost of Statutory Redundancy Payments and Statutory Notice Pay Compensation in the event of administration and liquidation events as it is currently not given preferential creditor status.

This Congress believes that this should be changed so that the preservation of employment and associated reduction of the cost on the state are reduced as far as practically possible.

This Congress resolves that the GMB should alongside TUC and Labour Party colleagues where appropriate, develop and implement a strategy to promote the obligation on Insolvency Practitioners to preserve employment and reduce the potential cost to taxpayers as far as practically possible by making costs incurred by the National Insurance Fund equivalent to preferential creditor status in voting and consideration terms under the Insolvency Act.

#### **W47 WILKINSONS BRANCH SOUTHERN REGION**

### **112. CONFLICT OF INTEREST IN INSOLVENCY SITUATIONS**

This Congress notes that there is currently no provision in place for a major secured creditor in an insolvent organisation being appointed as an agent for the Insolvency Practitioner.

This Congress believes that this creates the opportunity for a creditor to call for an entity to be placed into an insolvency process in anticipation of potential fees to be received for services rendered in the insolvency process, at

minimal risk to themselves due to holding security over assets. Creating a very real perception of a potential conflict of interest, alongside a lack of faith from other creditors and stakeholders in the administration of the insolvency due to this.

This Congress resolves that the GMB should alongside TUC and Labour Party colleagues where appropriate, develop and implement a strategy to call for the regulation of the instances in which a major creditor can act as a paid agent or consultant of an Insolvency Practitioner, stipulating the need for competitive tendering or the regulation of fees to a market average schedule.

#### **W47 WILKINSONS BRANCH SOUTHERN REGION**

### **113. BETTER BUSINESS ACT**

This Congress requests the GMB to align itself and work with our political allies to support and meet the aims of the Better Business Act campaign. Work must be done towards updating the 2006 UK Companies Act so it is no longer an option to pursue profit at the expense of workers, communities and the environment.

The Better Business Act will aim to transform the way we do business so that every company takes ownership of its social and environmental impact,

The campaign will call on Government to amend the Companies Act to ensure businesses are legally responsible for benefiting workers, customers, communities and the environment while delivering profit. The interests of shareholders

will not be paramount in the wider interests of other stakeholders. Directors will be required to report on the balance between people and society, the planet and profit in a strategic report.

This Congress believes this policy will appeal to many of our members nationwide and in particular will resonate with our younger membership and young workers in general.

#### **S13 SOUTH EAST TRANSPORT BRANCH SOUTHERN REGION**

### **114. FIT AND PROPER CHECKS ON BUSINESS OWNERS**

Congress notes that it is inherent feature of Capitalism that some businesses succeed whilst others fail. Whilst there are many reasons why a business may fail, its unacceptable that Business should fail due to dubious business practices by the owner.

In too many cases like this, it's the employees who pay the price whilst owners prosper however we believe its time to stop rewarding those at the top who fail.

Just because something is legal, or at least not illegal, does not mean it is right and alongside any checks, failure to pass the checks should result in heavy punitive punishments.

We therefore call on Congress to support this motion to call on the Department for Business and Trade to introduce a stronger system of checks to ensure owners and directors are fit and proper. Such checks should take into account not only the legalities of business practices but also the morality and impact of how these people operate.

#### **Z22 SOUTH YORKSHIRE AND NORTH DERBYS BLMKS NORTH EAST, YORKSHIRE & HUMBER REGION**

### **115. THE IMPACT OF AI ON THE WORKFORCE**

This Congress calls on the development of a robust and in-depth analysis on the danger, threat and impact of AI to our union members. Across the country many corporations are introducing modern and advanced AI, they are telling shareholders and employees that this new technology will advance efficiency, increase profitability, and make employees' workday easier. What could possibly go wrong? Quite a few things. As a forward-thinking union, we need to develop a plan to tackle the elements of AI to ensure it is done fairly for our members and they do not suffer detriment. We need to have training in place and handy guides for our workplace reps to help them ensure the protections required for members are put in place by businesses.

#### **U11 – SCOTTISH GAS GMB SCOTLAND**

## 116. REGULATING AI TECHNOLOGY TO SAFEGUARD JOBS

C7

This Congress notes latest news releases where we see how AI technology can and probably will take over our jobs and society as we know it.

People like Elon Musk are advocating to make this happen making everyone retire from their skills relying on a machine to replace our everyday job. We must earn to live- the only people who will benefit are the rich and the middle classes as the working class become poorer and, in a society, where they no longer fit in.

We need to ensure that any AI system must never be allowed to replace jobs unless in the most dangerous of circumstances, allowing us to continue to work and earn an honest living. Technology is moving at speed and growing beyond our imagination. This will become out of control before we know it so regulations must be in place and a promise, they cannot replace us or our jobs.

AI systems must be regulated to need human control over them to avoid us to become a race that no longer exists. Therefore, we ask Congress to call for a change in the law to ensure that AI systems do not replace our workers jobs.

### B22 BRAINTREE & BOCKING BRANCH LONDON REGION

## 118. CONTROLLING ARTIFICIAL INTELLIGENCE

C7

This Congress notes many examples of artificial intelligence (AI) which have created unfair bias against women, people with disabilities and racial or ethnic minorities. No worker should face discrimination or unfairness resulting from the use of AI.

Union and worker involvement is key to harnessing this new revolution.

GMB needs to ensure that workers have a real say in how AI is used and introduced at work in order to protect workers' rights, privacy and ensure job security and dignity at work.

Furthermore, GMB is concerned at the absence of community and worker voices at the Global Summit on AI Safety held on 31 October 2023.

We call on:

- All GMB sectors to look at the impact of AI across their industries and ensure we are part of discussions on new collective agreements.
- GMB to work with government departments, TUC and other Unions to ensure that there is genuine and early active consultation in

all discussions around AI in respect of the allocation of work, algorithm setting, monitoring and surveillance, monitoring performance and productivity.

### G56 PROFESSIONAL DRIVERS BRANCH LONDON REGION

## INDUSTRIAL & ECONOMIC POLICY: PRIVATE SECTION

### 119. SUPPORT FOR MIDLANDS MANUFACTURING COMMITTEES CAMPAIGN FOR CHANGE

This Congress calls on GMB to rejuvenate manufacturing by supporting the campaign for change outlined by the Midland Manufacturing Committee. We wish GMB to provide financial support, use political influence, campaigning, connections within the media and relationships with employers to try and kickstart a new growth in manufacturing in the UK, providing better jobs for our members. The campaign for change calls for a UK manufacturing procurement agreement, layoffs and sickness to be paid at 80% of wages as per the job retention scheme, for apprenticeships to become mandatory 10% of the workforce at manufacturing workplaces, manufacturing to become part of the education system, government to invest in UK hydrogen infrastructure, all temporary employees to be given a full time contract after 12 months of service and industrial voices to be acknowledged and add value to the credibility of GMB in the workplace. We believe that this is the sound strategy that GMB should adopt nationally as a foundation to rejuvenate UK manufacturing and call on GMB to do so.

### B76 BRIERLEY HILL BRANCH MIDLANDS REGION

## 120. FACTORY SHOPS & LOCAL OUTLETS

This Congress believes that the pottery industry has suffered over the years due to the decline of the industry and bad management. The industry had a fight and is still fighting against the back stamping issue that ruined a lot of our factories.

Now we are facing a new challenge that not only can affect our industry but our city as well. Ceramic employers are having work outsourced but not only are they having it done cheaply overseas but they are selling it in our city with products saying made in Indonesia and made in China on the ware in their local factory shops and our local tourist attractions where people come from far and wide to get an experience of the pottery industry. The industry is struggling and our members are working hard to produce ware that is made in Stoke on Trent, Staffordshire & England for

it to be shipped out.

The employer having cheap imports displayed in shops when the products sold in local shops should be made in England is not only disrespectful to employees but to the city of Stoke on Trent's heritage.

Congress, we need to campaign, we need the political parties to take this up and fight against this disgraceful act by the employer and make everyone aware.

Congress please support.

## **S75 STOKE UNITY BRANCH MIDLANDS REGION**

### **121. BUILD THE FSSS IN THE UK**



We are angry and dismayed by the continuing delays to the building of the new Fleet Solid Support Ships.

These ships are essential to allow the Royal Navy operations to continue and a vital part in the security and defence of the UK and to create/retain a large number of jobs.

Congress calls on the government to fulfil its duty of ensuring the safety of the Country by expediting the building of the FSSS.

However, in calling for this this we currently have no confidence in this Tory government to do anything. We therefore call on the GMB to hold the next Labour Government to fulfil the Labour Party promise to having government contracts carried out by UK firms, by workers in the UK.

## **Z22 SOUTH YORKSHIRE AND NORTH DERBYS BLMKS NORTH EAST, YORKSHIRE & HUMBER REGION**

### **122. FMSP & NSIGN (NAVAL SUPPORT INTEGRATED GLOBAL NETWORK)**

This Congress notes with concern the Tory Government's strategy on future Royal Navy Warship Support maintenance/upkeep contracts, namely "NSIGN", which is due to supersede the current FMSP "Fleet Maintenance Support Program". The Ministry of Defence has indicated that they believe there is more room for cost savings within the workforce.

Congress believes that where contracts have been broken up in the past, this causes outsourcing of workers (often including the only areas where we have good representation of women workers), a reduction in trade union bargaining groups, redundancy, cuts to quality of pension provisions, and general worsening of terms and conditions.

The more contracts are broken up, the more

the collaboration risk with no "line of sight" across multiple contractors creating efficacy. Resource across every sector within the country is currently at a premium, and with the introduction of disaggregated contacts, the sector risks developing into a boom-and-bust environment with highly skilled employees leaving the sector. Our members understand that availability to deliver requires working together and are keen for true joined up enterprise, bringing social value.

Breaking-up contracts is not in the best interests of the Royal Navy or trade union members and is a false economy of the MOD.

Outsourcing is fundamentally an attack on workers deemed to be "non-core business" but whom the CSEU believe to be essential workers and who often include many women and minorities, whilst all the while the employers in our industries are profitable and awash with cash.

NSIGN needs to be fundamentally rethought out and this Congress calls on the GMB to lobby and campaign cross party for this to happen.

## **DEVONPORT D19 BRANCH WALES & SOUTH WEST REGION**

### **123. FEASIBILITY/SCOPING STUDY INTO THE REGULATION OF POSTAL/DELIVERY SERVICES**

This Congress is called upon to support the government in a feasibility/scoping study into the potential standardisation and unification of postal/delivery services across the UK, integrated within and supported by a regulatory framework.

There have been many customer complaints regarding delivery services to homes and businesses in recent times, as well as over several years, that have gained the attention of the media and Members of Parliament. Serious concerns from the workers in such industries regarding working conditions also remain.

The four main components of the feasibility/scoping study must include: -

- Reliability
  - Reach
  - Resilience
  - Remuneration and conditions for workers
- The study will seek to ensure successful and sustainable support for all workers in the industry, helping to deliver fair remuneration and safe working conditions across the many sites within the UK.

This study seeks to bring together all the relevant



parties, including the Royal Mail and prominent UK parcel carriers to examine the detail/establish the issues and reach a progressive consensus on the way forward. The study needs to result in workable solutions and improved standards that ensure both customer and workforce requirements are met.

This feasibility/scoping study seeks to address two areas, 1) delivery of a quality service for the public/businesses and 2) protection for the workforce, both in terms of remuneration and safety in the workplace.

**P42 PROFESSIONAL DRIVERS BRANCH  
MIDLANDS REGION**

**124. CHARTING A JUST TRANSITION FOR MARITIME PROFESSIONALS**

Congress believes that the transition to a net-zero carbon future must be a ‘just transition’ that not only tackles emerging environmental issues but also confronts systemic injustices within the world of work.

Congress believes the transition must be ambitious, timely, democratic, safe, equitable, diverse, funded, and thus “just.” It must future proof skills and training for workers, secure workplace safety and protect and enhance pay and working conditions.

Congress understands that in shipping industry achieving net-zero by 2050 will require innovative technologies and the use of alternative fuels, having significant impact on those working in the industry.

Therefore, Congress calls on:

- i. the government to future proof skills and training of maritime professionals by ensuring skills and training are fully accessible and fully funded.
- ii. employers to secure safety at sea through consultation with trade unions in the procurement and design of new vessels.
- iii. the government to work with other member states at the International Maritime Organisation (IMO) for regulations for the implementation and use of alternative fuels.
- iv. the government to establish a financial safety fund, to support those who cannot make the transition, like the ‘Kolenfonds’ in the Netherlands
- v. employers working in offshore renewable energy to engage in collective bargaining processes with trade union Svi. government to prioritise offshore renewable energy contracts to shipowners utilising the UK Ship

register.

**F23 FALMOUTH UNIVERSITY  
WALES & SOUTH WEST REGION**

**125. OFWAT TO CONTROL WATER COMPANIES CEO’S BONUSES IN LINE WITH PERFORMANCE**



This congress recognises that access to clean and reliable water is a fundamental necessity for communities, and the provision of water services is a critical responsibility carried out by water companies.

Concerns have been raised regarding the performance of certain water companies, reflecting inadequacies in service delivery and potential negative impacts on consumers and GMB Members.

This congress recognises the need for accountability and responsible corporate governance in the water industry, especially in instances where performance has been deemed unacceptable.

This congress calls upon OFWAT to establish measures ensuring that executives of water companies are not in receipt of disproportionately large bonuses, particularly when the overall performance of the company is deemed unacceptable by OFWAT.

This Congress also asks for the CEC National Private committee to campaign for OFWAT to engage in a comprehensive assessment of the performance of water companies, considering factors such as service quality, customer satisfaction, and adherence to regulatory standards, before approving any executive bonuses or stakeholder’s rewards.

To conclude, this congress highlights the importance of transparent and accountable practices within the water industry, to ensure that consumer interests are prioritized, and bonuses are aligned with overall performance of the water company.

**W71  
WALES & SOUTH WEST REGION**

**126. A NEW REGULATORY BODY FOR THE WATER INDUSTRY**

This Congress calls on the GMB to start a campaign/ action for the Government to set up a new regulatory body to oversee the Water Companies because we believe that the present system has been fairing for years and is no longer fit for purpose.

Congress notes that the failings of the financial status of Thames Water has been alluded to into

an almost unworkable situation with financial instability.

Thames Water continues to employ senior staff on huge salaries the most recent example being Thames Water's new CEO Chris Weston who will be paid £850,000 in basic salary with a pension allowance of 12% and a potential bonus of 150% a package worth over £1.3 million.

We call upon Congress to fight for a new regulatory body to be set up. This call for action not only affects the 8,000 GMB members in the water sector but also affects all the UK.

### **E15 THAMES GENERAL BRANCH LONDON REGION**

#### **127. WATER INDUSTRY SALARIES & BONUSES**

**C8**

During the last year our Water Industry CEO's have been receiving huge salaries and bonuses at the expense of our normal working employees who have to forfeit a decent cost of living pay rise year on year. This has been going on for far too many years within the water industry.

Within the water industry more and more employees are struggling with the ever-increasing cost of living and we hear stories of members having to use food banks as a source of looking after their families.

This Congress Calls on the government and OFWAT to make these Water Company CEO's more accountable and to impose more tightly controlled salaries and bonuses in reference to how the company performs.

### **BRISTOL WATER & DISTRICT BRANCH WALES & SOUTH WEST REGION**

#### **128. BELL TO BELL WORKING**

This Branch calls on Congress to support a detailed report into the abuse of Bell to Bell working in the hotel and catering industry. We ask Congress to agree that all workers should be paid from when they work and should not be mandated to arrive at work early to prepare for work and to leave any later than when their shift ends unless being paid for any additional time.

The small amount of unpaid time accumulates, and over a period of time mounts up and encroaches on the worker's personal unpaid time. The practice, we believe, may be widespread in the industry, but we ask that a full report is undertaken nationally by the GMB to present these findings as the basis of a campaign against this abuse which has gone on unabated far too long.

### **P05 HOTELS AND CATERING BRANCH LONDON REGION**

#### **129. RE-NATIONALISATION OF THE BUS INDUSTRY**

This Congress. Aberdare branch at Stagecoach Aberdare call to place a motion to congress to re-nationalise the bus industry. During the time of commercialism and de-regulation there has been a drastic cut to rural and inter urban bus services, particularly in Wales. These cuts severely interfere with members plans of getting to and from their workplaces, this in turn forces them to spend high percentages of low wages on cars and fuel to run the car which also has a detrimental environmental impact by increasing each and every member's carbon footprint.

We feel it is time these services were reinstated and re-nationalised so that they can be run as a service industry to support the public not feed the members of the executive boards already heavily lined pockets.

The re-nationalisation could also see a nationally negotiated set of terms and conditions of employment for each sector of the industry bringing fairness and equality across the board.

### **ABERDARE A 17 BRANCH SOUTHERN REGION**

#### **130. BRING OUR SECURITY SERVICES INTO PUBLIC CONTROL**

This Congress notes that bringing our security services into public control would ensure greater transparency and accountability.

Public control of our security services would enable the implementation of stricter regulations and oversight mechanisms. By placing these essential institutions under public scrutiny, we can foster a culture of transparency, making it easier to identify and rectify any potential abuses of power or misconduct.

This increased accountability would not only enhance public trust in our security services but also serve as a deterrent for any individuals who may be tempted to engage in unlawful or unethical behaviour.

Ultimately, by bringing our security services under public control, we can strive towards a safer and more just society for all.

We call on Congress to:

1. Explore the potential benefits of implementing stricter regulations and oversight mechanisms for security services, such as increased transparency and accountability.
2. Examine how placing the security sector under public control can help identify and

rectify abuses of power or misconduct within the security sector. This increased accountability would enhance public trust in security services.

**X19 CAMDEN APEX BRANCH  
LONDON REGION**

**131. GMB SAFEGUARD CAMPAIGN**

This conference notes that back in 2010 GMB launched SafeGuard Campaign and Charter for security workers. This was the direct result of the significantly increased levels of verbal abuse (and, often, violent physical assaults) that these workers have either seen, dealt with or been subjected to on a personal level.

Over 14 years later things have got worst with not just security workers being verbally abused and physically assaulted (which has increased) but many other frontline workers from those working for the NHS to School support staff and those working in the retail sector.

Many employers and their clients are more concerned about our members completing paperwork first before seeking medical attention and are not financially supporting our members. This conference calls upon GMB Union to take the following action.

- 1) To update and relaunch the SafeGuard Campaign and Charter across the whole of GMB Union to protect all our members.
- 2) Encourage all employers both in private and public sectors to sign up to the Charter (including clients of employers within the private sector).
- 3) To get the Labour Party to back and adopt our SafeGuard Campaign and Charter to protect workers.
- 4) Get the current government to take tougher action on those who have verbally abused and physically assaulted our members and frontline workers.

**G36 SECURITY  
SOUTHERN REGION**

**132. FIGHT FOR IMMEDIATE IMPROVEMENT IN WORKERS' PAY AND CONDITIONS**



This Congress notes that is crucial to fight for immediate improvement in workers' pay and conditions. It is crucial to advocate for fair treatment and a living wage.

The security sector should not be exempt from these efforts.

All workers, regardless of the industry they are in, deserve to be treated fairly and compensated adequately for their labour. This includes those in the security sector, who often face demanding and high-risk situations while protecting the safety of others.

By advocating for immediate improvement in workers' pay and conditions within the security sector, we can ensure that these individuals are not left behind in the fight for fair treatment and a living wage.

By neglecting fair treatment and a living wage for security sector workers, we not only undermine their rights and dignity but also compromise the overall effectiveness of their work.

These dedicated individuals play a vital role in safeguarding our communities and maintaining social order. It is our responsibility to recognise their contributions and provide them with proper compensation and working conditions that reflect the challenges and risks they face daily. Only by prioritising fairness and equity in all industries, including the security sector, can we truly build a just and inclusive society.

We call on Congress to:

1. Recognise the vital role security sector workers play in safeguarding our communities and maintaining social order and campaign for a real living wage.
2. Recognise the impact of inadequate compensation and working conditions on the effectiveness and morale of security sector workers.
3. Explore the ethical implications of compromising the rights, dignity, and well-being of security sector workers.

**X19 CAMDEN APEX BRANCH  
LONDON REGION**

**133. SECURE JOBS AND BETTER PAY**

Congress notes that the government does not provide as much support to the security sector where we have GMB members. Notwithstanding this, security personnel fulfil an indispensable function in upholding public safety and safeguarding valuable resources. It is discouraging to observe the lack of acknowledgement and appreciation for their diligent effort and commitment. As with any other essential worker, they are entitled to fair pay, improved working conditions, and equivalent acknowledgement in recognition of their immeasurable contributions to our society.

It is critical to recognise the psychological and physical strain that can accompany the responsibilities of a security officer. These individuals frequently put in extended periods of labour, including nights, weekends, and holidays, to guarantee the security and protection of others.

They maintain an ever-vigilant stance and are prepared to address emergencies and potential dangers. However, despite the arduous demands of their occupation, security officers are frequently granted inadequate benefits and restricted avenues for professional growth. The absence of adequate support and acknowledgement has a detrimental impact on both the morale of personnel and the overall efficiency of the security sector.

The security sector plays a crucial role in safeguarding our communities, businesses, and infrastructure. However, it has long been undervalued and underfunded, resulting in low wages and poor working conditions for security personnel.

We call on Congress to work with employers to raise the pay of security workers to at least £15 per hour and guarantee that it corresponds with the degree of accountability and peril inherent in their occupational responsibilities.

Enhancing benefit programmes and providing avenues for career progression would not only serve as a magnet for more competent candidates entering the security sector but also motivate existing officers to remain in their positions and achieve exceptional performance.

We need to acknowledge and value the contributions to society made by security personnel to enhance their morale and job satisfaction.

#### **X19 CAMDEN APEX BRANCH LONDON REGION**

#### **134. UNPAID ON-SITE WORKING HOURS**

This Congress recognises the extra on-site hours in the Private Sector not being paid to employees. Large amounts of our members working in warehouses, airports and distribution centres on zero hours contracts are expected to arrive on-site at least 15 minutes early allowing time to go through security validation points. Our members are not being paid for this time requirement which results in unlawful deduction of wages due to unrecognised extra hours. Congress it's time we stand together and put pressure on the new Government to pass a Bill supporting the payment of arriving early to our workplaces.

#### **S71 STANSTED BRANCH LONDON REGION**

#### **135. TAXI AND PRIVATE HIRE DRIVERS TO PASS AN ADDITIONAL DRIVING TEST**

This Congress is aware of the falling standard of driving right across the country.

Bus, Lorry, Taxi and Private Hire Drivers are all classed by Local Authorities and the judiciary as Professional Drivers.

Bus and Lorry drivers must take a specific test and up until a few years ago Taxi drivers in London had to pass a separate driving test.

Raising safety standards for both driver and travelling passengers must be seen as a priority so we are calling for a level playing field across all professional drivers.

#### **G56 PROFESSIONAL DRIVERS BRANCH LONDON REGION**

#### **136. MEDICAL TIMELINE**

This Congress demands action for its Taxi and Private hire drivers. Many drivers have been left in limbo after an illness that has prevented them from working.

However once passed fit by their doctor, licencing authorities can take months to allow our driver members back to work.

We must work with our GMB Assembly Members, Councillors and MPs to put in place safeguards that would allow driver members back to work at the earliest opportunity.

#### **G56 PROFESSIONAL DRIVERS BRANCH LONDON REGION**

#### **137. JUST NOT GOOD ENOUGH**

This Congress is appalled that our Taxi and Private Hire Driver Members are being treated as a number and not as human beings, with due respect.

Local Authorities across the country demand responses to their threatening letters, with seven or fourteen days but can take months to reply to driver responses, which could lead to loss of earnings with no compensation to the driver. We demand that Local Authorities across the country, should as a minimum respond back to our driver members within fourteen days of the receipt of the driver's response.

We must work with our GMB Assembly Members, Councillors and MPs to put in place safeguards that would allow driver members back to work at the earliest opportunity.

#### **G56 PROFESSIONAL DRIVERS BRANCH LONDON REGION**

### 138. HOLIDAY FROM HELL FOR TAXI AND PRIVATE HIRE DRIVERS

This Congress to address the difficulties encountered by taxi and private hire drivers, particularly when they are out of the country for periods exceeding three months, including extended holiday breaks. A specific concern is the mandated requirement by certain licensing authorities for drivers or individuals to provide a certificate of good character during the application and renewal process for licenses, such as Taxi, Private Hire, or Operator licenses.

This rule is unjust, and it singles out and affects specific drivers in our country, including those from the global majority. Moreover, getting the necessary certification can be tough, costly, left out of work and, in some cases, even risky.

We demand a policy that upholds fairness and balance, refraining from singling out particular groups within our community. We should avoid having policies that use safety as an excuse for discrimination or creating unnecessary hardships, particularly for individuals who may be less privileged workers in our society.

#### S37 SOUTHAMPTON BRANCH SOUTHERN REGION

### 139. EXTORTIONATE STAFF CAR PARK CHARGES AT HEATHROW AIRPORT

This Congress notes that on 14 December 2023; one week before Christmas, GMB members were informed by Heathrow Airport that staff car park charges would be going up from £27.28 to £81.05 from 1 January 2024.

With only 2 weeks' notice, this is an extortionate rise of 198% to GMB members, especially those low-paid airport staff struggling to make ends meet due to the high cost of living; food inflation, energy bill rises, and the daily ULEZ charge – an additional cost to handle.

- Heathrow Airport admit that the decision was not profit-based, and lay blame on the Civil Aviation Authority imposing the increased charges.
- The CAA's own regulations state that months of consultation, and notification of changes, are required before implementation. We have seen no evidence of this from any of our contacts.

We call on GMB to get local MPs, Sadiq Khan, and Government to step in and support low paid workers as Heathrow (SP) Limited made £1.344 billion in profit up till 30 September 2023.

We feel that it is these low-paid workers coming to work at all hours, from across London and the wider

South-East, that keep the airport running efficiently and help create this profit, and thus their treatment by such a lucrative business is appalling.

#### A37 AVIATION SECURITY BRANCH LONDON REGION

### 140. CASH IS KING

This congress believes that businesses across the country should except cash. There is a growing trend for many to only take cards and this should end. Card spending encourages people to spend more than they intend and also marginalises those without a debit card.

We call upon Congress to mount a campaign against this trend and gather support from the TUC and Government.

#### A55 WALES & SOUTH WEST REGION

---

## INDUSTRIAL & ECONOMIC POLICY: PUBLIC SECTION

### 141. OFSTED INSPECTIONS DIFFICULTIES

This Congress calls on the GMB to campaign for a better way of completing Ofsted inspections.

Ofsted inspections don't just happen in schools, they affect other Public Services. There is never a best time to hold an inspection, but they don't do them in August due to holidays. However, there is no consideration regarding one of the most difficult times of year for vulnerable people and the busiest time for service providers. This period is December.

Other problems arising from Ofsted is the effect it has on those who are being inspected. Members who already suffer from anxiety, stress, depression and are over worked are put under further pressure during the 3 weeks of inspection and can lead to staff feeling or trying to commit suicide.

We ask Congress to campaign for a better way to complete the inspections with more thought around the people they are dealing with.

#### A08 TAMESIDE BRANCH NORTH WEST & IRISH REGION

### 142. SCHOOL MEALS – ARE OUR CHILDREN GETTING A FAIR DEAL?

This Congress calls on the GMB to make sure school kitchens are safe and staff receive fair pay.

For years GMB Union have campaigned for free

school meals. Eventually it took a footballer to make that change happen.

We are now stuck with a different problem that very few people are recognising. These problems are due to the privatisation of school meals.

The health and safety of kitchen staff and those they serve are not always recorded. Kitchen staff have been cut, leading to them rushing around to get meals out in time and cleaning the kitchen. This has caused slips, trips, falls and ultimately mental ill health. Cooks often working over and above their paid time and don't get overtime.

The ability for a school or a provider to change ends up with our members having very little consultation, Unions not being informed of the transfer and worst of all changes to their terms & conditions which affects their pay.

Lastly, the provision of food in some cases is poor quality and can go off within 24 hours of delivery. For example, on the day of delivery it looks fit to eat, next day when taken out of the fridge it isn't fit for use.

We ask Congress to look into the situation and help us to ensure our school kitchens are safe, staff given fair pay and have the time and capacity to run a kitchen to be proud of.

#### **A08 TAMESIDE BRANCH NORTH WEST & IRISH REGION**

##### **143. NO TO PRIVATISATION OF SCHOOL KITCHENS**

Number 5 on Sir Keir Starmer's 'My Pledges to You' read "Public services should be in public hands, not making profits for shareholders. Support common ownership of rail, mail, energy and water; end outsourcing of NHS, local government and justice systems.

Yet in my own borough a Labour Council with 2 Labour MP's outsourced (attempting) our much loved School Kitchens.

This we know will leave our members over time worse off and our children with less on their plates. We ask that any attack on outsourcing on any of the sectors Sir Keir mentioned on his pledges, is met with the full force of the GMB nationally and we hold the Labour leader to account for our members being worse off in their terms and conditions.

#### **N64 NORTH TYNE LA 1 NORTH EAST, YORKSHIRE & HUMBER REGION**

##### **144. TACKLING ABUSE OF SCHOOL SUPPORT STAFF**

This Congress agrees to note the agreement that

has been struck between staff and management at Oasis Academy on the Isle of Sheppey following three days of strike action.

An agreement has been reached to tackle unacceptable behaviour, including physical and verbal assaults.

The Academy have agreed to provide £500,000 for additional behaviour specialist staff, a minimum of 5 days' exclusion for assaults and threats against staff and a joint, ongoing safety working group between the unions and the trust.

Many GMB members dread entering their schools every morning fearing physical and verbal assaults from pupils. They love their jobs but not the abuse that they receive.

When they complain, as often as not, they are told that it is part of the job.

School managers tell them that they have a duty of care to the children but forget that they have a duty of care to their staff too.

We call upon the CEC to formulate a Schools Zero Tolerance strategy that can be adopted by regions which would include draft agreements to be agreed at schools, academy chains and trusts.

The strategy could be used as a necessary and effective tool for campaigning and organising in schools.

#### **B06 – GMB CAMPAIGNING BRANCH NORTH EAST, YORKSHIRE & HUMBER REGION**

##### **145. FAIR DEALS FOR RUN DOWN STATE SCHOOLS**

This Congress recommends that school buildings, which were given a 30 year design life in the 1950s through to 1970s, should be systematically replaced.

Recent structural issues about RAAC and HAC concrete failures amount to insurmountable critical structural problems from buildings that are unsustainable, costly to run and maintain and were never meant to exceed their design life, due to their low cost economical forms of 'short life' construction.

Following the post war baby boom the need for more and more school buildings, led to more demanding events, including the ROSLA (Raising Of School Leaving Age), which meant more short life economical facilities needed to be constructed. This was followed by the costly imposition of asbestos in schools, HAAC etc. Leaking temporary (modular) classrooms have replaced contemporary school buildings apparently indefinitely.

Recent escalations in school defects have left many state schools unfit for the purpose they were designed. Children wearing gloved hands and shivering while at school, as unearthed by the BBC Panorama programme on Tuesday 23rd January this year, in this wealthy country can only be seen as totally unacceptable.

I move.

## **W27 TOLPUDDLE BRANCH SOUTHERN REGION**

### **146. ENDING 39 WEEK CONTRACTS FOR SCHOOL SUPPORT STAFF**

This Congress supports school support staff. The Green Book which sets out the NJC Terms & Conditions states "Term Time Only working (TTO) can help attract and retain employees with children of school age or with carer responsibilities who might otherwise be unable to work."

This is clearly out of date and does not reflect that TTO workers are a highly skilled and valuable asset to any school and who would be employable in other organisations and businesses.

It points to TTO being the compromise that must be made if you have children or caring responsibilities and fails to acknowledge the reality that there are plenty of Employers who have flexible working arrangements for their employees who have children, or are a carer, and they do not have to lose 8 weeks' pay a year because of this.

This injustice means that many school support staff do not have any entitlement to any benefits during the 8 weeks that are unpaid as they are paid over a 52-week period.

As school support staff receive no pay for 8 weeks of the year, this pushes many of them below the National Living Wage (NLW) as an hourly rate over 52 weeks. It is not the fault of support staff that schools close and it's impossible for them to get another job during the holiday period.

This is a large group, of predominantly female workers, who are suffering because of term time only pay. Teachers and site staff, both of which generally have higher numbers of male workers, are on 52-week contracts.

The 39-week contract also works against women in terms of sick pay and maternity pay and although there was a commitment years ago to look at this nothing has happened. Many school support staff who are sick in the closure periods never get back the annual leave or get properly paid sick pay. We believe school support staff should also be on 52-week contracts.

These outdated and unfair Terms and Conditions, which disadvantage predominantly women

workers, need changing, and we urge GMB to get behind this motion in the hope of being able to influence an incoming Labour Government.

## **C35 ESSEX PUBLIC SERVICES BRANCH LONDON REGION**

### **147. NATIONAL SEND CAMPAIGN**

We are calling on congress to adopt a national SEND (special educational needs and disability) Campaign.

Currently, in Leeds and Leicester we have SEND campaigns.

The aims of our campaign in Leeds:

- Safe Staffing Levels
- Evaluate for fair pay
- Nurture our future
- Develop our people

We feel, in Leeds; that these four aims address some major issues within education. Not just in Leeds and our region, but nationwide too. Due to a positive societal awareness about learning difficulties, there has been a considerable increase in demand of parents wanting their child to have an EHCP and specialist provision, to deliver the best tailored education that's appropriate for their child. Also, due to Austerity, and lack of government investment into the future of our country, we have seen an adverse effect on pupils' behaviour within both specialist settings and mainstream schools.

Schools are facing massive staffing shortages, whether it's staff that are off work due to mental exhaustion, or staff leaving the profession because of the issues listed above, the pupils suffer as a result of this. GMB members blame themselves for this and it is definitely not their problem.

The employer's side of the NJC have rejected GMB's request to re-evaluate job profiles nationally, consecutively, for years. In Leeds a level 1 job description doesn't state working with SEND. In a level 2's it specifically states working with SEND. Level 1 TA's are being asked to work with SEND pupils even though it doesn't state this in their JD. In Leeds we want to terminate the level 1 JD and move everybody up to a level 2. We have recently surveyed our members in Leeds and 80% of level 1 TA's are working with SEND pupils on a regular basis.

47% of our members in schools in Leeds have stated that after undertaking training to manage behaviour, they don't feel confident in dealing with physical interventions. We feel this is because the training that is delivered is generic and not based on an individual pupil basis.

L10 Branch strongly believe that it is also unjust that teachers (as per the burgundy book) are entitled to a SEN allowance. HLTA's and Level 3 Cover supervisors also teach SEND pupils and do not get this allowance. Level 1's either support or do interventions with SEND pupils. We strongly believe all TA's working with SEND pupils should be entitled to a SEND allowance.

Our SEND campaign in Leeds has linked with another campaign called SEND reform. SEND reform are parents of SEND children who are stuck in the process of getting an EHCP and are campaigning to rectify the situation. SEND reform support our aims with our campaign, and we support there aims too. We feel this is very positive as both families and workers of/in schools are aligned. Definitive proof of the previous issues this motion states.

### **L10 LEEDS SCHOOL SUPPORT STAFF NORTH EAST, YORKSHIRE & HUMBER REGION**

#### **148. SUPPORT STAFF WORKING WITH SEND CHILDREN**



Congress, this branch notes that School support staff are increasingly being asked to support children with complex additional needs in mainstream classrooms, however they are either not given the training they need to support these children in an educational setting or are being asked to "babysit" the children outside of the classroom.

Support staff are going off sick with workplace stress due to increasing workload, physically challenging children and not being supported by the Senco and Head teacher. They are often told to just get on with or that they are there for the needs of the children.

This branch wants to see a clearer job description for those working with SEN children and a better support plan to enable them to educate the children while having all the training they need, not to fight for it.

### **L16 LB GREENWICH BRANCH SOUTHERN REGION**

#### **149. SPECIAL EDUCATIONAL NEEDS TEACHING ASSISTANTS**



This Congress notes that all teaching assistants (TAs) undertake essential roles delivering the education of our children.

Teaching assistants working with pupils with additional needs are subject to extra responsibilities and carry out a role with particular challenges. They are more likely to deal with challenging behaviour. They are more likely to carry out lone working and must adapt learning to the

child's needs. They are expected to attend review meetings and work closely with specialists.

There has been a significant increase in pupils with Special Educational Needs (SEN) in mainstream schools, where staff supporting these pupils are not given the necessary training, support, or recognition. Mainstream schools do not have enough understanding of children with SEN, which negatively impacts TAs who work with these children. This work is predominantly done by women. Job descriptions and job evaluations for these roles have not kept up to date with the changes and these workers are under-valued and under-paid.

A lack of funding has resulted in schools not acknowledging these additional responsibilities to save on budgets.

GMB should be at the forefront of arguing for improvements in pay and conditions of these workers.

This congress calls on the union to consult with teaching assistants supporting pupils with additional needs about the best way to ensure their work is properly valued and rewarded.

GMB should campaign for awareness of special educational needs, the difference in job roles for teaching assistants and the challenges these staff face daily. GMB must also campaign to ensure job roles and evaluations for these workers are up to date and evaluated using an equality proofed job evaluation scheme. GMB should also campaign for improved training and support, funding, counselling, and other support for the well-being of these staff.

### **C60 CROYDON BRANCH SOUTHERN REGION**

#### **150. THE NHS: A PERILOUS CAREER**

This Congress notes in December 2021 within the NHS guidelines which were drawn up to protect staff working during Covid-19.

These guiding principles have extended beyond the stresses of the pandemic and exposing that which we all knew; that the NHS was in trouble well before Covid.

The principles protect staff from being able to work in situations where they cannot practice, adhering to their Professional regulators, NMC and HCPC to name two. Staff were protected in using their professional judgment during this time.

We were informed at this time in 2021, that this was in full support of these professional regulators. There is no further guidance after this. The NHS is struggling, and staff are anxious.



Our members are still using their professional judgement even now because the Tory government have the NHS on its knees.

Are the professional regulators still recognising these guidelines?

We as Union reps will probably be the first to know.

We call on Congress to protect our members by seeking clarity on how broadly these guidelines are being recognised within the practicalities of the current workplace.

We ask Congress to examine their own places of work and the balance of safety versus productivity.

We call upon GMB as a union to increase the training available to support their stewards during these convoluted and perplexing times.

#### **G89 – GLASGOW NE AND SW HEALTH SERVICE GMB SCOTLAND**

#### **151. BETTER TRAINING FOR HOSPITAL CONSULTANTS AND STAFF WHEN TREATING PATIENTS WITH SEVERE ME/CFS OR SEVERE LONG COVID**

Congress notes that when well-known/ famous people suffering from these conditions die in hospital because Consultants, Doctors and Nurses do not know how to treat them appropriately and effectively, it can make headline news in newspapers and the media ('His decline shows Covid can kill long after the virus has gone', Sunday Times 7.1.24). However, many more "ordinary people" suffering from these conditions experience the same fate.

It is therefore necessary to urge the NHS to arrange for hospital Consultants, Doctors and Nurses to update their knowledge on how to treat patients suffering from severe post-viral fatigue syndrome such as ME/CFS (Myalgic Encephalomyelitis/ Chronic Fatigue Syndrome) or severe Long Covid - these conditions are very similar. NICE Guidelines on ME/CFS have been revised and updated in 2021.

Covid 19 infections can result in organ damage affecting the heart, lungs, kidneys, skin and brain, as well as causing inflammation and problems with the immune system, apart from cognitive impairments and other mental problems. NHS information on Long Covid is readily available on the Internet.

We urge GMB to put pressure on the NHS to deal with this situation and arrange for Hospital Consultants and staff to upgrade their knowledge of treating patients with severe ME/CFS or severe Long Covid appropriately and effectively.

#### **R27 REDBRIDGE BRANCH LONDON REGION**

#### **152. VIOLENCE AND AGGRESSION. JUST ACCEPTED IN THE NHS**

This congress notes that no one who applies for a position or enters a career in the NHS would expect to be physically abused, verbally or mentally abused daily.

So why then has it become the accepted view that it is permitted for the patients that are being treated in hospital, for the NHS employees to be treated this way? and for staff just to expect that this is the normal way your day should be.

The NHS staff have grave concerns that it is not known just how much physical violence that the staff have to put up with, punched, kicked, spat on, and that is when the staff are trying to treat the patient. This is where we need security, for everywhere in our NHS. This problem is embedded in all areas, not just, as the media suggests, at the front door of our hospitals.

No. this issue is not exclusive to our Emergency Departments. This is a community wide issue. We need to raise public awareness and for provisions to be made to provide a safe environment for all NHS staff. It will be up to the NHS to shout louder to the public so that our NHS staff is protected in their place of work.

We call on Congress to support NHS workers as they strive for a violence free workplace.

To encourage the government to supply every Health Board and Trust the finances to ensure that security measures are upgraded and where required, put in place.

#### **G89 – GLASGOW NE AND SW HEALTH SERVICE GMB SCOTLAND**

#### **153. NHS STAFF PARKING**



This congress we urge the GMB to campaign to abolish parking charges for NHS staff.

Staff working in NHS hospitals who provide an essential service are required to pay for their own parking. The NHS abolished these charges during the Covid-19 pandemic and still made a profit, however, reintroduced them during a cost-of-living crisis, when workers are struggling to feed their families and have to resort to foodbanks.

Parking is expensive and staff simply cannot afford this additional monthly cost, as well as a real terms pay cut year on year. This additional cost for parking must stop.

Due to the high cost of hospital parking many NHS staff have no option other than to find alternative parking outside of the hospital and the wider permit areas which puts their safety at risk.

We are calling on the Government to do the right thing.

### **N39 DURHAM AND TEES HEALTH AND SOCIAL CARE NORTH EAST, YORKSHIRE & HUMBER REGION**

#### **154. FREE PARKING AT WORK FOR NHS STAFF**

At most NHS sites car parking facilities and management are outsourced and run by commercial companies.

Currently it's up to each NHS organisation whether staff are charged in full for parking, whether there are any exemptions.

Many hospital sites are located in areas where they are in non-urban areas, and where car use is essential, especially for staff undertaking shifts as many do, particularly clinical staff and support staff.

In addition, staff may also overrun metered time due to handover delays, emergencies, and unforeseen issues.

Whilst these charges offset some of the wasteful PFI schemes, they are a drain on staff who are relatively low paid.

Congress calls on the Government and NHS to scrap such charges, initially for all NHS staff on recognised shift work patterns as a prelude to total eventual removal.

### **E12 EAST DEREHAM BRANCH LONDON REGION**

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

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

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

Discretionary payments are made to ambulance workers for interrupted meal breaks and payments

are made should an ambulance worker receive a late unpaid meal break or, does not get the opportunity to have an unpaid meal break.

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

### **N61 NWAS BRANCH NORTH WEST & IRISH REGION**

#### **156. NHS STAFF PAY/STRUCTURE**

This Congress, while the Government refuses to negotiate with NHS staff, we see nurses, junior doctors and other healthcare staff very dissatisfied with their salaries and even some leaving the service.

This causes much resentment and dissatisfaction, a broken NHS service and patients waiting too long for treatment and having to turn to the private sector. This will lead to the demise of our NHS system which has been going strong for over 75 years.

We ask Congress to fully support the other health service unions in their fight for fair pay.

### **C35 ESSEX PUBLIC SERVICES BRANCH LONDON REGION**

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

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

But do you ever think what happens to that ambulance worker of the long-term effects that this has? As you become older, many ambulance workers suffer with common medical ailments of stomach and abdominal problems, muscular-skeletal problems in back, neck, knees and shoulders, as well as suffering problems associated

with mental health. When you compare the ailments to the nature of the work of ambulance personnel – there are clear links. Many ambulance workers don't often retire at full retirement age because of illness or injury and will often have their careers terminated well before this.

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

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

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

#### **N61 NWAS BRANCH NORTH WEST & IRISH REGION**

#### **158. UNIVERSITY GRANTS FOR ALL FOR FREE EDUCATION FOR NHS AND EMERGENCY SERVICES STUDENTS**

Congress notes that time and time again our emergency services and NHS staff have to dedicate their lives to serve their country in difficult and stressful situations day in and day out. Under staffing causes pressures on their mental health and workload.

When they are studying at university, they have to fund their own tuition and accommodation costs facing huge rental costs. During their placements (part of the course) they face having to go into work just to pass the degree course. We note that there is a severe shortfall in the number of people wanting to join the NHS. England is the only part of the UK where nursing and other healthcare students must currently pay for their own tuition (generally through student loan repayments). The governments of Wales, Scotland, and Northern Ireland fund the tuition fees for eligible students.

We are calling for the UK Government to fully invest in the future of the NHS workforce and ensure that all medical or dental students have FULL funding throughout their time at university.

This Government needs to show their recognition in the staffing and education of our health services with free tuition fees and writing off all student loans.

Education should be free to support the growth of our public services and NHS rather than making a long-term profit from those who dedicate and commit themselves to keeping us safe and alive.

#### **B22 BRAINTREE & BOCKING BRANCH LONDON REGION**

#### **159. A JOINED-UP CAMPAIGN**

This Congress notes there is a fundamental interdependent relationship between health and social care and the whole cannot thrive if just one of the constituent parts fails. In December 2023, average ambulance response times were more than double the 18-minute target for category two calls. That's calls for heart attacks and strokes taking on average greater than forty minutes. At the same time trolley waits of more than 12 hours, patients who have had a decision to admit but are waiting on trolleys in A&E departments for a bed to become available on a ward, numbered 44,000. In December 2011 they numbered only four. These numbers, although often increased during winter, increased exponentially during 2021 at the same time as an estimated 19,000 care staff left the profession as a direct result of the decision to make the covid vaccination compulsory for all staff in the care setting. These figures are just one example of the current ill health of our health and social care system and could be likened to a virus, infecting all its constituent parts and severely affecting its ability to function and achieve its goal.

This Congress believes only a joined up, cohesive and consistent approach will overcome the negative effects experienced by our members working in these areas and the people they care for. Only a joined-up campaign can act as the antibiotic for this septic health and social care system. The example of the problems faced by ambulances waiting to offload in hospital carparks or patients waiting on hospital trolleys for a bed, will not be resolved in isolation from the issues faced by our comrades in care.

This Congress resolves to prioritise and promote a joined-up campaign in health and social care. To task its national secretary and national officers to bring together key players from their different areas to plan, identify and prioritise key themes and areas to organise. To encourage and direct regions to build local campaigns, bringing together campaign groups from across the various disciplines to identify and address local issues. To lobby its MPs to support and promote the campaign, adding their political voice to the call for change from activists across the health and care sector as a whole. To report back to Congress next year on the strengths, weaknesses, opportunities and threats identified through their work.

#### **A02 AMBULANCE BRANCH MIDLANDS REGION**

## 160. QUALIFICATIONS FOR CARE WORKERS – ONES THAT ARE VALUABLE AND RESPECTED BY ALL ACROSS THE SECTOR

This Congress believes that care workers should have more in-depth, valuable and meaningful training, leading to more recognisable qualifications that are reflective of the required knowledge and skill a care worker is required to have based on accountability. A care worker is a huge umbrella term used more widely as a general term but the role goes more deeper and covers specialist areas of the sector.

The current NVQ's, certificates and diplomas are basic and somewhat outdated and offensive and in no way reflect our skills and what work we do. Our qualifications need to reflect all the specialities we do in our roles and be acknowledged by all employers across the sector, giving us the professionalised roles we deserve.

### C40 CARE BRANCH MIDLANDS REGION

## 161. GENDER PAY GAP IN PENSIONS IN THE CARE SECTOR

This Congress acknowledges the number of vacant health care posts has increased by 52% in one year and is the highest rate since records began in 2012/2012. There are currently around 165,000 vacancies within the care sector.

The care sector needs an extra 480,000 people working within the care sector by 2035 to keep up with the demand and need for care staff.

The law sets a minimum level of contributions to be paid. All staff must receive minimum pension contributions of 8%. The total contribution is 5% of the workers earnings, with at least 3% coming from you, the employer.

The current retirement age (as of Jan 2024) is 66 and is expected to raise in future years. The workforce is made up of 81% women and the average age of a carer is 44.6 years old, 29% of workers are aged over 55.

Believes

We know that the care industry is a heavy task focused job.

We know that the care sector has a high turnover rate and staff are likely to move around in the sector.

We know that GMB has been fighting for care workers and is making wins where possible.

Resolves

To politically campaign for private care sector companies to put a higher percentage of a pension in, no less than 5%

To work with care staff who are GMB members who need assistance in grouping Pension pots together to form one big pension pot at the end of their work life.

### BOLTON 23 BRANCH NORTH WEST & IRISH REGION

## 162. A NEW DEAL FOR WASTE SERVICES



This Congress calls on the GMB to review our approach to Waste Services.

Every single one of our members in some way uses waste services, be that for getting rid of general waste, recycling, or garden waste. It is a service that we all rely on and probably use the most out of any public service. However, in many places the local waste services is provided by the private sector, a public service being run for profit.

What this means for our members in these services is typically poverty pay and poor conditions, with services being run on a shoestring to prioritise profits paid as dividends to the shareholders and bonuses for bosses on big wages. Public services run for profit do not deliver for the public, they deliver worse services at higher costs, look no further than the need to nationalise water!

Additionally, many of our members working in waste services are susceptible to musculoskeletal injuries, with no consistency from district to district on what is provided. Having someone bending over to pick up a box filled with glass again and again and again, day in, day out, week after week, inevitably leads to injuries.

There is an environmental impact with how we choose to handle household waste. Do we need to dispose of food waste with general waste? Why are you able to recycle plastics in some areas but not others? There is a golden opportunity to have a national system where everything is recycled and reused in some way, so it doesn't just go to landfill, which damages the environment and is costly.

This motion calls for a review of the GMB's approach to waste services throughout the Union, with a view to standardising waste collections, in-housing of all services, and ending poverty pay with a minimum of £15 per hour in line with GMB's call for £15 an hour for care workers.

### C15 CUMBRIA PUBLIC SERVICES BRANCH NORTH WEST & IRISH REGION

## 163. LOCAL COUNCILS IN CRISIS



Congress notes that more English councils have

been declared bankrupt in the last 18 months than over the past 30 years with more to be announced.

We know all have faced financial difficulties as they have faced 40% real terms cut in central funding between 2010 and 2020. As a result, many will be looking to slashing jobs or selling buildings or other assets.

The Local Government Association estimates councils in England face a £1.6bn funding gap in 2024-25, and the government's latest £600m funding boost may be too little and too late.

We ask Congress and GMB to work with Public Sector Unions to protect all jobs especially front-line services and call on the Government for increased emergency funding to stave off the financial collapse of our local councils.

**B11 BARKING & DAGENHAM BRANCH  
LONDON REGION**

**164. GMB CAMPAIGNING GOVERNMENT TO SUPPORT LOCAL AUTHORITIES FROM GOING BANKRUPT** 

This Congress recognises the Central Government have cut local authorities budgets by hundreds of millions of pounds. This has left our members without jobs, residential homes being closed, lack of investment in Children Services, Adult Social Care, Youth Services, Housing, and many more of our public services closing.

Whilst Council Tax goes up to help pay for some service, this hasn't stopped councils struggling to put their heads above water. Birmingham and others declared themselves bankrupt in 2023. Many others have Section 188 notices and have fought to stop a Section 114 notice. Our local authorities are struggling to keep on top of things and staff, which includes our members, are frightened their jobs are at risk. Over the years due to staff reduction GMB have lost numerous members.

We call on the GMB to lobby Central Government to stop cutting local authorities budget and invest money back into them to keep the services going that service the public at large.

**L27 LOCAL GOVERNMENT STAFF BRANCH  
NORTH EAST, YORKSHIRE & HUMBER REGION**

**165. MOTION FOR LOCAL GOVERNMENT FUNDING RESTORATION: URGING SWIFT RESTORATION OF PRE-2010 LOCAL GOVERNMENT FUNDING AND PRIORITISING INSOURCING FOR FAIR WAGES IN ESSENTIAL SERVICES!** 

This Congress, the GMB Union recognises the critical importance of adequately funding local

governments for the prosperity and well-being of communities;

- But we have seen the erosion of local government funding since 2010 has negatively impacted essential services and disproportionately affected low-paid, predominantly women employees in crucial roles such as cleaning, catering, and adult social care;
- The GMB Union advocates for the rights and fair treatment of all workers, particularly those in roles that are traditionally undervalued and underpaid;

We ask that this congress calls upon the Labour Party and the Government to prioritise the restoration of local government funding to pre-2010 levels within the first term of office.

The GMB Union urges all local councils to recognise the significance of insourcing and prioritise the transition of low-paid, predominantly women employee roles, specifically in cleaning, catering, and adult social care.

Local councils are encouraged to expedite the insourcing process, ensuring fair wages and improved working conditions, within the first term of a Labour Government or upon the receipt of increased funding, whichever is the quickest.

Rationale:

The restoration of local government funding is essential to ensuring the delivery of quality public services and protecting the rights of workers in traditionally undervalued roles.

Insourcing low-paid jobs in cleaning, catering, and adult social care is a crucial step towards fair employment practices and gender equality. By adopting this motion, the GMB Union seeks to address the challenges faced by workers in these vital roles and contribute to the overall improvement of working conditions and economic fairness within our communities.

End.

**W45 WAKEFIELD BRANCH  
NORTH EAST, YORKSHIRE & HUMBER REGION**

**166. A NATIONAL CAMPAIGN FOR AN INCREASE IN CENTRAL GOVERNMENT FUNDING FOR ALL COUNCILS AND DEVOLVED GOVERNMENTS IN THE UK.**

We are calling on congress to adopt and launch a national campaign to increase central government funding for councils and devolved governments nationwide.

A large number of our members are education based and are extremely concerned about their LA's funding. They are worried about their assets – that they own – like schools, parks, leisure centres etc being sold off to private businesses that don't have their communities' best intentions at heart – profit over care, quality and wellbeing of workers and citizens. This ideology of austerity and private ownership over collective ownership and publicly owned assets is having a detrimental effect to the society we live in.

Our members in schools are seeing their terms and conditions being made a mockery of (that we have fought for in our council) by Academies. Academies also receive government funding and their own trust funds. LA's rely on central government funding that has been cut to dangerous levels by the current government. This clear advantage academies have in the market compared to LA maintained schools is definitive proof that an ideology is being pushed by the government, and they couldn't care less about whether its having a positive or negative effect.

Hamstringing the budgets to the assets we own and managing a decline of the assets; must not go on any longer, and the trade union movement must unite to stop this, before its too late and we lose ownership over everything.

Councils are being forced to either sell our assets, land, and in one case; their family silver, in order to balance the books, which they have a responsibility for. One in five council leaders fear section 114 notices.

It is also deeply disheartening that an incoming Labour Government hasn't committed to increasing council budgets. Whereas it's positive that they are aware of SEND budgets being dangerously inadequate and have committed to rectifying this and L10 thank them for committing to this. If we really want SEND pupils lives enriched, then a commitment to funding all the services they access, would help the communities that they live in.

Congress, please help us rectify an issue that has adversely effected generations for decades.

#### **L10 LEEDS SCHOOL SUPPORT STAFF NORTH EAST, YORKSHIRE & HUMBER REGION**

### **167. FULLY FUNDED PAY AWARD**

This Congress calls on the incoming Labour Government to ensures that any future pay awards for Local Government and school pay awards are centrally funded.

With a rapidly increasing number of UK Councils struggling to fulfil their legal obligation to balance their budgets and increased financial pressures on schools.

We call on Congress to ensure that any future pay awards in this sector must be centrally funded. Many GMB members working in Local Government and schools have faced departmental restructures leading to reduction in pay, hours or faced redundancy.

A vote to accept or reject a pay offer should not be a vote on your future job security. Neither should Local Government and School members face real term pay cuts due to thirteen years of Tory inability to run the economy.

#### **L45 LUTON BRANCH LONDON REGION**

### **168. JOB EVALUATION IN LOCAL GOVERNMENT**

We call upon the GMB Public services section to lobby the Local Government Association on the rerunning of Job Evaluation across all local authorities.

Job evaluation in most authorities has not been re visited for over 15 years, many jobs will have changed due to the 10 years of austerity faced in local government.

With fewer employees doing the work of those who's roles have been deleted, further due to the pandemic many practices in roles will have changed too.

Any Job Evaluation must cover all roles within the authority from the top to the bottom. It must include the Trade Union at every stage to ensure fair application of the scheme.

This will also be an opportunity to deal with job creep and the erosion of SCP's due to the national living wage, meaning that many supervisors are now paid the same as those they supervise.

This will also identify areas where equal Pay exists and allow us to both challenge and fix.

#### **S38 SHEFFIELD MUN AND LT. NORTH EAST, YORKSHIRE & HUMBER REGION**

### **169. STOP THE ERADICATION OF TRADE UNION FACILITY TIME**

Congress, This Branch notes that Trade union rights are being eradicated by this Tory government but some local authorities including Labour run councils are trying to remove Trade union facilities time. Congress we cannot allow this to happen. This is an attack on workers' rights to representation and fair and safe working environments.

We cannot and must not allow for this to happen and fight it all the way!

#### **L16 LB GREENWICH BRANCH SOUTHERN REGION**

## 170. POLICE COMMUNITY SUPPORT OFFICER ROLE

This congress notes that last year we celebrated the 20th anniversary of the role of the Police Community Support Officer being established in England and Wales. This role is the well-established link between communities and the Police Forces and are unsung heroes of the Police Service who rarely get the recognition they deserve.

In Wales, despite Policing not being devolved, we have seen the Welsh Labour Government invest in 500 extra PCSOs across the 4 Welsh Forces as they recognise the value this role brings to communities. PCSOs are instrumental in reducing Anti-Social Behaviour amongst other things via a problem-solving approach rather than the old-style Policing method that just dealt with the act but not the causes. The public values them and so should we.

Since austerity was introduced more than a decade ago we have seen some forces get rid of all their PCSOs and there is evidence to suggest that as a result of further budget cuts there has been an overall reduction in PCSO numbers in many other forces.

We ask the GMB to undertake research across Police forces nationwide to understand their intentions towards this role and to engage with the next Westminster and Welsh Labour government to protect and enhance funding for this role.

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

## 171. PROTECT POLICE STAFF JOBS

This congress notes that:

Prior to the austerity measures brought in by the Tory/LibDem coalition and continued by the current Tory administration the two questions asked when a Police Staff vacancy was identified was

1. Do we need this role? And
2. Does this role require a warrant card to be effectively undertaken

Boris's uplift program which saw Westminster government invest in 20K new Police Officers and was not matched with a similar government investment in Police Staff. Further cuts to Policing budgets nationwide has resulted in Police Forces adopting a new approach to Police Staff vacancy management with the questions now asked being:

1. Do we need this role? and
2. Can this role be undertaken by a Police Officer

Not only does this mean that Police Staff numbers

are dwindling but also that there are less Police Officers on the street preventing crime and investigating criminality.

We ask the GMB to engage with the Labour party to reestablish funding for Police Staff nationwide.

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

## 172. FUJITSU CONTRACT: ENVIRONMENT AGENCY

This Congress is appalled that after the debacle of the Post Office Horizon System, on 8 Jan 2024, the Environment Agency confirmed that they would be extending signing a third contract with Fujitsu Services to manage their Flood warning system taking the total value of the contract to £19.5 million until September 2025.

We note that flood forecasting systems provide vital early flood warning information to national and international civil protection authorities and flood alleviation specialists including engineers, who use the information to make decisions on how to prepare for upcoming floods.

This deal would add more fuel to the controversy over Fujitsu Services winning business with the public sector, after the Horizon IT system delivered to the Post Office has been blamed for leading to wrongful convictions of sub-postmasters for fraud. We note that the Environment Agency has defended this decision to continue its flood warning contract with Fujitsu.

We note that at the end of 2023 and beginning of 2024, many homes were devastated with floods from various storms.

We call on Congress to highlight this continued use of Fujitsu and register this as a "kick in the teeth" for all postmasters and the fact that the Government has not learned any lessons.

We call on Congress to vigorously campaign to reverse this decision pending the current Post Office Enquiry.

### E15 THAMES GENERAL BRANCH LONDON REGION

## INDUSTRIAL & ECONOMIC POLICY: PAY

### 173. UNITING RETAIL WORKERS FOR WAGE JUSTICE

This Congress we make a call for the GMB to work with other retail unions to launch a sector wide campaign for minimum wage for all retail workers linked to the foundation living wage.

As you will be aware retail work regularly includes shift patterns, anti social hours and often includes heavy manual work.

We are front line service workers, providing essential services and it was not long ago we were classed as "Key workers" during the pandemic.

Allocated store wage hours have been cut back to unsustainable levels adding to the pressure on staff and morale in some stores is at all time low.

Several of Asda's competitors have announced that they are raising their minimum pay to £12 an hour. We congratulate those workers who forced this change.

We therefore call on Congress to support our request to look to campaign with other unions where appropriate to launch a sector wide campaign for a minimum wage for all retail workers not below the foundation living wage.

#### **A13 – ASDA RETAIL NORTH EAST, YORKSHIRE & HUMBER REGION**

### 174. MINIMUM WAGE

This Congress believes that the value of an individual's work is not determined by their age, and that a packet of pasta costs the same whatever age you are.

In short, conference asserts that the UK's age-based minimum wage system is neither just nor logical, and call on GMB to:

1. Lobby against the tiering of minimum wage
2. Push for the adoption of a universal national living wage that is tied to the real living wage (as calculated by the Living Wage Foundation)

#### **B33 GMB@BMA/BMJ BRANCH LONDON REGION**

### 175. AGE DISCRIMINATION – NATIONAL LIVING WAGE



We are asking GMB to lobby government to remove the different hourly rates of pay under the national living wage based on the ages of employees and also look to name and shame any employers that do this.

From April 2024 the rate of the National Minimum Wage for anyone above the age of 23 is £11.44 per hour, whilst an employee of 16-17 years of age working alongside them could be receiving as low as £6.40 per hour. This is a potential difference of £6.30 per hour or around 44% lower.

It has been proven over the years of the National Living Wage being in practice that unscrupulous employers will manipulate the system to only employ 16-to 22-year-olds because of the lower wages it incurs and larger profits it produces and discriminates against older people being employed.

Look no further than your local fast-food providers and similar establishments and the average age of the staff they employ.

Regardless of how old you are, all ages should be paid the same hourly rate if they are undertaking the same role, if this was against race, sex or religion it would be direct discrimination, age should be no different.

One hourly living wage, stop the discrimination, stop the manipulation.

#### **D43 – DURHAM COUNTY LOCAL AUTHORITY BRANCH NORTH EAST, YORKSHIRE & HUMBER REGION**

### 176. REMOVE AGE BAND HOURLY RATES



This Congress demands immediate elimination of age-based hourly pay. Let's replace this outdated system with a firm commitment to a uniform hourly rate for every individual, regardless of age.

Age is a component of The Equality Act 2010, yet our current system involves paying workers differently based on their age, a practice that contradicts the principles of equality. Such age-based rates have no place in our society, particularly when it comes to ensuring our young workers have a decent standard of living. Work must pay and pay our young workers well and fair.

#### **S37 SOUTHAMPTON BRANCH SOUTHERN REGION**



## POLITICAL: BREXIT

### 178. GMB POLICY ON EU TRADE

Congress notes that one of the side-effects of the Tory Brexit is that numerous drugs are unavailable in the UK.

Congress reiterates its belief that the Labour Party's current position fails to meet GMB policy.

We demand an explanation as to the actions of our delegation to the national policy forum of the Labour Party as to whether we agreed with the words adopted and whether our policy was pursued.

Congress reiterates its policy position that the United Kingdom would be better inside the customs union and single market, guaranteeing workers' rights and environmental and consumer protection and standards.

Congress calls for the GMB to pursue its policy with more vigour and for its representatives on the NEC and at the coming Clause V manifesto meeting to obtain a better policy position within Labour's manifesto.

### X58 LONDON CENTRAL GENERAL BRANCH LONDON REGION

## POLITICAL: LABOUR PARTY

### 180. NEW DEAL FOR WORKING PEOPLE & OPPOSING THE ANTI-TRADE UNION LAWS

Congress notes that the Labour Party has committed to a New Deal for Working People aimed at strengthening workers' rights and making Britain work for working for people. Congress also notes that the New Deal is in line with GMB policy on reversing anti-Trade union laws, strengthening workers' rights, and creating better jobs.

Congress is concerned, however, that the New Deal, which British workers desperately need, is being watered down.

In September 2021, Labour's Green Paper on the New Deal said that 'Labour is committed to repealing anti-trade union legislation', but by July 2023, this had been watered down to repealing the Trade Union Act 2016, the Minimum Service Levels (Strikes) Bill and the Conduct of Employment Agencies and Employment Businesses (Amendment) Regulations 2022.

In September 2021, the New Deal proposed a series of Fair Pay Agreements negotiated through sectoral collective bargaining, reversing the

decades-long decline in collective bargaining coverage', but by July 2023, Labour committed only to establishing a new Fair Pay Agreement in the adult social care sector.

In September 2021, the New Deal proposed to 'end the presumption in favour of outsourcing', but by July 2023, this had been replaced by a commitment to 'end the ideological drive to privatise our public services' and to 'reinstate and strengthen the last Labour government's Two-Tier Code'.

Congress calls on the GMB to campaign, alongside other unions wherever possible, for the Labour Party to cease watering down the New Deal and stand by its commitments, implementing it in full and legislating as promised within the first 100 days where necessary.

### X59 NORTH WEST LONDON BRANCH LONDON REGION

### 181. FULL COMMITMENT TO A NEW DEAL FOR WORKING PEOPLE

This Congress agrees that the Labour Party must restate its full commitment to a New Deal for working people.

We welcomed the Leader of the Labour Party to Congress 2023 in Brighton and heard from him how he intends to implement stronger, fairer conditions for workers within the first 100 days of winning the General Election by legislating for a New Deal.

This Congress agrees that we should work with all elected Labour Party politicians, PPC's, Mayors, Assembly Members, Councillors, and they must help us fight to strengthen the protections afforded to all workers by banning zero-hours contracts, outlawing bogus self-employment, ending qualifying periods for basic rights such as unfair dismissal, sick pay, and parental leave,

This country is crying out for a Labour Government but their tenure in Government will be short lived if they shortchange working people and row back on their pledges to make life fairer for millions of working people.

This Congress agrees to work across the TU and Political movement to engage all GMB and TU Politicians, whatever office, or status they hold, to drive a much deeper and wider understanding and integration of the long fought for "New Deal for working people" between now and the General Election.

Politicians should be proud to stand up for working people, the electorate, and any attempt to row back on delivering fairness will be seen as shallow and duplicitous.

### B10 BARKING BRANCH LONDON REGION

## 182. LABOUR PARTY IN POWER

This Congress notes that the Labour Party's "Fair Deal for Working People", if implemented, will strengthen the rights of employees, and of trade unions.

However, this Congress further notes that Labour Councils, during the last year, in for example, Colchester and Swindon, have used every unscrupulous, trade union busting trick in the book, seeking to prevent GMB from advancing the interests of our members.

This Congress believes that some Labour politicians like to stand in front of our banners for photo opportunities and take our members' money, but fall out with us as soon as we start doing our job as an effective trade union.

This Congress believes almost all GMB members will be glad to see the back of the Conservative government. Many GMB members and activists will welcome a Labour government and will campaign for a Labour victory.

However, Congress also believes that our members deserve better than the union busting from some Labour run local authorities

Congress resolves to judge Labour politicians by their actions and not on their promises.

### W15 THREE SHIRES BRANCH SOUTHERN REGION

---

## POLITICAL: IMMIGRATION & MIGRATION

### 183. IMMIGRATION, CITIZENSHIP AND ASYLUM

Congress believes that the Tory Government immigration policy is cruel and illegal. Congress notes the passage through the Commons of The Safety of Rwanda (Asylum and Immigration) Bill and the commissioning of the barge "Bibby Stockholm" as an internment location for migrants suspected of irregular entry to the UK.

Congress notes the report by Emiliano Mellino from the Bureau of investigative journalism, entitled, "They treat you like an animal": How British farms run on exploitation" about foreign workers on the agricultural workers visa scheme, who spoke at last year's Congress fringe.

GMB believes in an immigration policy that enables legal routes to enter and stay in the country, that recognises a right to work, a right of family reunification and uncompromising support for the

rights of asylum seekers and refugees and is based on dignity and respect.

Congress notes and reaffirms GMB policy that deplores Tory immigration policies such as indefinite detention and the deporting of those seeking asylum to Rwanda which is racist, in breach of human rights and the UK's international legal duties (Composite 19, Congress 2018; Emergency Motion 2, Congress 2022).

GMB also condemns the Tories' ongoing 'hostile environment' under which many who had the right to live permanently in the UK for decades, such as members of the Windrush generation, were denied healthcare, work, benefits and pensions (Motion 301, Congress 2019).

Congress notes that the CEC qualified its support for Congress 2023 M178 by saying, "GMB's policy (as carried in the 2019 Brexit Statement) is to support 'fair movement of labour' and to argue 'that the sad reality of past and existing policy on free movement of workers has allowed workers to be widely exploited and used divisively to undercut wages and conditions of the broader workforce. Without checks and protections to counter this, unconditional support for free movement cannot be supported.' (Congress 2018 – CEC Qualification to Motion 247) "

Congress believes that the evidence in 2024 is that restricted rights to come to the UK and work both inhibit membership of Unions, and lead to workers being widely exploited.

Congress now rejects the immigration policy established by the GMB Congress 2019 CEC Brexit statement.

Conference believes low wages aren't caused by migrants they are the result of weak unions and poor enforcement of minimum wage and health and safety laws and that a restrictive immigration policy has no role in defending workers' rights nor setting wage levels.

Congress calls on the Labour Party to state its opposition to the hostile environment.

Contd/.....

Congress also calls on the next Labour Government to repeal the Nationality and Borders Act and the Illegal Migration Act together with all measures that criminalise migration or living in the UK as a migrant.

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

### X58 LONDON CENTRAL GENERAL BRANCH LONDON REGION

**184. REFUGEES AND GOVERNMENT CRUELTY**

This Congress strongly objects to the way in which refugees and asylum seekers are being treated by the Government. Recently HM Government has been found to have misled the public in the way it announced to have “dealt with the backlog of claims” for those seeking asylum or to have their case heard. Thousands have been taken off the list to cover the fact that there remains a crisis in the whole system caused by the Government itself. This is either in built incompetence, deliberate hidden policy to frustrate claims or to deny claimants their legitimate right to have their claim dealt with fairly.

Each claim is a human being trying to improve their life chances. Yet months and years of indecision, lack of progress and loss of hope is causing unnecessary mental anxiety, stress and in some instances suicide. Where claimants are entitled to some limited benefits, they are trapped often with very low weekly income unable to work and use their skills to benefit others. Many desperate to break out of an inhumane and soulless process designed to deter and frustrate claimants.

Community Sponsorship and support programmes have demonstrated the power of people building solidarity and partnerships to show a welcome of love and common humanity often with great results for all concerned.

The crisis is not the claimants but the decisions by some politicians to misuse their position to demonise, frustrate and deny legitimate rights given under international conventions for those seeking asylum or a place of safety.

We urge the GMB to look at campaigning with partner agencies, political networks both international, national and local level to:

- Expose the inhumanity of the current UK process and its failure to have sufficient resources dedicated to deal with claims in a fair and transparent manner.
- To expose the untruths about how claims are being dealt with and to have honest assessments of the claims process and progress of claims, not cover up.
- To campaign for the Government to open proper channels for asylum seekers, refugees and migrants to make legitimate claims for the right to enter UK without having to resort to using people traffickers.
- To campaign to enable claimants living in the UK to have access to work or training to enable them apply their skills for the benefit of the UK economy and to support themselves while claims are being processed. This is especially at a time when we still have many shortages across sectors of the UK economy.

- To encourage Regions, Branches and our equalities forums to develop bonds of solidarity with Community Sponsorship schemes in their areas and to highlight the positive stories in relation to claimants and their journeys.
- To speak out and defend the rights of claimants and to oppose those organisations seeking to demonise and attack the legitimate rights of claimants and to sow discord in our communities.

We share a common humanity and solidarity that is undermined when we don't speak out and when injustice is evident and real people become victims.

**Q22 MANCHESTER CENTRAL BRANCH  
NORTH WEST & IRISH REGION****185. LGBT + REFUGEES IN RWANDA**

This Congress notes that our UK Government want to blindly take our country into a treaty with Rwanda.

The government refuse to accept independent reports that question the safety of the people that are sent there, at present there is no evidence to suggest that they will be safe.

For people who have risked their lives already to desperately reach what should have been the safety of the British shores.

The Tory government is intent on the further displacement of these vulnerable people to send them to a country with a violent past and an abysmal Human Rights record.

It appears that having standards to ensure LGBT+ refugees are not returned to countries where they face persecution, torture or death is no longer part of the Tory governments Mandate.

The government is trying to push this into Legislation.

We must lobby our politicians to vote against such an abhorrent right-wing approach to those seeking safety in our country.

We the GMB as a trade union should be supporting the rights of those who seek safety not to be returned, and encouraging our affiliates to do the same.

We call upon congress.

To fight for the Human Rights of refugees, condemn the policy and reaffirm our support for the LGBT+ people.

**G95 – GLASGOW NURSES  
GMB SCOTLAND**

## SOCIAL POLICY: GENERAL

### 186. LOW LEVEL LETTER BOXES

This Congress asks GMB to work with companies on amending building regulations to require letter boxes in new buildings to be positioned above a certain height.

We are aware that we cannot change the heights of letterboxes for existing older properties, so we need to change future builds.

We note that low level letterboxes cause problems for our courier/ delivery service members when carrying out their work. The height / position of the letterbox is of huge importance for postal/courier workers as back injury is the primary cause of sickness in the courier industry.

Openings positioned at the bottom of the doors can cause serious health & safety problems, due to back strain caused by repeatedly bending down to deliver parcels.

Low level letterboxes also present a security risk, as it is possible for thieves to reach in and steal letters and parcels that are sitting close to the opening.

Both Royal Mail and the Communications Workers Union (CWU) who represent postal workers have been campaigning to have minimum letterbox height guidelines enshrined in law and they have been lobbying MPs, government ministers, local authorities, and developers.

This rose to parliamentary prominence in January 2019 when a Private Members bill (Low-level Letter Boxes (Prohibition) Bill on minimum letterbox height sponsored by the CWU and Royal Mail was presented to the House of Commons. This received the support of all parties but hasn't gone any further.

We understand that the Building Regulations Advisory Committee, which advises the Secretary of State on Building Regulations, has formerly endorsed the call for change and sought to include this in the formal review of UK Building Regulations. Congress, why do we see that in 2024, 5 years later nothing has been done.

Changing building regulations to this effect would bring us in line with Europe where a letterbox must be between 0.7m and 1.7m high.

Congress we are asking for GMB to push the Government to ensure that letterbox height is incorporated in building regulations for all new buildings.

**G50 EVRI BRANCH**  
LONDON REGION

### 187. FOOD BANKS

This Congress notes with sadness that food banks have become a daily necessity under this Tory government.

We therefore call on the GMB:

1. To encourage all GMB Branches & Regions to adopt their local foodbank and organise workplace collections of food and other items to support them.
2. Support the Trussell Trust by affiliating or becoming a partner and making a donation.

**B33 GMB@BMA/BMJ BRANCH**  
LONDON REGION

### 188. REFORMING THE ADOPTION PROCESS AND SYSTEM

This Congress recognises the potential benefits of adoption for both children in care and prospective adoptive parents and we propose a series of reforms to the adoption process and system. These reforms aim to streamline procedures, reduce the time adoptees spend in care, and eliminate barriers that may prevent suitable individuals from becoming adoptive parents.

Our primary objective is to petition the Government to create a more efficient, inclusive, and supportive adoption process that prioritises the well-being and stability of children awaiting adoption.

By implementing these reforms, we seek to achieve the following outcomes:

1. Streamline adoption procedures to minimise the time children spend in care, ensuring they are placed in permanent, loving homes as promptly as possible.
2. Identify and remove barriers that may be preventing qualified individuals and families from becoming adoptive parents, thus expanding the pool of potential caregivers.
3. Provide comprehensive support and resources to adoptive families to ensure they have the tools and knowledge necessary for successful parenting.
4. Foster stronger relationships with adoption agencies, social services, and relevant stakeholders to create a more cohesive and effective adoption system.
5. Establish clear guidelines, standards, and reporting mechanisms to ensure transparency and accountability throughout the adoption process.

6. Conduct a thorough review of current adoption procedures to identify and eliminate unnecessary bureaucratic hurdles and delays.
7. Develop and implement educational programs and training sessions to equip prospective adoptive parents with the necessary knowledge and skills to provide a nurturing and stable environment.
8. Implement targeted outreach initiatives to engage potential adoptive parents, including those from under-represented communities, and provide tailored support throughout the process.
9. Advocate for legislative changes that facilitate a more efficient and inclusive adoption process, including reforms that remove barriers to adoption.
10. Establish mechanisms for ongoing monitoring and reporting on the progress and outcomes of the reformed adoption process, ensuring that objectives are met.

The reform of the adoption process and system is imperative in order to provide timely and loving homes for children in care, and to remove barriers preventing suitable individuals from becoming adoptive parents.

By endorsing this motion, we commit to creating a more efficient, inclusive, and supportive adoption system that prioritises the well-being and stability of children awaiting adoption.

**H37 HILLINGDON BRANCH LONDON REGION  
LONDON REGION**

---

**SOCIAL POLICY: GENERAL**

**189. ABORTION RIGHTS**

Congress asserts safe, legal, free and accessible abortion is a healthcare right that allows women to participate fully in society which underpins their ability to work and improve their lives. Congress notes with concern the unprecedented use of the Offences Against the Persons Act 1861 (OAPA) in UK courts to prosecute women who self-managed their abortions or had miscarriages, some over lockdown.

The OAPA 1861 has been used five times in 2023 to prosecute women with more in the pipeline. The law is outdated, and these cases have led to calls for abortion law reform to take women out of the firing line.

Congress further notes that the legislation has not been used in this way before.

Congress believes that abortion does not belong in the courts and calls for a modernisation of abortion law and medical guidelines to bring Britain into line with modern medicine and international legal guidelines.

Congress resolves to:

- Lobby MPs to back legal reform of abortion in Parliament
- To support the grassroots campaign by Abortion Rights
- To encourage regions and local branches to join GMB’s national affiliation of Abortion Rights.

**X59 NORTH WEST LONDON BRANCH  
LONDON REGION**

**190. OPPOSE THE INTRODUCTION OF THE  
CRIMINAL JUSTICE BILL**

This Congress moves to oppose the introduction of the Criminal Justice Bill. If passed, the Criminal Justice Bill would mean people who are homeless in England and Wales could face fines or even prison for ‘so-called’ nuisance rough sleeping.

The Bill says someone could be considered a ‘nuisance’ if they sleep in a doorway, if they have ‘excessive smell, or even if they simply look like they are intending to sleep rough. The GMB has a proud history of supporting the community and the plight of those rough sleeping and facing homelessness.

The Bill would criminalise and dehumanise those of us who have been failed by the system that should keep all of us safe.

We should treat people who are homeless with dignity and humanity – not with the threat of police action.

This Congress adopts as policy it’s opposition to the Criminal Justice Bill and reiterates its commitment to supporting the most vulnerable people in society.

**Y10 YORK GENERAL.  
NORTH EAST, YORKSHIRE & HUMBER REGION**

**191. STRONGER LAWS AND SENTENCING  
FOR KNIFE CRIME**



This Congress is aware that UK Knife crime is out of control. In the year ending March 2023 the total number of offences involving knives increased 6% from 44,500 to 47,300 (Oct 2023 House of Commons Knife Crime statistics: England and Wales Report)

Robberies with a knife were up by 20%; threats to kill up by 4.5% and rape up by 3%. Statistics for the London Boroughs have shot through the roof with a similar picture across the country. In London alone hospitals recorded 3,775 knife crime treatments for stab wounds and many fatalities. Sadly, 17% of those admitted to hospital for assault by sharp object were aged 18 or younger.

We call on GMB to push the Government to increase policing and bring in tougher sentencing. There needs to be longer prison terms with minimum sentences of 5 to 10 years.

We welcome the Labour Party's recent announcement on a "total crackdown" on the availability of knives (and a wide range of other lethal weapons) on our streets.

We call on this government to do something about closing the legal loophole on the sale of Zombie and Machete style knives which were banned in 2016 yet they are still being sold in shops with more being sold online.

Too many people, young and old are losing their lives to knife crime.

#### **A37 AVIATION SECURITY BRANCH LONDON REGION**

##### **192. HILLSBOROUGH LAW NOW**

This Congress supports Hillsborough Law Now. Hillsborough Law Now is a vital campaign, which if enshrined in law will provide justice to the families of victims at Hillsborough, as well as those who tragically lost loved ones in the Grenfell Tower disaster, anyone who suffered irreversible health implications as a result of the Blood Contamination scandal of the 1970s and 80s, those who lost friends and family due to the governments mishandling of the Covid-19 pandemic, Nuclear Test veterans, and countless other victims of injustice.

The law is immensely important to the North-West & Irish region but will benefit the whole country if brought into practice. The law will give bereaved families better access to money for legal representation at inquests, creating a level playing field. As well as put in place a duty of candour on all police officers and public officials, alongside adopting a charter for families bereaved through public tragedy which would be binding on all public bodies. Also, it would require that evidence and findings of major inquests be taken fully into account at subsequent criminal trials. Clarify in law that major inquiries commissioned by the government or other official bodies constitute "courses of public justice". Last but not least, make it a requirement for criminal trials following a major inquest to take place in a court with relevant expertise and status, rather than crown court. We ask that Congress supports this motion, and

that GMB:

- Pledge financial support to the Hillsborough Law Now campaign.
- Promote and encourage all staff, activists, and members to participate in any campaign events, demonstrations etc.
- Invite members of the campaign to speak at suitable GMB regional and national meetings.

#### **M35 MISCELLANEOUS BRANCH NORTH WEST & IRISH REGION**

##### **193. JUSTICE FOR SUB POSTMASTERS**



This Congress calls upon the lobbying of the GMB Sponsored MPs from all Regions to actively maintain pressure on the government to ensure the sub postmasters who were innocently implicated in the Horizon scandal, receive full justice as a matter of urgency.

#### **A13 – ASDA RETAIL NORTH EAST, YORKSHIRE & HUMBER REGION**

##### **194. GMB SUPPORT FOR MR BATES AND THE SUB-POSTMASTERS ALLIANCE**



Congress is concerned that it's been two decades of struggle for the hundreds of sub-postmasters who were wrongly convicted of fraud as a result of a fault in the Post Office 'Horizon' computer system and their institutional obstinacy, refusing to properly investigate such failure but rather abused their cooperate privilege to wrongly convict many without any tangible evidence of fraud, and destroy the lives of many others by terminating their contract thereby taking away their livelihood and investment.

This group have achieved much in their fight for justice against an aggressive, obstinate corporate giant, however the fight is now directly with the Government as sole owner of Post Office who are exhausting bureaucratic delay tactics preventing a conclusion or swift and appropriate compensation.

We call upon GMB to work with Mr. Bates and the Sub-postmasters Alliance, offering any support needed.

- We ask the GMB to use its influence to lobby Government and to encourage the TUC to support and augment any actions in support of this group.
- To call on the Government to amend legislation that prevents any organisation who has such power to bring criminal convictions without first having appropriate checks & balances by an independent review body, and ensure the law in every legal situation is based on the need to prove guilt opposed to proving innocence.

- To ensure a swift full pay-out of compensation is undertaken as pledged, and not left to an incoming Labour administration to pick up the responsibility.
- To lobby for the reclamation of all bonuses paid out to senior executives in post during this period. Should the public enquiry identify gross failure bring those accountable to prosecution for any wrongfulness.
- To call for the public discrediting of the former CEO Post Office Paula Vennells and the revoking of her CBE.

**R45  
WALES & SOUTH WEST REGION**

**SOCIAL POLICY: EQUALITY & INCLUSION**

**195. DIGITAL VOICE SWITCHOVER – LANDLINES**

This Congress notes the switchover from analogue to digital services by the end of 2025 when current phone landlines based on copper wiring are phased out and replaced by using broadband connections. BT is fully retiring all old copper lines from December 2025.

Concern has been expressed by national organisations – Pensioners networks, Age UK, Silver Voices and others. The transition from analogue is estimated to directly affect up to at least 500,000 pensioners (and others) with personal/panic alarms.

The phasing out has been paused in some instances where a user is over 75 and or vulnerable and then also has to request additional equipment (handsets)

Congress is aware that many providers aren't properly identifying vulnerable customers in advance. This relates not only to the short notice given, but the effect on both Personal Care alarms which may be rendered inoperable, but for residents with burglar alarms which will need to be adapted as currently many are triggered/set using a traditional copper line

The Local Government Association (LGA) has identified that many vulnerable people are being targeted for personal information for fake websites or scams pressurising them into new contracts related to the digital switchover.

Congress, GMB needs to raise awareness and start a high-profile campaign through all our equality groups as the anxiety and concern about this planned switchover to digital voice connections is increasing as we get closer to the date.

Congress is asked to campaign to ensure : All those who are in the following categories are identified :

- Clinically vulnerable
  - Disabled
  - Caring responsibilities/ power of Attorney
  - Those of pensionable age
- and
- are given at least 3 months' notice of any change
  - phone providers (and local authorities) have a dedicated advice line –free of charge to support enquiries.

**E12 EAST DEREHAM BRANCH  
LONDON REGION**

**196. DOMESTIC VIOLENCE AGAINST MEN**

This congress notes that it is mainly women that get abused, but there are men that also get abused, the percentage of abused men has increased. On average, those men that experienced partner abuse reported around two different types of physical abuse, and around three different types of psychological abuse.

Abuse could be any form which might amount to criminal conduct. The abuse could happen at home or anywhere and online.

The relationship will be between partners (married, cohabiting, civil partnership or otherwise) or ex-partners.

There is advice online where you can speak to advisers in confidence (Men's Advice Line) this is UK wide and also (Mankind Initiative) there is AMIS (Abused men in Scotland), there is Safer Wales and there is Men's Alliance in Northern Ireland Abuse now includes violent, physical, sexual, psychological and financial abuse, and again this could happen anywhere.

We ask congress to work with and help campaign with all the Male Domestic Abuse Helplines.

To lobby MP and MSP to help bring this to the Governments attention.

**S11 – SCOTTISH PRIMARY CARE NURSING  
GMB SCOTLAND**

**197. NO TO ANTI-SEMITISM**

C17

This congress we condemn the increase in anti-Semitism, much of it disguised as anti-Zionism and/or support for Palestine.

Whatever the rights and wrongs of the Israeli government, it does not justify spreading hate. Congress calls on the GMB to support our Jewish members and to re-iterate the GMBs opposition to anti-Semitism and all forms of hate.

**Z22 SOUTH YORKSHIRE AND NORTH DERBYS BLMKS NORTH EAST, YORKSHIRE & HUMBER REGION****198. MENTAL HEALTH FUNDING**

This Congress is gravely concerned where mental health service funding has been cut leaving less of these vital community services.

We have seen tragic examples where mental health patients kill or commit suicide as they are unable to receive adequate support and have nowhere to turn to for help.

On Mental Health day in October 2023, there were 1.8 million people on waiting lists for mental health treatment and it costs £100m a year to send people hundreds of miles away to see private specialists. Many are suffering in silence because of undiagnosed and untreated mental health conditions. Many are turning up to A&E as there are no local alternatives.

We call on GMB to urge the Government and the incoming Labour Government to address this mental health crisis within the first 100 days in office.

**E12 EAST DEREHAM BRANCH LONDON REGION****199. MENTAL WELLBEING FOR THE FUTURE WORKFORCE**

EP

This Congress calls on the government to provide more funding and resources in Local Government and Schools, to ensure that every child and young person who needs help can get it in a timely and effective manner and make access to these services earlier.

Young people are particularly vulnerable to mental health problems, as they face many challenges and transitions in their development, such as puberty, peer pressure, academic stress, identity formation, and social media exposure. Some of the common mental health problems among young people are anxiety, depression, self-harm, and eating disorders. Sadly, these can have serious consequences for young people's wellbeing, education, and relationships. Therefore, it is essential to promote mental health awareness

among young people, as well as providing prompt effective treatment and support for the family.

According to the publication Mental Health of Children and Young People in England (21 Nov 2023, NHS digital) 1 in 5 children/young people aged 8 to 25 years had a probable mental disorder in 2023. The charity Young Minds is currently campaigning for the government to end the crisis in mental health in young people. Young Minds stated, 'The number of under 18s referred to CAMHS has risen by 53% since 2019.' This is a bleak picture for the health of our young people.

The Guardian (14 Dec 2022) wrote about the Safeguarding Pressures report (by the Association of directors of Children Services in 2022) and stated that, "Lengthy waits for CAMHS services had resulted in families reaching crisis point, with Council Children's Services picking up responsibility for children with no additional resources. The report cited an unnamed council saying it had paid £30,000 a week for a bespoke package to keep safe a child who was self-harming."

This situation is unacceptable and puts the lives and futures of children at risk. The government must urgently invest more resources in CAHMS and local authorities and ensure that every child who needs help can get it in a timely and effective manner. The government must also work with schools, charities, and other stakeholders to improve the prevention, early intervention, and integration of mental health services for children and young people. Mental health services are not a luxury, but a necessity, and the government has a moral and legal obligation to provide sufficient services.

Young people in trade unions are an important force for social change and workers' rights. They bring fresh perspectives, energy, and creativity, and challenge stereotypes and prejudices. Young people face many challenges in today's culture, mental wellbeing being the biggest challenge. The future is young people, and we need to invest in them now.

This Congress calls on the government to provide more funding and resources in Local Government and Schools, to ensure that every child and young person who needs help can get it in a timely and effective manner and make access to these services earlier.

**C15 CUMBRIA PUBLIC SERVICES BRANCH NORTH WEST & IRISH REGION****200. FREE DISABLED PARKING AT NHS HOSPITALS & NHS FACILITIES**

This Congress notes that NHS hospitals offer FREE PARKING where the car driver holds a blue badge. The process being that they have to validate their



parking ticket, so no charge is levied.

We ask Congress for a level playing field so that ALL NHS Hospitals or NHS facilities AND where patients are being treated or seen under the NHS (e.g Private healthcare) provide FREE parking for all blue badge holders whether as a patient or NHS employee.

## **E12 EAST DEREHAM BRANCH LONDON REGION**

### **201. USING BUS PASS CONCESSIONS BEFORE 9.30AM (WEEKDAYS)**

This Congress notes that at present holders of concessionary bus passes (such as freedom passes) are unable to use these before 9:30 on a weekday.

Such bus passes are issued when a resident qualifies as receiving the State Pension. However, there are many who are still working at this age; they may also be visiting as a carer at a home or hospital and should be enabled to use this to the full without restriction. In addition to such responsibilities, they may well also then increase retail footfall.

Congress is asked to :

1. In the first instance campaign for any holder with a disability ( blue badge holder ) to be allowed to use this before 9.30 am, Monday to Friday
2. To research further and investigate feasibility of removing the time restriction to ALL Bus pass holders regardless of status.

## **E12 EAST DEREHAM BRANCH LONDON REGION**

### **202. INCREASING AWARENESS FOR DIAGNOSES OF HAEMOCHROMATOSIS**

This Congress recognises that genetic haemochromatosis (iron overload) is the UK's most common genetic condition, with around 380,000 people directly affected (source; Haemochromatosis UK). People of Celtic heritage seem to be especially affected, with Northern Ireland having 1 in 10 people directly affected (Haemochromatosis UK).

The NHS has straightforward clinical guidelines for diagnosis and treatment which involves the removal of blood, which is usually OK to use for transfusions etc.

If left untreated, it can lead to serious liver damage or even liver cancer. Despite this, patients can find it difficult to get diagnosed. As an example, liver problems caused by the condition are

sometimes misdiagnosed as being due to alcohol consumption.

As well, those who are diagnosed often experience difficulty in getting immediate family members tested, which is recommended in order to determine whether offspring may be at risk of developing the condition.

Congress, we ask GMB to work towards raising awareness about this genetic condition especially as it is a recognised disability under the 2010 Equality Act.

## **B22 BRAINTREE & BOCKING BRANCH LONDON REGION**

### **203. SICKLE CELL DISORDER**

Sickle Cell Disorder is an inherited illness particularly common in people with an African or Caribbean family background.

The symptoms can begin in children as young as 5mths old, beginning with attacks of pain, swelling in the hands and feet, bacterial infections and strokes.

Complications can be chronic pain, aseptic bone necrosis, gallstones, leg ulcers, pulmonary hypertension, vision and kidney problems. Statistically those diagnosed with Sickle Cell Disorder also have a shorter life expectancy.

According to figures from the Sickle Cell Society there are approximately 15,000 people in the UK who have Sickle Cell Disorder with 1 in 79 babies born in the UK each year will carry the trait, with approximately 300 babies are born with Sickle Cell every year.

Whilst there are treatments available to relieve the symptoms, unfortunately there is no cure. Individuals that have children or those that may be diagnosed in later life with the Disorder may have difficulty with their employer due to the time they are taking off from work for treatment therefore causing financial hardship.

We are asking that the GMB promote and work with support groups to help our members as we do with other disabilities.

Please support.

## **P18 BRANCH WALES & SOUTH WEST REGION**

### **204. APPROPRIATE PROSTATE CANCER SCREENING FOR ALL DIFFERENT NATIONALITIES**

This Congress calls on the government to look at appropriate screening for different nationalities,

i.e. white male 1 in 8, Afro-Caribbean 1 in 4 dies of prostate cancer.

## **Z63 NOTTINGHAM TEC BRANCH MIDLANDS REGION**

### **205. ADDRESSING DYSLEXIA DIAGNOSIS PRACTICES BY LOCAL COUNCILS**

This Congress seeks to address concerning practices observed in some local councils, where individuals are diagnosed with 'literacy difficulties' rather than Dyslexia.

This practice may potentially circumvent the protections outlined in the Equality Act and we believe it adversely affects individuals struggling with Dyslexia, contradicting the principles of inclusivity and equal treatment.

The 2010 Equality Act guarantees individuals with disabilities, including Dyslexia, the right to reasonable adjustments and accommodations in both educational and workplace settings.

This Congress supports initiatives aimed at raising awareness and promoting education within local councils. These efforts should foster understanding and inclusivity for individuals affected by Dyslexia. Dyslexia is a recognised neurodivergent condition that significantly impacts reading, writing, and spelling abilities and a precise diagnosis is essential for providing appropriate support.

We note that Educational Psychologists employed by local authorities will not diagnose Dyslexia but rather opt for 'literacy difficulties'. These children's parents have to pay for a private Chartered Psychologist to get the diagnosis for the authorities to recognise the condition.

It is wrong that these children have to wait longer, struggle more and have extra costs put on their parents just to get what the authorities employed Educational Psychologists could have diagnosed at the start.

It should not be assumed that parents know how to work the diagnosis system, as if they don't know their children are doomed to not be supported through school, undermining the rights and entitlements of individuals protected under the Equality Act.

This Congress calls for transparency and accountability throughout the diagnostic process. Individuals should receive clear and accurate information regarding their specific learning needs.

Therefore, it is resolved for this Congress to:

- Urge local councils to conduct a thorough review of their diagnostic practices. This review should aim to align with established

best practices in the assessment and acknowledgment of Dyslexia.

- Ensure local councils are strongly encouraged to collaborate with relevant experts, advocacy groups, and organisations specialising in Dyslexia. This collaborative effort should ensure accurate and equitable assessments for individuals struggling with Dyslexia.

## **H37 HILLINGDON BRANCH LONDON REGION**

### **206. STANDING UP FOR TRANS KIDS**

This Congress is aware that the Government are trying to bring in a law that will stop kids in school transitioning, also stopping the staff to use their pronouns.

1. This will stop a person being who they should be.
2. It's another way of bringing in a different type of Clause 28.
3. This could increase suicide in our younger people.
4. What pressure will this have on the staff?
5. There would be no one for anyone to turn to.

Do we want people to be appressed as they were in the 80s when Jill Knight put forward Section 28, no – we have come a long way since then.

Just imagine looking in a mirror and seeing something that should not be there, on your body, what would you do and how would you react?

People can't help being born in the wrong body and need to be who they need to be. (This has been put on hold by the government at the minute).

## **B02 BIRMINGHAM PUBLIC SERVICES BRANCH MIDLANDS REGION**

### **207. POLITICISING OF TRANS RIGHTS**

Congress believes that in recent years trans rights have become a political football for all major parties in the UK. The examples being the issuing of a Section 35 notice by the Tory government to block Scotland's Gender Recognition Reform (Scotland) Bill and the introduction of Guidance for Teachers in English schools.

We must bear in mind that at the centre of these political spats are trans people, trying to live their lives but who are the subject of political policy and legislation such as the quasi-judicial processes to legally change gender, the lack of

provision for gender recognition clinics and rising hate crime.

With some studies, showing that up to 89% of trans people have thought about suicide further pressures imposed by politicians can literally be the difference between life and death.

This Congress therefore reiterates its commitment to campaign vigorously for the rights of trans and non-binary people and for universal reform of the GRA. Further, we ask the GS, CEC, NEC to use all means necessary to ensure that the voices of trans and non-binary communities are heard in debates affecting their rights within both the trade union movement and political spheres.

The GMB has a proud record of supporting Trans and non-binary people and this is not the time to stop the pressure on Politicians of all colours.

**A55**  
**WALES & SOUTH WEST REGION**

## **SOCIAL POLICY: NHS & HEALTH ISSUES**

### **209. ISSUES ARISING FROM PATIENT FLOW IN THE NHS**

This Congress notes that across the NHS a continues patient flow model was brought into force.

The purpose of the model was to help with the added pressures at Accident and Emergency with the need to move patients into the receiving wards.

The continues flow model from the receiving wards are then moving a patient to a ward which has no bed and no area that a patient can wait until the bed becomes available. This means that each ward has an extra patient with nowhere to go, and is this safe?

What does this mean to the ward staff? patients not having a bed, sitting in an area in the ward that is not appropriate, there is no privacy for the patient.  
How can we ensure our patients are safe and is the continues flow the best answer?

We ask congress to support all NHS staff.

To raise awareness with the NHS to look for a way that NHS patients are safe.

To lobby parliament to get the help that is needed for the staff to make sure all NHS patients are safe in their care.

**S11 – SCOTTISH PRIMARY CARE NURSING**  
**GMB SCOTLAND**

### **210. SCRAP VAT ON DEFIBRILLATORS**

Many defibrillators are not available 24/7, and in many instances, you are at least 700 metres away from one.

In cases of out of hospital cardiac arrests, the survival rate is sadly only around 8%, but can be up to 70% if treated in the first few minutes.

Removing VAT on these would help widen their installation by charities and other organisations, resulting in a typical saving of between £200 – £500 per machine.

Congress calls on the Chancellor and the Government to remove this damaging charge on lifesaving equipment.

**E12 EAST DEREHAM BRANCH**  
**LONDON REGION**

### **211. FREE PRESCRIPTIONS**

**C12**

This congress we urge the GMB to campaign for free prescriptions in England.

As Congress will be aware, other parts of the UK already receive free prescriptions, however not in England.

**P55 – PONTEFRACT AND CASTLEFORD GENERAL**  
**NORTH EAST, YORKSHIRE & HUMBER REGION**

### **212. LEVEL DOWN PRESCRIPTION CHARGES IN THE UK**

**C12**

This Congress calls for prescriptions for mental health issues to be exempt from prescription Charges.

- England is the only UK country where people have to pay for their medicines.
- Is it fair that England subsidises the rest of the UK ?

There are currently only 10 conditions on the NHS website that are exempt from prescription charges and mental health isn't one of them.

Mental health affects all walks of life and is not limited to those on low or no income.

- Nearly 1 in 10 people have skipped medication in the past year due to the cost of prescriptions.
- 12% of people who pay for their NHS prescription have cut medication in half to make it last longer.
- Over a third (35%) of respondents reported they had the duration of their prescription changed, meaning they're paying more frequently for their prescription.

- 1 in 5 of us will have suicidal thoughts at some point in our lives.
- Research has found that every suicide directly affects 135 people – that's friends, family, colleagues, and the communities in which we live. On top of that, when somebody is bereaved by suicide, they are themselves at greater risk of taking their own life.

It is time to Level down prescription charges in the UK.

I move

## W27 TOLPUDDLE BRANCH SOUTHERN REGION

# SOCIAL POLICY: EDUCATION & TRAINING

## 213. APPRENTICESHIP LEVY

This Congress recognises the role of the Apprentice Levy but we would like to lobby our officials to explore the avenue of unused levy, to be utilised to promote apprenticeships to up-skill workforces within all industries. This is to give everyone the opportunity to develop within their workplace, creating flexibility and promoting self-worth to our members.

## R36 ROCESTER GENERAL BRANCH MIDLANDS REGION

## 214. URGENT INCREASE IN FUNDING FOR SPECIAL EDUCATIONAL NEEDS (SEN) CHILDREN

This Congress notes:

- the critical role of Special Educational Needs (SEN) provision in ensuring that all children have equal access to quality education and support.
- The prolonged period without a significant increase in funding for SEN children, resulting in financial strain on schools and an impact on the quality of education and support services they can provide.
- The increasing demands and complexities associated with supporting children with Special Educational Needs, which necessitate additional resources and expertise.

Congress believes that:

- Adequate funding is essential to ensure that schools have the resources and capacity to provide effective support and education for SEN children.
- The current level of funding for SEN is insufficient

to meet the diverse and evolving needs of these children.

Congress Resolves:

- To call upon the relevant educational authorities to conduct an immediate review of the funding allocated for Special Educational Needs provision in schools.
- To advocate for a substantial increase in funding to address the current shortfall and to ensure that schools have the necessary resources to support SEN children effectively.
- To request that any additional funding is distributed in a manner that prioritises schools with higher proportions of SEN students and reflects the level of need within each institution.

Congress Mandates GMB National:

- to actively engage with educational authorities and relevant stakeholders to lobby for increased funding for SEN provision.
- to collaborate with advocacy groups, experts in special education, and other stakeholders to develop a comprehensive plan for utilising additional funding effectively.

## H37 HILLINGDON BRANCH LONDON REGION

## 215. EMPLOYMENT LAW IN OUR SCHOOL CURRICULUM

Congress, GMB London Security Branch believes that over the years there have been numerous reports of large international companies taking advantage of employees and their lack of knowledge regarding employment law. Examples include P&O dismissing 800 employees without notice, WHSmith, Marks and Spencer and Argos all failing to pay the minimum wage. Companies must know they're breaking laws, but the judicial system seems to be weak or ineffective.

Empowering all future employees of their rights will lead to less abuse of the system by large corporations. Even though there is information available to people, employees seem to have little knowledge unless they are involved with a trade union.

A reform of the national curriculum could highlight and inform future employees of their rights.

The current Labour Party pledge regarding the curriculum includes mandatory digital skills and reform of citizenship to include practical life skills such as such as pension planning, understanding credit scores, applying for a mortgage and understanding employment and rental contracts.

There is nothing regarding employment law, which has an impact on the majority of people who will be leaving education to be either employees or employers.

GMB London Security Branch resolves that the school curriculum should include the mandatory education of employment law, (including health and safety laws), to all students in secondary school.

Works Cited in the motion:

- “National minimum wage: Are you being underpaid? www.MoneySavingexpert.com Rosie Hamilton 21 November 2023.
- “Labour would make sure every child leaves school job-ready and life-ready” Keir Starmer statement to Labour Party conference 26 September 2021

**G43 LONDON SECURITY BRANCH  
LONDON REGION**

**216. SUPPORT IN PROMOTING TRADE SKILLS AND STEM EDUCATION FOR A GREENER FUTURE WITH EMPHASIS ON WAGE GROWTH**

This congress we propose a motion to seek the union’s support in advocating for increased emphasis on trade skills, construction, engineering, and vocational qualifications in STEM subjects for our children and students. This initiative aims to contribute to a fairer and greener future for our country.

To make these fields more attractive to students and school and college leavers, we suggest incorporating a campaign for higher wage growth in trade and STEM sectors. Competitive compensation not only reflects the value of these skills but also plays a pivotal role in encouraging individuals to pursue careers that contribute to the overall well-being of our society.

We kindly request the union’s backing to champion this holistic approach, promoting the value of trade skills and STEM education while advocating for competitive wage growth to create a more equitable and environmentally sustainable future.

**S15 ENERGY BRANCH  
NORTH EAST, YORKSHIRE & HUMBER REGION**

**SOCIAL POLICY: THE ENERGY & UTILITIES MARKET**

**217. END FUEL POVERTY BY ELECTING LABOUR AND RENATIONALISING POWER SUPPLIES**



This Congress notes that in the 2001 Fuel Poverty Strategy defined being fuel poor as needing to spend in excess of 10% of household income on fuel use to achieve satisfactory heating. It set out action on the three drivers of fuel poverty:

- low incomes
- poor energy efficiency in homes
- energy prices.

Since taking office the Conservative government has decoupled income rises from the Retail Prices Index (RPI) measure of inflation and despite increased prices for everyday items such as regulated rail fares and the charges for power and water that increase with RPI they have insisted that the main measure of inflation is Consumer Price Index (CPI).

Comparing the various measures of inflation with the Average Weekly Earnings (AWE) under the last Labour government and since clearly shows that the standard of living increased under Labour. Since taking power the Conservatives have done nothing but allow fuel poverty to be a greater possibility, making only the rich richer.

	RPI	CPI	AWE	Total Earnings (including bonuses and arrears)
April 1997 till April 2010	42.5%	27.8%	65.3%	63.9%
2 April 2010 till September 2023	69.8%	48.0%	48.9%	50.6%

Labour has said that job opportunities for almost 4 million workers would be created under its plan to bring 19m of the UK’s leakiest homes up to an acceptable standard of insulation.

The final nail in fuel poverty’s coffin is tackling energy prices. France has a nationalised energy supplier, EDF. In 2022 EDF, following the invasion of Ukraine and Russia’s attempt to blackmail Europe by cutting off supplies, turned to the French Government as it wanted to substantially increase prices. Instead, the French only allowed fuel bills to rise by 4% and they told EDF to build new low carbon power supplies. In this country the government allowed wholesale profiteering and paid the energy companies more money than it would have cost it to renationalise just to reduce the impact on the general public. But because bills shot up by so much it has meant that far more of the population ended in fuel poverty.

This Congress should already be calling for a new Labour government. What is missing is the call to renationalise power supplies and their delivery to secure our futures on a pathway to show the world it is possible to have a network that releases no greenhouse gasses and keeps energy costs low.

This Congress therefore calls for the renationalisation of energy within the next parliamentary and increased efforts to stop heat from leaking from our homes, keeping us warm in winter and cool in the summer.

## **M23 GMB UNITE BRANCH LONDON REGION**

### **218. HYDROGEN TRIAL COMMITMENT**

We see congress support for worker involvement and political backing for trailing hydrogen in the gas networks, and for domestic heating.

We propose a motion seeking the union's support in advocating for political backing, particularly from the Labour Party, for the trial of hydrogen in domestic heating. This initiative aims to address environmental concerns while ensuring that workers' voices are actively involved to garner public willingness.

To solidify our commitment, we suggest including a request for the endorsement of hydrogen trials in domestic heating in the Labour Party's manifesto. Furthermore, we should consider an action to withdraw our support as a union on energy policy if this crucial inclusion is overlooked by ministers or councillors.

Hydrogen represents a sustainable solution for domestic heating, and political support, especially from a party with significant influence, is vital. The involvement of workers and the manifesto inclusion will ensure a comprehensive approach that aligns with both environmental goals and the interests of the workforce.

we kindly request the union's endorsement in championing this cause, emphasising the importance of worker involvement and manifesto inclusion to enhance public acceptance and support for hydrogen trials in domestic heating.

## **S15 ENERGY BRANCH NORTH EAST, YORKSHIRE & HUMBER REGION**

### **219. SCOTTISH GOVERNMENT NUCLEAR ENERGY**

This Congress recognises the past and present contribution of Scotland's nuclear energy sector and its workforce in providing a safe secure supply of electricity for home and commercial use as part of our vital UK independent energy mix.

Congress condemns the Scottish Government decision to utilise if required devolved planning laws to block any replacement of new nuclear power in Scotland.

Congress therefore calls on the Scottish Government to end its opposition to new evolving nuclear technology as a part of the UK energy mix.

## **H60 – NUCLEAR AND GMB PRIVATE SECTION GMB SCOTLAND**

### **220. THE GLOBAL CHALLENGE TO ACHIEVE NET ZERO AND THE ROLE OF THE UK PLACE WITHIN THIS CHALLENGE**



This Congress recognises that future plans for North Sea oil and gas development requires a sense of proportion of how they fit into the global energy perspective and the global challenge to achieve net zero carbon emissions.

The Rosebank field for example is the biggest field left to be developed in the North Sea. The reserves within it represents five days of global consumption. There are siren voices in the UK saying that its development is the equivalent of unleashing of the four horsemen of the apocalypse. What tosh!

Vaclav Smil the Canadian science professor, using International Energy Agency (IEA) figures, says that annual global demand for fossil carbon is now just above 10 billion tons. This is the equivalent of 17,000 GW of power. For scale the UK National Grid has 60 GW of available electricity capacity.

Professor Smil estimates that for people in the developed world the amount of energy consumption per person to deliver current living standards is three to four times that of people in developing countries. His assessment is that there are no political systems that will stop the rest of the world catching up with the energy consumption levels of the developed world.

As well as the global challenge of meeting net zero carbon emissions energy there will be the growing demand for energy across the rest of the developing world.

There are strong grounds for optimism. The IEA review for 2023 published in January 2024 says that in 2023 some 500GW of renewable energy capacity was added worldwide- nearly 9 times the National Grid Capacity. For the six years 2023 to 2028 the IEA's main forecast is for an additional 3,684GW of renewable capacity to come on line.

By 2028 there could be a total worldwide renewable energy capacity of about 7,000GW. This is a remarkable change. The UK played a valuable part in providing a market and above market prices for the energy to help the private

sector renewable develop the renewable energy technologies at scale to enable this change. Sadly, few of the jobs involved in this new industry supply chain are based in the UK.

The missing link to date is a viable and economic energy storage technology at scale to deal with intermittent wind and solar. Urgent global investment is required to develop such a technology. Hydrogen is one candidate technology. For a secure energy future Nuclear power is vital for baseload capacity. Until the storage nut is cracked gas is the only lower carbon show in town as a backup energy source.

As this is the case for the UK too it is hair-shirt economics to make ourselves poorer by refusing to use our own oil and gas supplies.  
..... contd/

Grandiose notions of the UK leading the world on replacing the worldwide 17,000 GW of power from fossil carbons are a throwback to an imperial past that is long gone. Realism, energy security and modesty from the Labour Party are what the electorate expect on this.

Congress calls on the CEC to press the Labour Party to adopt a realistic global perspective on the UK's energy future, abandon unilateral hairshirt economics on developing our own oil and gas sources and keep the UK in the middle lane in the global journey to net zero carbon emissions.

## **G20 ENERGY CENTRAL BRANCH LONDON REGION**

### **221. ROYAL SOCIETY SAY CLIMATE CHANGE COMMITTEE UNDERESTIMATES NUMBER OF DAYS WITH NO WIND**

This Congress is alarmed by the media reports that Sir Chris Llewellyn Smith, who led a Royal Society study on future energy supply, said that the Climate Change Committee only "looked at a single year" of data showing the number of windy days in a year when it advised the UK Government on the extent to which the UK could rely on wind and solar farms to meet net zero.

When Sir Chris presented the study in autumn 2023, he said of Climate Change Committee "They have conceded privately that that was a mistake." By contrast the Royal Society study relied on 37 years of weather data.

In January 2024 Sir Chris, an emeritus professor and former director of energy research at Oxford University, said that the remarks to which he was referring were made by Chris Stark the Climate Change Committee's (CCC) chief executive. He said: "Might be best to say that Chris Stark conceded that my comment that the CCC relied on modelling that only uses a single year of

weather data ... is 'an entirely valid criticism'."

Congress notes that this is not some trivial matter. The advice of the Climate Change Committee to the UK Government in 2019 about the resilience of intermittent energy sources in 2050 was based on the assumption that there would be only seven days in the year when the output of the wind turbines would be less than 10% of the nameplate capacity.

GMB's own studies of the track record of the wind capacity installed found that on average there is one in six days over a year when this happens. Other studies showed similar results for 2018 (56 days), 33 days in 2019 and 30 days in 2020.

The implication of this serious underestimate for periods when there is no wind is that energy storage (possibly hydrogen based) will have to be massively increased or there has to be a continuing reliance on other energy sources such as gas until energy storage is viable and economic to deal with the risks of power cuts and blackouts. These are the laws of physics and engineering and are unavoidable.

GMB Congress 2023 Congress called on the CEC to try to persuade the Labour Party to drop its commitment to net zero electricity generation by 2030 on the grounds that it was simply not viable. The Labour Party has not walked away from this unviable commitment.

This is a critical issue. The reputation of the Labour Party for competent government will be destroyed if there are avoidable power cuts and blackouts because the leadership didn't heed the advice of the Congress of a major affiliated energy union and a founder member of the Labour Party.  
..... contd/

Congress calls on the CEC and the General Secretary to implore Sir Keir Starmer and his Shadow Cabinet to use the Royal Society study as a sufficient reason to revisit this 2030 commitment and to put before the electorate a viable plan for net zero electricity generation.

This has to recognise that there is no viable alternative back up energy source other than gas currently available. It is time to go back to the drawing board and listen to the advice of the scientists, engineers and energy specialists.

## **G20 ENERGY CENTRAL BRANCH LONDON REGION**

## SOCIAL POLICY: CLIMATE CHANGE

### 223. GLOBAL CLIMATE EMERGENCY

C13

UN are continually raising issues around global catastrophic issues which concern our nation. There has been an over 2.7 degree rise in global temperature, created by humans.

The main causes of climate change are unnecessary pollution from factories and big industries; invalid use of transportation, plastic packaging from food and overrun, needless powering of buildings.

We as a nation need to act now and do our part by working together to cut down greenhouse gas emissions.

This has to be done rapidly in order to make a change whilst we still can. By doing this we will be saving many future generations and possibly our planet. If we continue to work the way we are, we will see intense drought, storms, heat waves, rising sea levels, melting glaciers and warming oceans. This has continued effect on animals and humankind which places lives in danger.

How can we stop global warming? We cannot entirely stop it but slow down the process.

Ways of doing this are driving less, driving electric cars, recycling more, using less hot water, avoiding products with a lot of packaging and many more ways.

An enormous reason for global warming is the form of transport being used, 72 percent of this being cars. In order to lower this, public transport is a greater option as it carries multiple loads of people for roughly the same amount of fuel.

An alternative is choosing electric powered cars which have been encouraged by the government and the local council. Unfortunately, due to the time we are living in and the cost-of-living crisis not many people are able to purchase electric cars.

Therefore, we believe grants and schemes should be supplied by the government and local council which would make eco-friendly cars more accessible to those who are in need. Specific schemes need to be generated targeting small businesses such as private hire and hackney carriage taxi drivers.

### G56 PROFESSIONAL DRIVERS BRANCH LONDON REGION

### 224. FREE SOLAR ENERGY FOR ALL

Congress recognises that we are severely suffering with the cost of living and the rising costs of greedy fuel suppliers. These unprecedented rising costs are making it hard to heat our homes during winter and we see families wearing their coats in their homes to stay warm because their salaries do not stretch enough to pay for energy bills.

Although pensioners receive fuel payments, they still need to be careful and heat as little as two rooms to stay warm.

Congress, we must take the opportunity of solar energy and ensure every house can meet the carbon footprint targets by supplying homes with minimum number of solar panels.

This government needs to protect our sick and vulnerable and stop profiteering from them, the incentive is just not enough to support the taxpayers of this country and we are fed up with paying these made-up taxes so the rich keeps getting rich at our expense.

We call for the free installation of solar panels for the public. Whatever surplus energy is generated should go back into the public domain to generate profit. This would generate capital to business and can be sold to offset the costing of installing these panels into every home.

### B22 BRAINTREE & BOCKING BRANCH LONDON REGION

### 225. AIR TODAY – GONE TOMORROW

As Congress will be aware there are industrial processes for almost ever thing, we make that produce gases.

Each year over 40,000 people die in the UK alone where the air that they breathe is a major contributing factor. Across Europe and beyond it is thought to be in the hundreds of thousands.

One such cause is what we deem as part of everyday life. That is the impact of travelling to and from work, going on holidays in our vehicles, using public transport such as trains, sea going vessels and airplanes. All which cause the release of toxic emissions, including diesel exhaust fumes into our atmosphere.

There is also strong empirical evidence to suggest that the impact on humans can be felt from birth with air pollution thought to be stunting the growth of your babies and your children.

More alarming is that this can lead to untold years of poor health and a reduction in your children's and indeed children's quality of life. Not to say the impact upon the British economy and our overstretched NHS.



## Clean Air Act

The GMB will always support legislation that enshrines the right to breathe clean air into domestic law. It should set new, more stringent legal limits for ambient air quality, which reflects the World Health Organisation (WHO) guidelines. There must be a recognition within the document of air pollution as an occupational health issue. Update health and safety law.

The COSHH regulations need to be updated to reflect new research on indoor and outdoor air pollution. Workplace exposure limits (WEL's) should place duties on employers to monitor and adopt control measures for diesel and other toxic emissions. Risk assessment should include environmental impacts caused by or related to work, with an obligation to present realistic strategies for minimising and eradicating pollutants within the workplace and the wider community.

Establish a new Environmental Protection Agency. Which needs to be backed up by a watchdog that has the teeth to take public bodies and employers to court. The watchdog panel must have places allocated for GMB Representatives to voice our concerns.

Consultation with the workforce,

Air quality measures for indoor and outdoor occupational air pollution must be subject to the consultation requirements of the Safety Representatives and Safety Committee regulations. They should cover both employees and the needs of vulnerable occupants of buildings, in particular children.

Skills, training, and information.

Employers should be required to raise awareness and support workforce training on risks and appropriate control measures. It should also consider the need for workers to access independent advice on exposure levels.

Serious health issues and deaths arising out of work will continue if no positive action is taken. They just don't happen; they are the direct cause of risk management failures. They are wholly preventable if employers and other governing bodies take their responsibilities seriously and discharge them well. Remember this, we may choose to delegate responsibility, but never will we be able to delegate accountability.

Thankfully in this country alone our beloved trade union and others such as Hazards campaign group, Greener Jobs Alliance, Health, and Safety Executive, RoSPA, IOSH and many others have put pressure on the government and made headway into coming up with a solution. However, this needs

to continue. We urgently need to have a more constructive response to what has been described as a public health emergency within our country.

We can also play our part by standing shoulder to shoulder, making our views known at rallies, meetings and lobbying our local councils and politicians.

Let us get out there and start to make changes happen. We only have one life and one planet therefore please let us look after it before it's too late.

Thank you for listening and continuing to fight our cause.

## **S38 SHEFFIELD AND MUN AND LT NORTH EAST, YORKSHIRE & HUMBER REGION**

### **226. LEWISHAM AIR POLLUTION**

This Congress recognises and acknowledges the need to improve air quality, and Government policies don't take into account the full health and environmental impacts of poor air quality. A healthy population is the finest form of natural wealth and this depends on public health services securing a sound environment. The Environment Agency have failed to regulate the harmful PM2.5 emissions from incinerators when they are supposed to protect public health, so failing in their duty of care.

Locally Lewisham's asthma death rate rose above the London average after the SELCHP incinerator started in 1993, so perhaps the London Mayor, an asthma sufferer who's determined to tackle pollution, has overlooked the impact of the incinerator emissions.

ONS data also shows that Lewisham's infant mortality rate and the percentage of low birth weight babies, suddenly rose after SELCHP started. Improving air quality requires less conversation and more action. All schools keep a register of asthma inhalers brought into school, so accurate data is available to the Mayor who could map the rates across all of London schools and take appropriate action. This situation is likely to be replicated across many towns and cities in the UK.

## **K19 SOUTH LONDON GENERAL SOUTHERN REGION**

### **227. PERMANENT DISBANDING OF EXPANDED ULEZ ZONES IN GREATER LONDON**

This Congress notes:

- The expanded Ultra Low Emission Zone (ULEZ) zones in Greater London were established with the aim of reducing air pollution and fostering cleaner air in the city.

- The financial burden placed on individuals residing within the expanded ULEZ zones is considerable and disproportionately impacts citizens, while the primary contributors to environmental degradation are profit-making corporations.
- The current structure of the ULEZ zones unfairly burdens individuals without effectively addressing the main sources of air pollution.
- The permanent disbanding of these expanded ULEZ zones is essential to relieve the financial strain on citizens and to encourage greater corporate responsibility for environmental conservation efforts.

We call on GMB to support the permanent disbanding of the expanded ULEZ zones within Greater London and:

1. Call for a comprehensive reassessment of current policies to establish a more equitable system that holds corporations accountable for their contributions to environmental degradation, aiming for a fair and balanced approach in tackling air pollution issues.
2. Seek to collaborate with relevant stakeholders, including government bodies, environmental agencies, and community representatives, to develop sustainable initiatives that enhance air quality without unduly burdening citizens.

### **H37 HILLINGDON BRANCH LONDON REGION**

## **SOCIAL POLICY: HOUSING**

### **228. HOUSING**

This Congress calls for an immediate implementation of M4(Category 2) (as defined by the 2010 Building Regulations) as the new national regulatory baseline.

The consultation on raising accessibility standards for new homes set a clear expectation at Government Department level and the planning inspectorate that each Local Planning Authority must set out a policy for an adequate proportion of M4(3) wheelchair accessible properties to be built within each iteration of their local plans.

### **G56 PROFESSIONAL DRIVERS BRANCH LONDON REGION**

### **229. LOCAL AUTHORITY 2030 NET ZERO TARGET COUNCIL AND HOUSING ASSOCIATION DISTRICT HEATING SYSTEMS**

Congress is concerned that members of the union living in social housing estates are facing huge unaffordable charges arising from London Councils setting decarbonisation targets of 2030 to their district heating systems, currently the most efficient of fossil fuel systems.

The race to decarbonisation by 2030 on these systems are hurried and will impose social housing residents with prototype and failing technology. Congress calls upon Local Authorities to delay the 2030 target on their district heating systems, to ensure that social housing residents are not saddled with out of date, untested technology, and extortionate costs. Industry experts have advised to hold off as the technology post 2030 will be of greater capacity and efficiency.

The impact on the Housing Revenue Account (HRA), leaseholders' major works charges will be disproportionate as figures of £80,000 plus per dwelling have been floated. The impact on private tenants' rents who live in buy-to-let properties on social housing estates will be unsustainable as buy-to-let landlords pass the costs to their tenants. The additional inequitable costs to social housing residents are not "just" and will mean leaseholders are yet again financially penalised by their freeholder, on this occasion their local authority. The key to a "Just" transition means that one group of people are not financially discriminated against simply by the nature of where they live.

Congress calls for all Labour councils to work with national and devolved governments to work towards achieving the net zero carbon emissions targets by 2050 and to support development of all the technologies required to meet net zero on home heating and hot water.

Congress further calls on the CEC to press TUC and Labour Party for a fair system to pay for the transition from fossil fuels to carbon free energy systems. It has to be recognised that the costs facing members living in social housing are totally unaffordable.

Congress calls for the CEC and Regional Committees to oppose Councils adopting these arbitrary net zero carbon emissions targets and to pledge full support for members and residents on estates opposing such huge bills to meet these arbitrary targets.

Congress calls on Councils to ensure that the labour force engaged in retrofitting to ensure adequate insulation for the efficient operation of heat pumps are unionised and there are provisions in place for adequate levels of skilled apprenticeships.

### **B10 BARKING BRANCH LONDON REGION**

**230. HEAT PUMPS**

This Congress we call upon the Government to further subsidise the cost of Heat Pumps which will make them more attractive to homeowners throughout the country.

**H62 HULL HEATING WORKS  
NORTH EAST, YORKSHIRE & HUMBER REGION**

**232. RENT CONTROL / CAPS IN THE PRIVATE RENTED SECTOR**

This Congress recognises the high rent costs across Dorset and nationally.

With 20% of Dorset residents privately renting, this is a subject many members employees and residents can relate to.

Rent prices have increased by 19% in the past few years and people can expect to pay up to 40% of their income towards rent. The rising cost of living essentials has further contributed to this crisis. Affordable housing and social housing is in short supply, demand is great and interest rates have all contributed to rising rents. This is an unregulated market and many landlords may exploit this situation. Dorset is particularly hard hit due to the holiday home industry and wealthy second home owners buying up available rentals.

Congress resolves to adopt and back rent control methods with Union members advocating and acknowledging this housing crisis.

**D30 DORSET CC BRANCH  
SOUTHERN REGION**

---

**SOCIAL POLICY: TRANSPORT**

**233. SAFER PEDESTRIAN WALKWAYS**

This Congress notes that changes to the layout of any city centre, with the introduction of "cycle lanes" has had a negative impact on disabled people.

These changes to the pedestrian's walkways are dangerous for the blind and disabled people.

To make room for the cycles, there is now a cycle path at the bus stop, where getting of the bus you could be knocked down by a cycle.

The cycle lane is in the middle of the pedestrian walkway, so if you are blind or disabled and not as quick on your feet you can find that you have been knocked down, now there is no insurance claim for you because the cyclist does not need any.

We call on congress:

To campaign for a review of the layout of the cycle paths in the city centres for the safe travel of our disabled and blind public.

To work and campaign with their community to help change and enforce legislation to those that do not follow the rules of the road.

**G87 – GLASGOW HEALTH SERVICE (APEX)  
GMB SCOTLAND**

**234. CYCLING SAFETY**

This Congress is concerned for the safety of cyclists across the country.

We therefore demand with the help of our GMB Assembly Members, Councillors and MPs that:

- ALL cycle lanes should be made mandatory, for rider protection.
- All cyclists should be insured, for riders' peace of mind.
- ALL cyclists must wear a helmet, and an identifiable High Visibility clothing, for their safety.
- All cycles should have front and back solid beam light (not flashing) for their all-round protection.
- All bicycles should be registered, and a number plate attached, for the prevention of theft.

**G56 PROFESSIONAL DRIVERS BRANCH  
LONDON REGION**

**235. BUS COMPANIES LIE WHEN RECRUITING DRIVERS** 

This Congress demands action from its MPs, Councillors and Assembly Members, to stop Bus Operating Companies from lying, while recruiting new drivers, stating that they don't let drivers work seven days a week. These Companies start their week on a Saturday, Two days one week and five days the next.

We demand action for our drivers old and new and call on the Driver and Vehicle Standards Agency (DVSA) to create a code of practice ensuring that all companies keep transparent employee attendance records which are open to scrutiny and are accessible with the possibility of sanction where these procedures are not followed.

**G56 PROFESSIONAL DRIVERS BRANCH  
LONDON REGION**

**236. BUS DRIVER FATIGUE**

C14

This Congress demands that this Government intercede to stop the exploitation of bus drivers, right across the country, through long hours and dangerous shift patterns.

Working thirteen days in fourteen is unacceptable in this day and age.

We demand that our GMB backed MPs, Councillors and Assembly members put pressure on this Government to stop the draconian domestic driver rules, which allow bus drivers just 10hrs and sometimes 8.5hrs rest between shifts.

Long shifts and bad sleep patterns have a detrimental effect on the health of Bus Drivers. Better pay aligned with longer time off between shifts would be beneficial to all.

**G56 PROFESSIONAL DRIVERS BRANCH  
LONDON REGION****237. MORE FUNDING FOR PUBLIC TRANSPORT  
JOINING RURAL VILLAGES TO LOCAL TOWNS**

This Congress recognises the need to retain bus routes from villages to towns to keep pensioners and those with a disability connected with their local towns.

Cutbacks to funding for public transport means that those people who travel to work, pensioners who travel for shopping and to pay bills as well as meeting friends and family are being isolated and facing reduced services or service cuts. Also, bus companies are faced with reduced or funding cuts forcing them to cut pay to their staff.

We need more funding for public transport services such as these vital lifelines to encourage more people to use these services,

Investing in local bus and rail networks would help people to ditch their cars and help the environment.

We need a reliable clean service that serves the public with buses and trains running on time and that run through to the late evening so people can return to their homes without the hassle and bustle of traffic jams and finding parking spaces delaying their appointments and work commitments.

We call on GMB to work with transport Unions and lobby the Government to retain these vital services.

**B22 BRAINTREE & BOCKING BRANCH  
LONDON REGION****238. IS IT TIME TO MOVE AWAY FROM TFL**

This Congress understands that TfL's (Transport for London) business model directly conflicts with its regulatory and licencing powers.

Taxi & Private Hire drivers are direct in competition to TfL's Bus and Train policies, therefore a move away to an independent regulator should sort this out.

**G56 PROFESSIONAL DRIVERS BRANCH  
LONDON REGION****239. PRIVATE HIRE VEHICLES GO...WHERE BUS  
AND TAXI GO**

This Congress present this motion to address the accessibility of private hire vehicles (PHVs) on public transportation routes, the goal is to enhance transportation options for the public and promote a more seamlessly integrated urban mobility system that ensures fairness.

Background: Currently, private hire vehicles face restrictions in accessing certain routes designated for buses and taxis. This motion seeks to reevaluate these limitations and advocate for a more inclusive approach to urban transportation.

Objective: The primary objective of this motion is to strongly champion the expansion of route access for private hire vehicles, ensuring their equal rights and privileges closely mirror those granted to buses and taxis.

Benefits: By allowing private hire vehicles to share routes with buses and taxis, we anticipate some the following benefits:

- Diversified Service Competition: Encouraging healthy competition among transportation services, leading to improved service quality and affordability.
- Mitigation of Traffic Congestion: Distributing the demand for transportation services across various modes, thereby reducing congestion and enhancing overall traffic management.
- Empowered Consumer Choice: Offering passengers, a broader spectrum of transportation options, empowering them to choose services that best meet their needs.

**S37 SOUTHAMPTON BRANCH  
SOUTHERN REGION****240. ADDRESSING THE EXCESSIVE COST OF TAXIS  
AND ITS IMPACT ON THE WORKFORCE**

This Congress is shocked by the escalating costs in the price of Wheelchair Accessible taxis, which is posing significant barriers for individuals aspiring to

undertake Taxi Driving as a career.

The exorbitant expenses associated with taxi prices not only deter potential candidates from embarking on the Knowledge of London in London, and Hackney Carriage Drivers around the country.

We demand that Licencing Authorities around the country, aided by GMB backed MPs councillors and London Assembly members, encourage alternative vehicles that fit the local licencing criteria.

**G56 PROFESSIONAL DRIVERS BRANCH  
LONDON REGION**

**241. CREDIT CARD SCAM**

This Congress acknowledges that no Taxi or Private Hire Driver across the country would have an issue with accepting credit cards, however what happens when the regulated system installed in your vehicle fails?

Taxis and Private Hire Drivers across the country are generally self-employed, sole traders, but of late overzealous regulators have put in place draconian rules and regulations.

These rules and regulations prevent drivers on pain of their license being revoked from collecting monies owed to them through a secondary device, a device that would be linked to their own bank account.

WE demand, with the help of our GMB Assembly Members, Councillors and MPs that local authorities allow, secondary devices to be used in our Taxis and Private Hire Vehicles across the country.

**G56 PROFESSIONAL DRIVERS BRANCH  
LONDON REGION**

**242. INDEPENDENT COMPLAINTS**

This Congress demands that All Local Authorities & Licencing Authorities to have a complaints process for Taxi & Private Hire drivers that is independent from Licencing Authority.

**G56 PROFESSIONAL DRIVERS BRANCH  
LONDON REGION**

**243. WHO MAKES THE DECISIONS?**

This Congress demands that Local Authorities are open and transparent when making decisions on suspending or revoking our GMB Union Professional Driver members licence on medical grounds.

We demand that any individual with delegated or other powers must be able to prove that the medical advice is from a qualified medical practitioner and in the case of delegated powers, the officer must follow a specific set of policy and

procedures detailing the reasoning and decision-making process behind all decisions taken.

**G56 PROFESSIONAL DRIVERS BRANCH  
LONDON REGION**

**244. GOVERNMENT TO PROVIDE ELECTRIC VEHICLE CHARGING GRANTS FOR ACTIVE TAXI AND PRIVATE HIRE LICENSED DRIVERS** C13

This Congress is asking the government for funding to support active taxi and private hire drivers in setting up electric vehicle charging stations. Going electric can be expensive. These grants would help our members cover the costs of installing electric vehicle charging points, making it more affordable for them to make the switch.

This funding is crucial for strengthening the industry and ensuring the livelihoods of those in these professions in the long run. Going electric can be expensive. These grants would help our members cover the costs of installing electric vehicle charging points, making it more affordable for them to make the switch.

**S37 SOUTHAMPTON BRANCH  
SOUTHERN REGION**

**245. ELECTRIC VEHICLES CHARGING POINT PRICES**

This Congress recognises the need for Local Authorities to regulate prices for electric car charging at public chargers.

When the idea was floated for electric cars, cost was top of the list attraction especially for PHV (Private Hire Vehicles) as Uber committed to go full green in line with Government vision. Since the Ukraine-Russia war the cost to charge at public chargers has doubled and it is as equal as filling a fuel tank, in some cases even more.

Where Local Authorities like TFL keep coming up with the ideas to regulate our taxes etc, they need to come up with a scheme to get PCO (Public Carriage Office) drivers 50% discount on public chargers as most of them do not have home chargers. It should be easy to monitor as they will monitor our taxes via TFL inspections, or a card scheme you could apply with your tax number.

**G56 PROFESSIONAL DRIVERS BRANCH  
LONDON REGION**

**246. ELECTRIC VEHICLES SAFETY** C15

This Congress we ask that we put pressure on the government to ensure extensive health and safety checks take place on electric vehicles before sanctioning them to drive on our roads.

It has been brought to our attention that several

cars and buses have self-combust while being parked.

Surely this is a good enough reason to stop the sales of these very dangerous vehicles until proven safe and we should be looking elsewhere for cuts to a greener vehicle future and not pushing people to buy these loaded guns.

**H72 – HULL RETAIL  
NORTH EAST, YORKSHIRE & HUMBER REGION**

**247. ELECTRIC VEHICLES SUSTAINABILITY**



I move that the government should be looking at the sustainability of electric cars which rely on lithium batteries to fuel them.

It is well known that lithium is not plentiful enough to fuel the numbers of vehicles we need it to supply, and it is not stable.

We need to be looking for an alternative. The government have the figures why are they risking our lives and livelihoods on these products just to win the race on the Green agenda.

We need to be able to sustain whatever we put in place and this we can't and therefore call on Congress to support putting pressure on the government around this issue.

**H72 – HULL RETAIL  
NORTH EAST, YORKSHIRE & HUMBER REGION**

**249. MAKING DISABLED BUS PASSES 24 HOUR USAGE**

This Congress notes that Disabled bus passes are only operated after 9.30am and weekends. Many disabled people work and some full time, also many start work before 9.30am. Not only work but people have early appointments, and others travel in the early hours.

This means that having a disabled bus pass this can't be used for going to work, or travel in the morning for a lot of disabled people. It is almost like being discriminated against, as they get a perk that they are unable to use.

I call upon congress to challenge the DWP to change the rules of using a disabled bus pass to 24 hours. This would entitle anyone that as been awarded one has the opportunity to use the metro bus system to go to work, appointments and many other travel requirements anytime of the day, without restrictions.

**L27 LOCAL GOVERNMENT STAFF.BRANCH  
NORTH EAST, YORKSHIRE & HUMBER REGION**

**250. FREE TRANSPORT FOR THE VICTIMS OF DOMESTIC ABUSE AND THEIR DEPENDENTS**

This Congress believes that victims of domestic abuse and their dependants should be able to avail of free travel to facilitate them to a safe and stress-free journey to their refuge by the introduction of a scheme similar to the "Ask for Angela" scheme where anyone who is feeling vulnerable can identify themselves to hospitality staff who will facilitate their safety. With proper training and advice for Bus Drivers, Taxi Drivers etc they would be able to offer similar assistance to these Victims. We feel that the introduction of this scheme would remove some of the concerns and stress of the victims when they decide that they need a safe refuge and may be forced to flee to safety at short notice with no means of payment or other means of travel.

We call on the GMB to campaign to secure this vital programme.

**U88 ULSTERBUS BRANCH  
NORTH WEST & IRISH REGION**

**SOCIAL POLICY: WELFARE RIGHTS & SERVICES**

**251. NEW GOVERNMENT FUNDED CHILDCARE SCHEME**

This Congress welcomes the introduction by the Government of additional funded childcare scheme for parents. We remain concerned that the level of funding is still not good enough to cover the real needs of working parents who face this cost alongside general increases in their household budgets.

The introduction of the Scheme has created a number of barriers to accessing the Scheme, also the fact that childcare costs during school holidays are often not covered, even though working parents are not on "holiday" but working normally.

We are concerned to ensure that there is a smooth access to claiming the child cost entitlement for parents. Currently, in January 2024, childcare providers are signing people up and filling availability places, but providers are still unaware of how they can draw down the funds from the government. This in turn has created anxiety and uncertainty for parents, childcare staff and providers who are trying to plan places and funding. It is vital that the operation of the childcare entitlement is not so bureaucratic and complex that it is a deterrent to parents or providers from participating in the Scheme.

Also, the gradual increase in eligibility for funded

childcare entitlement is too long.

We ask GMB to work with partner agencies to lobby for continued improvements in funding for childcare and to bring forward access to the 30 hours of Government funded Childcare earlier than September 2025 as currently planned.

In the event of a General Election, we urge GMB to work with the Labour Party to commit to a properly funded Childcare arrangements for all working parent/s and to extend and increase the eligibility and length of funded childcare available. This is vital if we are to empower lower paid employees to secure decent employment without the fear of childcare costs trapping them into short term, insecure employment options.

Affordable Childcare for parents will enable the economy to grow, help fill vacancies and address part of the in-work poverty trap many face.

## **Q22 MANCHESTER CENTRAL BRANCH NORTH WEST & IRISH REGION**

### **252. HOLIDAY VOUCHERS, FREE SCHOOL MEALS**

This Congress remembers fondly how our late, great, President, Mary Turner, campaigned relentlessly for free school meals for all children. This is a campaign that the GMB has been proud to continue, as making sure that children are not going hungry has to be a priority for us all.

This Congress notes that during the pandemic the Government introduced a scheme in which vouchers of £15 per week per child were paid to the parents of children receiving free school meals, during the School holidays. This massively helped with providing food for families whilst children were at home and not receiving the benefit of the School lunches. Unfortunately, the Government did not continue with funding this scheme, but instead has left it to the discretion of the Local Councils.

This Congress notes that although there are many Councils that have continued the scheme, the majority are no longer providing this help, leaving parents struggling hugely to feed their children during holidays.

GMB notes that there is no pattern of party political control behind this decision, with for example Conservative run Wiltshire Council is continuing to offer the vouchers while Labour run Stockton does not.

The Congress resolves to call for Labour Councils to pledge to continue the provision of these vouchers, and to reinstate them where they have already been withdrawn, providing much needed help for struggling families.

## **W15 THREE SHIRES BRANCH SOUTHERN REGION**

### **253. GOVERNMENT'S NEW WELFARE REFORM ON DISABLED PEOPLE**

This Congress calls on the CEC to put pressure on the Labour Party to oppose the new welfare reform. The Government has announced a new welfare reform to help disabled people. If this announcement goes ahead, it will make some disabled benefit claimants even more poor, and these changes could force disabled people to work when not well.

We are still faced with a cost-of-living crisis where low-income families, our elderly in our society, and disabled people must choose from heating their homes or putting food on the table.

Within this bill the DWP is looking at new powers to snoop through personal bank accounts. This is a complete breach of data protection and should not even be considered.

It also claims it is going to encourage more disabled people to work from home when many people live in inadequate facilities and the added cost in utility bills to keep warm and comfortable.

We therefore seek the CEC to put pressure on the shadow Government to oppose any such reforms going ahead.

## **W87 WIGAN BRANCH NORTH WEST & IRISH REGION**

### **254. TWO CHILD BENEFIT CAP**

The Congress notes that In 2015 the former Conservative Chancellor, George Osborne, introduced the shameful policy which capped child tax credits, and universal credit, at up to two children, and not paid for any third or subsequent children.

This Congress believes that this has had a devastating effect on the many working families who have to rely on these benefits because of the poverty pay, and insecure contracts that are all too common, as well as families where there are no members are currently in work.

This Congress notes that at the time many Labour politicians were rightfully outraged, with Angela Rayner describing it as "obscene and inhumane", and Jonathan Ashworth saying the Labour Party was "very, very aware that this is one of the single most heinous elements of the system which is pushing children and families into poverty today".

This Congress further notes that unbelievably, last year Sir Keir Starmer decided that scrapping the two child benefit cap would no longer be Labour Party policy, despite the estimations that this would lift around 270,000 household with children out of poverty.

This Congress believes that relieving child poverty should not only be Labour Party policy, but should be a priority.

This Congress resolves that GMB will continue to remind Labour MPs that this union will never allow our members with more than two children to be thrown under a bus, just so that Labour can position itself to appeal to affluent blue wall voters in leafy suburbs.

### **W15 THREE SHIRES BRANCH SOUTHERN REGION**

#### **255. RECOGNITION AND SUPPORT FOR UNPAID CARERS**



Congress is extremely concerned at the ongoing crisis of unpaid carers across Wales. Unpaid Carers provide significant levels of support to family / friends, the equivalent to over 4 million paid care workers.

For many carers it's essential that access to good health & Social care for the person they care for, it is vital for their own quality of life. The impact on funding issues and the health and social care workforce is at a breaking point across the UKs.

Therefore, this congress asks for:

The CEC to set up a campaign to

- Formally recognise and support unpaid carers in obtaining better working hours.
- Campaign for an increased level of carers allowance payments.
- An increase and expansion of the eligibility criteria to receive carers allowance, including widows and individuals claiming state pension.
- Reduce the cost of rest bit care, to enable carers to receive valuable time for their well-being.

### **M18 WALES & SOUTH WEST REGION**

#### **256. UNIVERSAL CREDIT AND BACKPAY**

This Congress acknowledges that our members on Universal Credit suffer detriment as a result of delayed pay settlements. Universal Credit is a means tested benefit for people of working age. It supports those out of work but also many of those on low income including many of our members.

However, when we get our cost of living increases backdated Universal Credit adjusts and removes the same sum from the benefit. This means that for many of our members their back pay is effectively stolen from them. In 2023 Teaching Assistants on Universal Credit effectively lost six

months of pay increase, half of the annual pay rise.

Congress calls on the GMB to campaign politically for legal change to prevent this unfairness by amending the rules around Universal Credit. If one of lump sums of less than £2500 are counted separately from the monthly salary and excluded from the amount used to calculate Universal Credit, this issue would be resolved.

Congress also calls on pay negotiators to continue their excellent work in seeking to increase the pay of our members but to be mindful of the negative impact of any unnecessary delay in reaching settlement.

### **L09 LB LAMBETH BRANCH SOUTHERN REGION**

#### **257. UNIVERSAL CREDIT**

This Congress is concerned that a tenant gets full benefit support from day 1 for everything, especially around rent. But the mortgage owner needs to show 9 months of unemployment or zero earnings before the Council decides to support them for their mortgage payment and it is only for interest only payments, so your capital is still accumulating.

Not earning for 9 months means that the bank will occupy the home way before the council comes to help the mortgage owner. This needs to be in line with tenant support or even higher as a tenant can find a new place comparatively easier than a homeowner to save their house.

### **G56 PROFESSIONAL DRIVERS BRANCH LONDON REGION**

#### **258. UNIVERSAL BASIC INCOME**



This Congress recognises that our welfare system is no longer fit for purpose and that people across the UK are trapped in a vicious cycle of precarious work and low wages.

It is estimated by the Joseph Rowntee Foundation, along with other institutions, that more than 14million people are living in poverty in the UK. And a significant number of that 14million are living in destitution.

This Congress understands part of the reason poverty is on the rise is because of the constant attacks on our welfare system and our rights at work.

This Congress recognises that there is an appetite in this country to resist these attacks and fight for a better safety net, living standards and our rights to work.

But in order to do this, people need to be confident that there is a safety net for them when they join



the picket line or push back on demands put to them by bad employers.

Congress should know that many people will not resist because they are too afraid of losing their job. Signing up for benefits takes too long for most people with bills to pay and the process is often intrusive and punitive. It often leads people rejecting employment because of the impact it will have on their benefits and that persons fear that they will lose that job and have to start the whole process again.

Congress acknowledges that there is an alternative. That alternative is a Basic Income. This policy would pay every citizen a fixed, regular income regardless of their income, employment status or wealth.

Congress should know that a number of pilots have been undertaken, with one ongoing as we speak in Wales. A pilot implemented by the Welsh Labour Government.

Congress recognises that a Basic Income will encourage people to work because they will keep the additional earned income above the Basic Income payment.

Congress recognises that people will be more inclined to strike because they will have an income that they can rely on, which will also ease the burden on our unions strike fund.

Congress recognises that this policy will strengthen collective bargaining and increase wages for lower paid jobs because people will no longer be held over a barrel by bad employers.

Congress therefore resolves that the GMB Union will undertake research and draft a comprehensive feasibility report into how a Basic Income can impact trade unions and wider society.

**E35 EXETER AND NORTH DEVON BRANCH  
WALES & SOUTH WEST REGION**

**INTERNATIONAL**

**259. WORKERS MUST FIGHT FOR PALESTINE AND A LASTING PEACE**

This Congress deplores the attacks by Hamas on civilians on 7 October 2023, and condemns the collective punishment and incessant bombing and military attacks launched against the population of Gaza by the Israeli defence forces since then.

Congress notes this ‘war’ didn’t start on 7 October 2023. The Palestinians in the Occupied Territories of Gaza and the West Bank have been subject to the unlawful occupation, daily human rights violations,

and killings, by the Israeli state for decades.

The current mass indiscriminate bombings by Israeli forces across Gaza have killed over 20,000 people at the time of writing, mainly civilians, including thousands of babies and children. These war crimes against an occupied people, trapped in a narrow strip of land, are not ‘self-defence’ and will not result in security for the Jewish citizens of Israel.

The attacks include targeted killings of children, health care workers, journalists, aid workers, educators; a mass programme of starvation and dehydration; destruction of the majority of homes, hospitals, schools and infrastructure; and long-term trauma and psychological damage, especially for the children.

The indiscriminate bombing has razed buildings to the ground and caused severe environmental damage which will take years to recover from.

Workers’ livelihoods have been destroyed. In December 2023, the ILO along with the Palestinian Central Bureau of Statistics estimated that 66% of employment in the Gaza Strip had been wiped out, and around 32% of employment in the West Bank.

This union believes that:

- These latest attacks are a continuation of more than 75 years of occupation, dispossession and ethnic cleansing of the Palestinian people by the Israeli state.
- Israel’s actions and escalation are enabled and facilitated by the impunity afforded it by the international community, who provide it with the weapons, machinery and technology to maintain its illegal occupation and to undertake its attacks.
- The war has had a significant impact on all aspects of Palestinian life, resulting in a humanitarian, social and economic crisis.
- As trade unionists we must always stand on the side of justice, both in word and in deed – and with workers in struggle.
- We support mass struggle by the Palestinians for self-determination and their own viable state, which will not be granted by the capitalist elites. Only the struggle for workers’ unity, for full national rights and for socialism can remove all reactionary elites and lay the basis for an end to oppression and wars, and see Palestinians and Israelis mutually agree their future relations, free to live in peace and prosperity.

The GMB is affiliated nationally to the Palestine Solidarity Campaign (PSC).  
Contd/.....

The union also recognises that we have members who work in sectors that may be party to facilitating the production of weapons, machinery and technology for use by the Israeli defence forces.

This Congress therefore calls on the GMB leadership to act on the urgent appeal from the Palestinian trade unions and take immediate and concrete steps to ensure that, as a union, we ourselves are not complicit in supporting and sustaining Israeli oppression.

Specifically, this Congress instructs the GMB leadership to respond to the call from Palestinian trade unions by:

1. Encouraging and pledging practical support to members who refuse to build or handle weapons destined for Israel.
2. Mobilising for future mass protests in the UK opposing the war on Gaza.
3. Providing education about the occupation of Palestine to members in workplaces involved in the building and transportation of weapons destined for Israel, including video conversations with representatives from Palestine's trade unions.
4. Examining our Unions' contractual agreements to ensure we are not doing business with companies involved in implementing Israel's brutal and illegal siege on Gaza, particularly military companies.
5. Examining our union's investments to ensure we are not financing companies involved in implementing Israel's brutal and illegal siege on Gaza, particularly military companies.
6. Promoting our affiliation to the Palestine Solidarity Campaign and encourage branches to affiliate individually.
7. Providing regular updates on progress on this motion to Branches.
8. Campaigning for a permanent ceasefire and lasting peace.

**X34 GMB@PCS BRANCH  
LONDON REGION**

**260. SUPPORT AND DEFEND THE CALLS FOR AN IMMEDIATE CEASEFIRE IN THE CURRENT MILITARY CAMPAIGN IN GAZA**

This Congress notes:

The Israeli state is waging a barbaric military

campaign on the people of Gaza. Schools, hospitals and refugee camps have been bombed. As of 9th January 2024, it was estimated that over 23,000 Palestinians had been killed, and almost 60,000 injured.

In the first ten weeks of the assault, at least 300 healthcare workers were killed.

Experts analysing satellite pictures estimate that about two thirds of structures in northern Gaza have been destroyed. At least 1.9 million people have been internally displaced. The people of Gaza are traumatised and face hunger and disease on a mass scale with extremely limited humanitarian assistance and almost no health care.

Israel began the siege of Gaza in 2007, with 2.3 million people penned into an area the size of the Isle of Wight. Half the population of Gaza are children.

While war is being waged in Gaza, Israeli settlers, with the support of the Israeli state and military, are increasing their settlements on the West Bank. Hundreds of Palestinians have been killed in the West Bank since October 2023. The settlements are illegal under international law.

The state of Israel was established in 1948 by forcing Palestinians from their homes and occupying Palestinian land. Palestinians are systematically denied equal rights by actions of the Israeli state and by its laws.

The Israeli government claims to offer safety and security for Jewish people, but in reality, its attacks on civilian targets in both the Occupied Palestinian Territories and neighbouring states, and its role in hosting the largest stockpile of weapons for the US military in the Middle East, only perpetuates the cycle of violence in the region, putting Israeli civilians and its conscripted soldiers in danger.

The Israeli state receives political and military support from the British government to carry out this project.

This Congress believes:

Palestinians have an inalienable right under international law to resist Israeli settler colonialism and occupation. United Nations (UN) general assembly resolution 37/43 affirms "the legitimacy of the struggle of peoples for independence, territorial integrity, national unity and liberation from colonial and foreign domination and foreign occupation by all available means, including armed struggle".

**B24 BRADFORD DISTRICT CARE TRUST  
NORTH EAST, YORKSHIRE & HUMBER REGION**

## 263. JEWISH/MUSLIM RELATIONSHIPS BETWEEN PEOPLE AND GMB MEMBERS

C17

The atrocious Hamas attack on 7.10.23 on Jewish people attending a festival and the taking of hostages evoked international outrage. It was followed by a massive and ongoing response from Israel in Gaza, causing thousands of deaths of Palestinians.

International responses included protest marches in support of Palestinians as well as Israelis and attacks on individuals and groups. Perhaps more importantly it has made a potentially tense relationship between Jewish and Muslim people and employees even more fraught. But there needs to be peaceful co-existence.

It is Jewish and Muslim women who have recognized the urgent need for peaceful co-existence and cooperation and have met in a space at Westminster Abbey in a meeting titled 'Together' and agreed that both religious communities must campaign for safety and empathy. It was reported on by the Journalist Remona Aly in the Guardian. She also reported on the minimal input which women have in political and other decision-making processes (~ 6%). But organisations exist where women from both faiths collaborate – 'Women Wage Peace', and in the UK 'Nisa – Nashim' is a Muslim-Jewish women's network that works at building enduring friendships. However, many fear backlashes and threats from their own people.

The future relationship between Jewish and Muslim GMB members is of particular importance to us and we urge the GMB to do all it can to ease tensions between our members of these religions, by leading the way with GMB branch and rep training.

### R27 REDBRIDGE BRANCH LONDON REGION

## 264. WELCOME PROGRESS IN COLOMBIA

Conference extends full solidarity to the Colombian people as they strive to build a fairer and more peaceful society under the progressive government of Gustavo Petro.

Conference welcomes the government's positive measures, working closely with trade unions and civil society organisations, to tackle gender-based discrimination and strengthen women's rights.

Women in Colombia are disproportionately impacted by conflict and inequality. Conference welcomes the creation of the country's first Ministry of Equality which aims to confront historic injustices and to ensure that the rights of women, particularly those of indigenous or African-Colombian heritage, are guaranteed and respected.

Women workers still face workplace discrimination, harassment and limited opportunities. The government's proposed labour reform bill empowers women workers and prohibits discriminatory practices. In the face of strong congressional opposition, Conference expresses its committed support for the labour reform, which if passed into law will improve the lives of millions of working people.

Conference commends the many GMB branches that sent videos of support and solidarity to Colombian trade unions last October as they mobilised in support of the labour reform.

Conference pays tribute to Colombian women activists organising their communities for economic, social and environmental justice, as well as the many women community leaders at the forefront of peacebuilding. The National Women's Association visited by the GMB President during a delegation to Colombia last year are running trade union schools to promote equal representation in the movement for our trade unionist sisters. In the peace process, women former guerrillas lead cooperatives and other economic projects. Despite conflict violence still impacting the country, they are dedicated to the immense challenge of consolidating stable and lasting peace.

Conference stands in unconditional solidarity with all those seeking to end the human rights crisis that has killed over 1,500 social activists and over 400 former guerrillas since the 2016 peace agreement.

Working with our partner organisation Justice for Colombia, Conference resolves to:

- Provide practical support to initiatives that empower women in their communities and workplaces in Colombia
- Promote Justice for Colombia campaigns at all levels of the union and invite JFC to speak at GMB unions and events

### W15 THREE SHIRES BRANCH SOUTHERN REGION

# COMPOSITE MOTIONS

## COMPOSITE 1

Covering Motions;

**48. LEADING BY EXAMPLE / SIDE BY SIDE MOTION – INCLUSION OF LIVED EXPERIENCES ON VENUE RESERVATIONS – Midlands Region**

**49. THE NEED FOR INPUT FROM MEMBERS OF BOTH REGIONAL AND NATIONAL DISABILITY STRANDS TO ASSIST IN THE PLANNING AND DEVELOPMENT OF GMB PREMISES AND THE ORGANISING OF GMB EVENTS – Midlands Region**

**LEADING BY EXAMPLE/SIDE BY SIDE MOTION – INCLUSION OF LIVED EXPERIENCES ON VENUE RESERVATIONS AND THE NEED FOR INPUT FROM MEMBERS OF BOTH REGIONAL AND NATIONAL DISABILITY STRANDS TO ASSIST IN THE PLANNING AND DEVELOPMENT OF GMB PREMISES AND THE ORGANISING OF GMB EVENTS**

This Congress agrees that just because we carry it well, it doesn't mean it isn't heavy. Actions speak louder than words, how many times have we all heard this said?

Comrades, those of you who identify with an unseen/seen disability will undoubtedly understand when we say, 'just a tick box exercise', because even though our great GMB union have been at the forefront of our disability campaigns, we now ask Congress to 'lead by example'. Let's practice fully what we preach, let us please engage our comrades who have lived experiences with unseen and seen disabilities in our movement in every way.

Engage us when choosing our venues, let us be part of our union's welcome speech at conferences and meetings by taking our lived experiences into account when making announcements for emergency evacuation, engage us in all processes in our communications and allow our lived experiences as a tool to enable our great union to proudly say, 'we practice exactly what we preach'.

This Congress agrees that as we are meant to advocate for our members and follow the equality Act 2010, this is another important reason why we should be leading the way when it comes to making our premises accessible to all. We have heard and been told directly from one member that they will not attend any conference or some of our premises as they deem them inaccessible to that persons needs. A user from another union who has a full-size chair was asked how she accessed the lifts in a building which unfortunately is listed, (Congress House). Her answer, with the assistance of someone else, she can marginally get her chair

into the lift.

The need to incorporate onto planning and design committees someone who has both lived experience and knowledge of what it is truly like to manage access when you have a disability, I believe will enrich the decision-making process. Not only are we as an organisation promoting equality but we need to continually, as with health and safety, review our inclusiveness. In addition, this needs to be addressed with our existing buildings as I myself have noticed when visiting some of our offices. (Give an example London)

Therefore I ask that the GMB to invite members within their regions who sit under disability to help analyse/view prospective venues. I ask GMB to invite the opinion and assistant of current reviews that we carry out under H&S with our current venues and choices for conferences and events. Ideally appoint someone onto planning committees with lived experience. Essential add on would be the accommodation that we use where we hold events, should reach not an average leave but above average on that standard as well as hygiene.

Conference we ask you to support this motion in full because there is no transition without conversation.

Comrades, next time an employer tries to convince us that they care, we can look at what they do, not what they say because we will be able to evidence that 'we do practice what we preach' in every way.

**Moving Region: Midlands  
Seconding Region: Midlands**

## COMPOSITE 2

Covering Motions;

**64. RELIGIOUS HOLIDAYS – North East, Yorkshire & Humber Region  
85. CAMPAIGN FOR PAID RELIGIOUS LEAVE TO BE STATUTORY LAW – Southern Region**

**CAMPAIGN FOR PAID RELIGIOUS HOLIDAYS LEAVE TO BE STATUTORY LAW**

This Congress believes that everyone should have the right to celebrate religious holidays without working during them.

Although the Equality Act 2010 does say that religions and beliefs are a protected characteristic it makes no guarantee that employers should give leave for religious holidays. It is not a legal requirement for employers to give leave for religious holidays let alone give it as a paid vacation.

We believe that as the country becomes more multicultural and less people each year are identifying themselves as Christian, that efforts should be made by the government to allow all people the security to celebrate religious holidays without the worry of working. It is the belief of this congress that staff should be given the legal right to have religious holidays as time off.

This is especially the case for school workers who are not entitled to any time off of their own. Local councils should have to amend their policies making it a legal requirement for schools to grant leave for religious holiday. We would like to put forward a motion that will help not just school support staff, but all employees in the country.

From a school support staff perspective, if support staff need time off, they must wait until the school holidays, or schedule appointments in after school.

The UK is a multicultural society and diverse workforce, yet our employment rights; relating to including people of different faiths, contradict the latter. As we are aware, life does not revolve around term time for school staff. And the multiple faiths that are part of British society celebrate religious holidays or festivals during term time. Yes, there are some provisions "in place" for this, but in schools, it all comes down to the "headteacher's discretion".

Members in our Region have personally asked to book two days off for Vaisakhi, a major religious holiday for Sikhs. Members have been told that they could have half a day, because it did not suit school having time off.

In some shocking circumstances a Member of our Region have been told by their employer that they were "lying and making it up". Heads will ask members of staff of various faiths to stand up in front of the school and talk about their religious holidays and festivals yet will deny them the opportunity to actively celebrate their faith. Another child, at a different school was told by a head that another religious holiday was "made up like pancake day, it's not really important". We are asking that we nationally campaign and work with other trade unions, for a campaign, for it to be recognised in statutory law, that employees can claim "paid religious leave" for religious festivals, holidays, and religious observance.

Regardless of when in the year, or whether the head teacher agrees or not. It can be used anytime of the year, either as a block, or as individual days, to allow our diverse multi faith members the freedom to organise their religious lives as they feel, not on the whim of management.

We implore Congress to back this cause and help our members to have more independence and say in their lives.

We urge the government to uphold our British values and make the right choice to be inclusive and accepting to all members of the public no matter their faith or beliefs.

Thank You.

**Moving Region: North East, Yorkshire and Humber**  
**Seconding Region: Southern**

### COMPOSITE 3

**Covering Motions;**

**78. FURLOUGH TO BECOME THE MINIMUM STANDARD FOR LAY OFF AND SICKNESS PERIODS – Midlands Region**

**81. STANDARDISED LAY OFF PAY – Midlands Region**

**82. AGENCY WORKERS' RIGHTS – Midlands Region**

### FURLOUGH TO BECOME THE MINIMUM STANDARD FOR LAY OFF PAY, SICKNESS PERIODS AND AGENCY WORKERS' RIGHTS

This Congress has observed and wishes to action that during the pandemic in 2020, the UK government decided that furlough payments of 80% of your wage would be made as a minimum standard for people to survive and required to live off. So how can companies who are facing slow downs and downturns lay people off with no pay?

Our members should be treated with the same respect and their standard of living should be respected in the same way. All current company sickness schemes that are below the furlough arrangements should be replaced with this standard of living.

No GMB member who is placed in a situation where they are laid off from their employment or they are dealing with illness should have to worry about the financial situation they find themselves in.

This Congress wishes the GMB National Officers and political lobbyists to ensure agency workers' rights are enhanced in the next government.

We would like to promote a system where layoffs during a downturn in the production, are backed by form of 'furlough pay' rather than redundancy pay, or in the worst case, termination of contracts.

We call for a standardised lay off payment law that is 80% minimum of an employee's wage.

We want a standard quality of living and not a race to the bottom.

**Moving region: Midlands**  
**Seconding region: Midlands**

**COMPOSITE 4****Covering Motions;****108. AMAZON DISPUTE ROLE OF THE CENTRAL ARBITRATION COMMITTEE – Midlands Region**  
**80. CAC BANNING ANTI-UNION RECRUITMENT – Midlands Region****AMAZON DISPUTE ROLE OF THE CENTRAL ARBITRATION COMMITTEE: CAC BANNING ANTI-UNION RECRUITMENT**

This Congress notes the repeated use by Amazon UK Service Ltd of a loophole in the statutory union recognition procedure that allows companies to take on extra workers after the process of applying for recognition has started.

This Congress believes that the GMB dispute and recognition campaign at the companies BHX4 warehouse in Coventry has exposed the fact that the current legal procedure for union recognition is broken beyond repair. We believe that the provision for union recognition if a majority of the workforce joins a union has been shown to be so full of loopholes that in practice it does not exist.

It cannot be right that a company can create thousands of bogus jobs to flood a workplace with non-union members in order to block statutory recognition but that is exactly what Amazon were allowed to do last year under the procedures presided over by the toothless Central Arbitration Committee. At Coventry Amazon, this has seen over 1,300 additional workers taken on to block GMB recognition. The jobs created are temporary, part time and insecure, many with no guaranteed hours, but they allow Amazon to play the system and rig the outcome. GMB have now started this process three times and every time we have done so, the company take on more workers so that we can't hit the 50% threshold for automatic recognition.

Instead of freezing the employee head count at the start of the recognition process, Amazon were given months to take on new workers (at a time of down-turn in demand and a cost of millions of pounds) simply to dilute the portion of GMB members in the total workforce. The fact a corporate giant like Amazon can buy their way out of union recognition shows that the CAC is simply not fit for purpose.

We believe that this is a preposterous system and that the law should be changed so that from the date a trade union starts the process of requesting recognition, then any new starters cannot be used by the company in the head count.

This Congress resolves to campaign for the next Labour Government to, as a matter of urgency, introduce a new recognition framework based on the following principles:

- Employer neutrality – the company cannot campaign against union recognition as it is a matter for the workers themselves.
- A statutory right of workers to time off to campaign for union recognition in the workplace in line with the provision of the ACAS code of practice that applies to recognised workplaces and union activities.
- A statutory Right of Access to the workplace for union organisers applicable to all companies irrespective of whether or not the union is recognised and not limited to the period of a recognition ballot.
- The proportion of the workforce in the union to trigger automatic recognition to be reduced to 40%.

We call on the next Labour government to ensure that legislation is brought in immediately to put this change into law and put an end to cynical union busting of this type.

**Moving region: Midlands**  
**Seconding region: Midlands**

**COMPOSITE 5****Covering Motions;****83. IMPROVE CONSULTATION AND INFORMATION RIGHTS IN A POTENTIAL REDUNDANCY SITUATION. – Southern Region****110. ENSURE ADMINISTRATORS COMPLY WITH EMPLOYMENT LAW DURING INSOLVENCY – Midlands Region****IMPROVE CONSULTATION AND INFORMATION RIGHTS IN A POTENTIAL REDUNDANCY SITUATION AND ENSURE ADMINISTRATORS COMPLY WITH EMPLOYMENT LAW DURING INSOLVENCY**

This Congress notes that the current collective redundancy consultation requirements as defined in Section 188 of the Trade Unions and Labour Relations (Consolidation) Act 1992 excludes the statutory obligation on employers to consult at establishments with fewer than 20 employees, narrowly defines establishment circumnavigating the requirement to consult in the event of large scale redundancies within a single entity spread across multiple sites and includes no statutory right to individual information, notification or trade union representation.

This Congress believes that this causes a significant detriment and added stress to members located within smaller workplaces and remote workers, particularly in the event of organisation wide or multisite proposals. We believe that every employee should have the right to be consulted on

their redundancy, yet administrators do not follow this process.

This Congress calls on GMB to use their political influence to call on the government to ensure that when a company becomes insolvent, that the administrators ensure they comply with employment law. Administrators use their legal protection and liability protection to ignore parts of employment legislation during the first 14 days of taking charge of failing companies.

We ask GMB to request their political allies to ensure that for an administration of an insolvent company to be only indemnified if they follow the relevant employment legislation when conducting their business. We believe this is fair and would have positively impacted on many of our members, such as those at Wilkinsons, if this had been in place.

This Congress resolves that the GMB should alongside TUC and Labour Party colleagues where appropriate, develop and implement a strategy to bring about changes to the Trade Union and Labour Relations (Consolidation) Act so that all establishments have a right to collective consultation. That all establishments within an organisation are covered by the same obligations as the largest establishment if redundancies are proposed to take place within multiple establishments during the protected period, and to see the introduction of a statutory right to individual notification, information and trade union representation in all proposed redundancy situations.

**Moving region: Southern**  
**Seconding region: Midlands**

### COMPOSITE 6

Covering Motions;

**111. MAKE SUMS TO BE POTENTIALLY PAID BY THE INSOLVENCY SERVICE FROM THE NATIONAL INSURANCE FUND EQUIVALENT TO A PRIORITY DEBT UNDER THE INSOLVENCY ACT 1986 -**

**112. CONFLICT OF INTEREST IN INSOLVENCY SITUATIONS -**

### **MAKE SUMS TO BE POTENTIALLY PAID BY THE INSOLVENCY SERVICE FROM THE NATIONAL INSURANCE FUND EQUIVALENT TO A PRIORITY DEBT UNDER THE INSOLVENCY ACT 1986 AND CONFLICT OF INTEREST IN INSOLVENCY SITUATIONS**

This Congress notes that the taxpayer is far too often left covering most of the cost of Statutory Redundancy Payments and Statutory Notice Pay Compensation in the event of administration and liquidation events as it is currently not given preferential creditor status.

This Congress notes that there is currently no provision in place for a major secured creditor in an insolvent organisation being appointed as an agent for the Insolvency Practitioner.

This Congress believes that this creates the opportunity for a creditor to call for an entity to be placed into an insolvency process in anticipation of potential fees to be received for services rendered in the insolvency process, at minimal risk to themselves due to holding security over assets. Creating a very real perception of a potential conflict of interest, alongside a lack of faith from other creditors and stakeholders in the administration of the insolvency due to this.

This Congress believes that this should be changed so that the preservation of employment and associated reduction of the cost on the state are reduced as far as practically possible.

This Congress resolves that the GMB should alongside TUC and Labour Party colleagues where appropriate, develop and implement a strategy to promote the obligation on Insolvency Practitioners to preserve employment and reduce the potential cost to taxpayers as far as practically possible by making costs incurred by the National Insurance Fund equivalent to preferential creditor status in voting and consideration terms under the Insolvency Act.

**Moving region: Southern**  
**Seconding region: Southern**

### COMPOSITE 7

Covering Motions;

**115. THE IMPACT OF AI ON THE WORKFORCE – GMB Scotland**

**116. REGULATING AI TECHNOLOGY TO SAFEGUARD JOBS – London Region**

**118. CONTROLLING ARTIFICIAL INTELLIGENCE – London Region**

### **REGULATING THE IMPACT OF ARTIFICIAL INTELLIGENCE TECHNOLOGY ON THE WORKFORCE TO SAFEGUARD JOBS**

GMB needs to ensure that workers have a real say in how AI is used and introduced at work in order to protect workers' rights, privacy and ensure job security and dignity at work.

This Congress notes latest news releases where we see how AI technology can and probably will take over our jobs and society as we know it.

People like Elon Musk are advocating to make this happen making everyone retire from their skills relying on a machine to replace our everyday job.

Across the country many corporations are

introducing modern and advanced AI, they are telling shareholders and employees that this new technology will advance efficiency, increase profitability, and make employees' workday easier. What could possibly go wrong? Quite a few things.

We must earn to live- the only people who will benefit are the rich and the middle classes as the working class become poorer and, in a society, where they no longer fit in.

This Congress notes many examples of artificial intelligence (AI) which have created unfair bias against women, people with disabilities and racial or ethnic minorities. No worker should face discrimination or unfairness resulting from the use of AI.

Furthermore, GMB is concerned at the absence of community and worker voices at the Global Summit on AI Safety held on 31 October 2023.

Union and worker involvement is key to harnessing this new revolution.

As a forward-thinking union, we need to develop a plan to tackle the elements of AI to ensure it is done fairly for our members and they do not suffer detriment. We need to have training in place and handy guides for our workplace reps to help them ensure the protections required for members are put in place by businesses.

We need to ensure that any AI system must never be allowed to replace jobs unless in the most dangerous of circumstances, allowing us to continue to work and earn an honest living.

Technology is moving at speed and growing beyond our imagination. This will become out of control before we know it so regulations must be in place and a promise, they cannot replace us or our jobs.

This Congress calls on the development of a robust and in-depth analysis on the danger, threat and impact of AI to our union members.

AI systems must be regulated to need human control over them to avoid us to become a race that no longer exists. Therefore, we ask Congress to call for a change in the law to ensure that AI systems do not replace our workers jobs.

We call on:

- All GMB sectors to look at the impact of AI across their industries and ensure we are part of discussions on new collective agreements.
- GMB to work with government departments, TUC and other Unions to ensure that there is genuine and early active consultation in all discussions around AI in respect of the

allocation of work, algorithm setting, monitoring and surveillance, monitoring performance and productivity.

**Moving region: London**  
**Seconding region: GMB Scotland**

## COMPOSITE 8

**Covering Motions;**

**125. OFWAT TO CONTROL WATER COMPANIES CEO'S BONUSES IN LINE WITH PERFORMANCE – Wales & South West Region**

**127. WATER INDUSTRY SALARIES & BONUSES – Wales & South West Region**

### OFWAT TO CONTROL WATER INDUSTRY COMPANIES CEO'S SALARIES & BONUSES IN LINE WITH PERFORMANCE

This congress recognises that access to clean and reliable water is a fundamental necessity for communities, and the provision of water services is a critical responsibility carried out by water companies.

Concerns have been raised regarding the performance of certain water companies, reflecting inadequacies in service delivery and potential negative impacts on consumers and GMB Members.

During the last year our Water Industry CEO's have been receiving huge salaries and bonuses at the expense of our normal working employees who have to forfeit a decent cost of living pay rise year on year. This has been going on for far too many years within the water industry. Within the water industry more and more employees are struggling with the ever-increasing cost of living and we hear stories of members having to use food banks as a source of looking after their families.

This congress recognises the need for accountability and responsible corporate governance in the water industry, especially in instances where performance has been deemed unacceptable.

This congress calls upon OFWAT to establish measures ensuring that executives of water companies are not in receipt of disproportionately large bonuses, particularly when the overall performance of the company is deemed unacceptable by OFWAT.

This Congress Calls on the government and OFWAT to make these Water Company CEO's more accountable and to impose more tightly controlled salaries and bonuses in reference to how the company performs.



This Congress also asks for the CEC National Private committee to campaign for OFWAT to engage in a comprehensive assessment of the performance of water companies, considering factors such as service quality, customer satisfaction, and adherence to regulatory standards, before approving any executive bonuses or stakeholder's rewards.

To conclude, this congress highlights the importance of transparent and accountable practices within the water industry, to ensure that consumer interests are prioritized, and bonuses are aligned with overall performance of the water company.

**Moving region: Wales & South West**  
**Seconding region: Wales & South West**

## COMPOSITE 9

Covering Motions;

### 163. LOCAL COUNCILS IN CRISIS – London Region

### 164. GMB CAMPAIGNING GOVERNMENT TO SUPPORT LOCAL AUTHORITIES FROM GOING BANKRUPT – North East, Yorkshire & Humber Region

### 165. MOTION FOR LOCAL GOVERNMENT FUNDING RESTORATION: URGING SWIFT RESTORATION OF PRE-2010 LOCAL GOVERNMENT FUNDING AND PRIORITISING INSOURCING FOR FAIR WAGES IN ESSENTIAL SERVICES! – North East, Yorkshire & Humber Region

## LOCAL COUNCILS IN CRISIS – GMB CAMPAIGNING TO SUPPORT SWIFT LOCAL GOVERNMENT FUNDING RESTORATION AND PRIORITISING INSOURCING FOR FAIR WAGES IN ESSENTIAL SERVICES!

Congress notes that more English councils have been declared bankrupt in the last 18 months than over the past 30 years with more to be announced.

This Congress recognises the Central Government have cut local authorities budgets by hundreds of millions of pounds.

This Congress, the GMB Union recognises the critical importance of adequately funding local governments for the prosperity and well-being of communities; Bbut we have seen the erosion of local government funding since 2010 has negatively impacted essential services and disproportionately affected low-paid, predominantly women employees in crucial roles such as cleaning, catering, and adult social care;

The GMB Union advocates for the rights and fair treatment of all workers, particularly those in roles that are traditionally undervalued and underpaid;

We know all have faced financial difficulties as they

have faced 40% real terms cut in central funding between 2010 and 2020.

This has left our members without jobs, residential homes being closed, lack of investment in Children Services, Adult Social Care, Youth Services, Housing, and many more of our public services closing.

Whilst Council Tax goes up to help pay for some service, this hasn't stopped councils struggling to put their heads above water.

Birmingham and others declared themselves bankrupt in 2023. Many others have Section 188 notices and have fought to stop a Section 114 notice. Our local authorities are struggling to keep on top of things and staff, which includes our members, are frightened their jobs are at risk. Over the years due to staff reduction GMB have lost numerous members.

As a result, many will be looking to slashing jobs or selling buildings or other assets.

The Local Government Association estimates councils in England face a £1.6bn funding gap in 2024-25, and the government's latest £600m funding boost may be too little and too late.

The restoration of local government funding is essential to ensuring the delivery of quality public services and protecting the rights of workers in traditionally undervalued roles.

Insourcing low-paid jobs in cleaning, catering, and adult social care is a crucial step towards fair employment practices and gender equality.

We ask Congress and GMB

- to work with Public Sector Unions to protect all jobs especially front-line services and call on the Government for increased emergency funding to stave off the financial collapse of our local councils.
- to lobby Central Government to stop cutting local authorities budget and invest money back into them to keep the services going that service the public at large.
- calls upon the Labour Party and the Government to prioritise the restoration of local government funding to pre-2010 levels within the first term of office.
- urges all local councils to recognise the significance of insourcing and prioritise the transition of low-paid, predominantly women employee roles, specifically in cleaning, catering, and adult social care.

Local councils are encouraged to expedite the insourcing process, ensuring fair wages and improved working conditions, within the first term

of a Labour Government or upon the receipt of increased funding, whichever is the quickest.

By adopting this motion, the GMB Union seeks to address the challenges faced by workers in these vital roles and contribute to the overall improvement of working conditions and economic fairness within our communities.

**Moving region: North East, Yorkshire and Humber**  
**Seconding region: London**

### COMPOSITE 10

Covering Motions;

**180. NEW DEAL FOR WORKING PEOPLE & OPPOSING THE ANTI-TRADE UNION LAWS – London Region**

**181. FULL COMMITMENT TO A NEW DEAL FOR WORKING PEOPLE – London Region**

### FULL COMMITMENT TO A NEW DEAL FOR WORKING PEOPLE & OPPOSING THE ANTI-TRADE UNION LAWS

Congress notes that the Labour Party has committed to a New Deal for Working People aimed at strengthening workers' rights and making Britain work for working for people. Congress also notes that the New Deal is in line with GMB policy on reversing anti-Trade union laws, strengthening workers' rights, and creating better jobs.

Congress is concerned, however, that the New Deal, which British workers desperately need, is being watered down.

In September 2021, Labour's Green Paper on the New Deal said that 'Labour is committed to repealing anti-trade union legislation', but by July 2023, this had been watered down to repealing the Trade Union Act 2016, the Minimum Service Levels (Strikes) Bill and the Conduct of Employment Agencies and Employment Businesses (Amendment) Regulations 2022.

In September 2021, the New Deal proposed a series of Fair Pay Agreements negotiated through sectoral collective bargaining, reversing the decades-long decline in collective bargaining coverage', but by July 2023, Labour committed only to establishing a new Fair Pay Agreement in the adult social care sector.

In September 2021, the New Deal proposed to 'end the presumption in favour of outsourcing', but by July 2023, this had been replaced by a commitment to 'end the ideological drive to privatise our public services' and to 'reinstate and strengthen the last Labour government's Two-Tier Code'.

This Congress agrees that the Labour Party must restate its full commitment to a New Deal for

working people.

We welcomed the Leader of the Labour Party to Congress 2023 in Brighton and heard from him how he intends to implement stronger, fairer conditions for workers within the first 100 days of winning the General Election by legislating for a New Deal.

This Congress agrees that we should work with all elected Labour Party politicians, PPC's, Mayors, Assembly Members, Councillors, and they must help us fight to strengthen the protections afforded to all workers by banning zero-hours contracts, outlawing bogus self-employment, ending qualifying periods for basic rights such as unfair dismissal, sick pay, and parental leave.

This country is crying out for a Labour Government but their tenure in Government will be short lived if they shortchange working people and row back on their pledges to make life fairer for millions of working people.

This Congress agrees to work across the TU and Political movement to engage all GMB and TU Politicians, whatever office, or status they hold, to drive a much deeper and wider understanding and integration of the long fought for "New Deal for working people" between now and the General Election.

Politicians should be proud to stand up for working people, the electorate, and any attempt to row back on delivering fairness will be seen as shallow and duplicitous.

Congress calls on the GMB to campaign, alongside other unions wherever possible, for the Labour Party to cease watering down the New Deal and stand by its commitments, implementing it in full and legislating as promised within the first 100 days where necessary.

**Moving region: London**  
**Seconding region: London**

### COMPOSITE 11

Covering Motions;

**193. JUSTICE FOR SUB POSTMASTERS – North East, Yorkshire & Humber Region**

**194. GMB SUPPORT FOR MR BATES AND THE SUB-POSTMASTERS ALLIANCE – Wales & South West Region**

### JUSTICE FOR SUB POSTMASTERS AND GMB SUPPORT FOR MR BATES AND THE SUB-POSTMASTERS ALLIANCE

Congress is concerned that It's been two decades of struggle for the hundreds of sub-postmasters who were wrongly convicted of fraud as a result

of a fault in the Post Office 'Horizon' computer system and their institutional obstinacy, refusing to properly investigate such failure but rather abused their cooperate privilege to wrongly convict many without any tangible evidence of fraud, and destroy the lives of many others by terminating their contract thereby taking away their livelihood and investment.

This group have achieved much in their fight for justice against an aggressive, obstinate corporate giant, however the fight is now directly with the Government as sole owner of Post Office who are exhausting bureaucratic delay tactics preventing a conclusion or swift and appropriate compensation. We call upon GMB to work with Mr. Bates and the Sub-postmasters Alliance, offering any support needed.

- This Congress calls upon the lobbying of the GMB Sponsored MPs from all Regions to actively maintain pressure on the government to ensure the sub postmasters who were innocently implicated in the Horizon scandal, receive full justice as a matter of urgency. We ask the GMB to use its influence to lobby Government and to encourage the TUC to support and augment any actions in support of this group.
- To call on the Government to amend legislation that prevents any organisation who has such power to bring criminal convictions without first having appropriate checks & balances by an independent review body, and ensure the law in every legal situation is based on the need to prove guilt opposed to proving innocence.
- To ensure a swift full pay-out of compensation is undertaken as pledged, and not left to an incoming Labour administration to pick up the responsibility.
- To lobby for the reclamation of all bonuses paid out to senior executives in post during this period. Should the public enquiry identify gross failure bring those accountable to prosecution for any wrongfulness.
- To call for the public discrediting of the former CEO Post Office Paula Vennells and the revoking of her CBE.

**Moving region: Wales & South West**  
**Seconding region: North East, Yorkshire & Humber**

**COMPOSITE 12**

**Covering Motions;**

**211. FREE PRESCRIPTIONS – North East, Yorkshire & Humber Region**

**212. LEVEL DOWN PRESCRIPTION CHARGES IN THE UK – Southern Region**

**FREE PRESCRIPTIONS AND LEVEL DOWN PRESCRIPTION CHARGES IN THE UK**

This congress we urge the GMB to campaign for free prescriptions in England.

As Congress will be aware, other parts of the UK already receive free prescriptions, however not in England.

This Congress calls for prescriptions for mental health issues to be exempt from prescription Charges.

- England is the only UK country where people have to pay for their medicines.
- Is it fair that England subsidises the rest of the UK?

There are currently only 10 conditions on the NHS website that are exempt from prescription charges and mental health isn't one of them.

Mental health affects all walks of life and is not limited to those on low or no income.

- Nearly 1 in 10 people have skipped medication in the past year due to the cost of prescriptions.
- 12% of people who pay for their NHS prescription have cut medication in half to make it last longer.
- Over a third (35%) of respondents reported they had the duration of their prescription changed, meaning they're paying more frequently for their prescription.
- 1 in 5 of us will have suicidal thoughts at some point in our lives.
- Research has found that every suicide directly affects 135 people – that's friends, family, colleagues, and the communities in which we live. On top of that, when somebody is bereaved by suicide, they are themselves at greater risk of taking their own life.

It is time to Level down prescription charges in the UK.

I move

**Moving region: Southern**  
**Seconding region: North East, Yorkshire & Humber**

**COMPOSITE 13**

Covering Motions;

**223. GLOBAL CLIMATE EMERGENCY – London Region****244. GOVERNMENT TO PROVIDE ELECTRIC VEHICLE CHARGING GRANTS FOR ACTIVE TAXI AND PRIVATE HIRE LICENSED DRIVERS – Southern Region****GLOBAL CLIMATE EMERGENCY – GOVERNMENT TO PROVIDE ELECTRIC VEHICLE CHARGING GRANTS FOR ACTIVE TAXI AND PRIVATE HIRE LICENSED DRIVERS**

UN are continually raising issues around global catastrophic issues which concern our nation. There has been an over 2.7 degree rise in global temperature, created by humans.

The main causes of climate change are unnecessary pollution from factories and big industries; invalid use of transportation, plastic packaging from food and overrun, needless powering of buildings.

We as a nation need to act now and do our part by working together to cut down greenhouse gas emissions. This has to be done rapidly in order to make a change whilst we still can. By doing this we will be saving many future generations and possibly our planet. If we continue to work the way we are, we will see intense drought, storms, heat waves, rising sea levels, melting glaciers and warming oceans.

This has continued effect on animals and humankind which places lives in danger. How can we stop global warming? We cannot entirely stop it but slow down the process. Ways of doing this are driving less, driving electric cars, recycling more, using less hot water, avoiding products with a lot of packaging and many more ways.

An enormous reason for global warming is the form of transport being used, 72 percent of this being cars. In order to lower this, public transport is a greater option as it carries multiple loads of people for roughly the same amount of fuel.

An alternative is choosing electric powered cars which have been encouraged by the government and the local council. Unfortunately, due to the time we are living in and the cost-of-living crisis not many people are able to purchase electric cars.

Therefore, we believe grants and schemes should be supplied by the government and local council which would make eco-friendly cars more accessible to those who are in need. Specific schemes need to be generated targeting small businesses such as private hire and hackney carriage taxi drivers.

This Congress is asking the government for funding to support active taxi and private hire drivers in setting up electric vehicle charging stations. Going electric can be expensive. These grants would help our members cover the costs of installing electric vehicle charging points, making it more affordable for them to make the switch.

This funding is crucial for strengthening the industry and ensuring the livelihoods of those in these professions in the long run. Going electric can be expensive. These grants would help our members cover the costs of installing electric vehicle charging points, making it more affordable for them to make the switch.

**Moving region: London**  
**Seconding region: Southern**

**COMPOSITE 14**

Covering Motions;

**235. BUS COMPANIES LIE WHEN RECRUITING DRIVERS – London Region****236. BUS DRIVER FATIGUE – London Region****BUS DRIVER FATIGUE**

This Congress demands that this Government intercede to stop the exploitation of bus drivers, right across the country, through long hours and dangerous shift patterns.

Working thirteen days in fourteen is unacceptable in this day and age. Long shifts and bad sleep patterns have a detrimental effect on the health of Bus Drivers. Better pay aligned with longer time off between shifts would be beneficial to all.

We demand that our GMB backed MPs, Councillors and Assembly members put pressure on this Government to stop the draconian domestic driver rules, which allow bus drivers just 10hrs and sometimes 8.5hrs rest between shifts.

This Congress demands action from its MPs, Councillors and Assembly Members, to stop Bus Operating Companies from lying, while recruiting new drivers, stating that they don't let drivers work seven days a week. These Companies start their week on a Saturday, Two days one week and five days the next.

We demand action for our drivers old and new and call on the Driver and Vehicle Standards Agency (DVSA) to create a code of practice ensuring that all companies keep transparent employee attendance records which are open to scrutiny and are accessible with the possibility of sanction where these procedures are not followed.

**Moving region: London**  
**Seconding region: London**

**COMPOSITE 15**

Covering Motions;

**246. ELECTRIC VEHICLES SAFETY – North East, Yorkshire & Humber Region**

**247. ELECTRIC VEHICLES SUSTAINABILITY – North East, Yorkshire & Humber Region**

**ELECTRIC VEHICLES SAFETY AND ELECTRIC VEHICLES SUSTAINABILITY**

This Congress we ask that we put pressure on the government to ensure extensive health and safety checks take place on electric vehicles before sanctioning them to drive on our roads.

It has been brought to our attention that several cars and buses have self-combust while being parked.

Surely this is a good enough reason to stop the sales of these very dangerous vehicles until proven safe and we should be looking elsewhere for cuts to a greener vehicle future and not pushing people to buy these loaded guns. The government have the figures why are they risking our lives and livelihoods on these products just to win the race on the Green agenda.

I move that the government should be looking at the sustainability of electric cars which rely on lithium batteries to fuel them.

It is well known that lithium is not plentiful enough to fuel the numbers of vehicles we need it to supply, and it is not stable.

We need to be looking for an alternative.

We need to be able to sustain whatever we put in place and this we can't and therefore call on Congress to support putting pressure on the government around this issue.

**Moving region: North East, Yorkshire & Humber**  
**Seconding region: North East, Yorkshire & Humber**

**COMPOSITE 16**

Covering Motions;

**105. MINIMUM SERVICE LEVELS – London Region**

**106. Minimal Service Legislation Act – North East, Yorkshire & Humber Region**

**MINIMUM SERVICE LEVELS ACT LEGISLATION**

Congress notes that this Government introduced the Strikes (Minimum Service Levels) Act 2023 (MSL) to ensure that the public can continue to access services that they rely on during strike action. This

Congress recognises the passing of the Strikes (Minimum Service Levels) Act, and takes seriously that which represents a further restriction on The Right to Strike and withdraw Labour.

The Minimum Service Legislation Act allows employers to issue a notice to unions setting out who is required to work during a strike. If the union fails to take steps, any strike is no longer legally "protected", meaning individual workers could be subject to dismissal, unions can be liable for damages, and it's likely employers could seek high-court injunctions against strikes in such circumstances.

Conference notes that the group of workers who are disproportionality impacted by this legalisation are Black Asian ethnic workers. The unfettered Right to strike is the corner stone of the Trade union movement. History has shown us that Black workers have been at the forefront of strike action, not only in sectors where the public continue to access services. Some of these strikes include the Bristol Bus strike, Grunwick dispute, Brunswick dispute, Chix Bubble Gum factory, Imperial Typewriters, Sky Chefs, NHS workers including cleaners, auxiliary staff and caterers at Medirest Ealing and Mitie at St Georges Hospital, Amazon Workers, etc.

Conference notes that people with protected characteristics, under the Equality Act 2010, are overrepresented in certain sectors. The imposition of levels of minimum services are likely to have a disproportionate and negative impact on the rights of black workers to participate in lawful industrial action.

The MSL will place a severe and unacceptable restrictions on the fundamental right of not only Black Asian ethnic workers, but all workers to take industrial action and defend their right pay and conditions. Conference notes that Black Asian ethnic workers will be disproportionately affected by this legislation.

The Covid pandemic clearly highlighted Black Asian ethnic workers at the forefront, having to continue to work in dire circumstances despite the lockdown restrictions. The consequences of this being Black Asian Ethnic workers being exposed to long term health conditions and sadly loss of life. It was this group of workers, during this period, which held up the UK. This situation is akin to the MSL Act which sets out that the rights of workers must be balanced with the wider rights of the wider public. But at which group of workers costs?

This congress recognises that public services are not able to deliver safe staffing levels on any day, not because of strikes but because of years of underfunding.

We recognise that it is patients and workers who

will continue to pay the price for the government's neglect of our public services.

This congress welcomes the motion passed at the 2023 TUC Congress that set out a fighting strategy to oppose the Tories' new anti-strike law, the Strikes (Minimum Service Levels) Act, which will initially prevent nearly 6 million UK workers in health, education, transport, fire and rescue, and other public services from taking full industrial action;

This strategy included the following points:-

- build coalitions of non-compliance and against further extensions of the act by creating an appropriate industrial response to defend workers' right to strike and protect any trade union attacked under this new law;
- coordinate demands on employers, devolved governments, mayors, fire authorities, local authorities, and other public bodies to refuse to issue 'work notices' under the act, which are discretionary and not mandatory, and will initiate and/or participate in national, local and regional demonstrations and lobbies of such employers in support of this demand.

Therefore, we call upon this GMB Congress to:

1. Continue highlighting the disproportionate impact of the Minimum Services levels on Black, Asian, Minority, Ethnic workers.
2. To consider, if possible, a way of measuring the impact of the Minimum Service Levels on marginalised workers.
3. To consider working with supportive MPs to hold the government to account on the intersectional impact of the Minimum Service level on workers.
4. To try and produce, if possible, helpful guidance or other resources such as briefing notes to help support workers, particularly, for example on duties of a worker once a notice has been issued.
5. Call on the TUC and the union movement to carry out the strategy embodied in the motion passed at the 2023 TUC Congress, including the naming of the date for a national TUC demonstration against the Strikes (Minimum Service Levels) Act

**Moving region: London**

**Seconding region: North East, Yorkshire & Humber**

## COMPOSITE 17

**Covering Motions;**

**197. NO TO ANTI-SEMITISM – North East, Yorkshire & Humber Region**

**263. JEWISH/MUSLIM RELATIONSHIPS BETWEEN PEOPLE AND GMB MEMBERS – London Region**

### JEWISH/MUSLIM RELATIONSHIPS BETWEEN PEOPLE AND GMB MEMBERS – NO TO ANTI-SEMITISM

This congress we condemn the increase in anti-Semitism, much of it disguised as anti-Zionism and/or support for Palestine.

Whatever the rights and wrongs of the Israeli government, it does not justify spreading hate. Congress calls on the GMB to support our Jewish members and to re-iterate the GMBs opposition to anti-Semitism and all forms of hate.

The atrocious Hamas attack on 7.10.23 on Jewish people attending a festival and the taking of hostages evoked international outrage. It was followed by a massive and ongoing response from Israel in Gaza, causing thousands of deaths of Palestinians.

International responses included protest marches in support of Palestinians as well as Israelis and attacks on individuals and groups. Perhaps more importantly it has made a potentially tense relationship between Jewish and Muslim people and employees even more fraught. But there needs to be peaceful co-existence.

It is Jewish and Muslim women who have recognized the urgent need for peaceful co-existence and cooperation and have met in a space at Westminster Abbey in a meeting titled 'Together' and agreed that both religious communities must campaign for safety and empathy. It was reported on by the Journalist Remona Aly in the Guardian. She also reported on the minimal input which women have in political and other decision-making processes (~ 6%). But organisations exist where women from both faiths collaborate – 'Women Wage Peace', and in the UK 'Nisa – Nashim' is a Muslim-Jewish women's network that works at building enduring friendships. However, many fear backlashes and threats from their own people.

The future relationship between Jewish and Muslim GMB members is of particular importance to us and we urge the GMB to do all it can to ease tensions between our members of these religions, by leading the way with GMB branch and rep training.

**Moving region: London**

**Seconding region: North East, Yorkshire & Humber**

**COMPOSITE 18****Covering Motions;****148. SUPPORT STAFF WORKING WITH SEND CHILDREN  
– Southern Region****149. SPECIAL EDUCATIONAL NEEDS TEACHING  
ASSISTANTS – Southern Region****SUPPORT SPECIAL EDUCATIONAL NEEDS TEACHING  
ASSISTANTS AND SUPPORT STAFF WORKING WITH  
SEND CHILDREN**

This Congress notes that all teaching assistants (TAs) undertake essential roles delivering the education of our children.

Congress, this branch notes that School support staff are increasingly being asked to support children with complex additional needs in mainstream classrooms, however they are either not given the training they need to support these children in an educational setting or are being asked to “babysit” the children outside of the classroom.

Teaching assistants working with pupils with additional needs are subject to extra responsibilities and carry out a role with particular challenges. They are more likely to deal with challenging behaviour. They are more likely to carry out lone working and must adapt learning to the child’s needs. They are expected to attend review meetings and work closely with specialists.

There has been a significant increase in pupils with Special Educational Needs (SEN) in mainstream schools, where staff supporting these pupils are not given the necessary training, support, or recognition. Mainstream schools do not have enough understanding of children with SEN, which negatively impacts TAs who work with these children.

This work is predominantly done by women. Job descriptions and job evaluations for these roles have not kept up to date with the changes and these workers are under-valued and under-paid. A lack of funding has resulted in schools not acknowledging these additional responsibilities to save on budgets.

Support staff are going off sick with workplace stress due to increasing workload, physically challenging children and not being supported by the Senco and Head teacher. They are often told to just get on with it or that they are there for the needs of the children.

This branch wants to see a clearer job description for those working with SEN children and a better support plan to enable them to educate the children while having all the training they need, not

to fight for it.

GMB should be at the forefront of arguing for improvements in pay and conditions of these workers.

This congress calls on the union to consult with teaching assistants supporting pupils with additional needs about the best way to ensure their work is properly valued and rewarded.

GMB should campaign for awareness of special educational needs, the difference in job roles for teaching assistants and the challenges these staff face daily.

GMB must also campaign to ensure job roles and evaluations for these workers are up to date and evaluated using an equality proofed job evaluation scheme. GMB should also campaign for improved training and support, funding, counselling, and other support for the well-being of these staff.

**Moving region: Southern  
Seconding region: Southern**

# CEC POSITIONS ON REMAINING EXISTING POLICY MOTIONS

## 10. EMBRACING DIGITAL ORGANISING

A13 – ASDA RETAIL

NORTH EAST, YORKSHIRE & HUMBER REGION

Digital organising is absolutely fundamental to how GMB organises and campaigns, though we must always remember what GMB@Work tells us – that the workplace is the building block of GMB.

Currently, GMB uses digital methods to conduct member surveys and consultative ballots, ensuring we are listening to members about the issues that matter most to them in their workplace. We have significantly increased our use of videos in order to communicate with our members, as we know members are more likely to engage with videos than with written communications.

We have established a new GMB national website in the past year in order to better reflect our campaigning culture, and we use the social media platforms Twitter, Facebook, Instagram and Threads to reach different audiences within our diverse membership.

## 29. GMB BRANCH FINANCES

B06 – GMB CAMPAIGNING BRANCH

NORTH EAST, YORKSHIRE & HUMBER REGION

There is a requirement for Branch Secretaries to keep proper records of the financial transactions of their branch in a standards format.

Rule 37 Branch secretary states

1 The branch secretary will:

- keep all the branch's books, accounts, and documents;

And

Every member has the right of access to the accounting records.

Rule 32 Inspection of books and accounts states:

Any member of the union has the right to inspect the books in line with legislation.

## 34. INCLUSIVE MEMBERSHIP

E35 EXETER AND NORTH DEVON. BRANCH

WALES & SOUTH WEST REGION

Under Rule 47a Retired life members which says "1 When retiring permanently from paid work, people who have been members for at least five years and who want to stop paying contributions under rules 45 and 46 may apply in writing to become retired life members of the union. Until their application for retired life membership has been accepted, members will continue to pay their contributions in line with rules 45 and 46.

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

There is already provision for members who reach retirement age to either continue to pay their existing membership rate or to apply for retired life membership which has a lower level of membership benefits.

## 58. PROMOTING NEURODIVERSITY INCLUSION IN THE WORKPLACE

S14 – PRIVATE CARE

GMB SCOTLAND

The CEC supports this excellent and relevant motion – however, it is covered by existing policy including motions:

2018 C9, RAISING AWARENESS OF HIDDEN DISABILITIES (104, 108)

2019 129 DYSLEXIA

2019 130 DYSPRAXIA CAMPAIGN

2023 63 NEURODIVERSITY TRAINING

The GMB Thinking Differently at Work: Neurodiversity in the Workplace campaign resources are available on the GMB website for branches and regions to adopt and use locally in campaigning for employers to support neurodivergent members including autistic workers, workers with ADHD, dyslexic and dyspraxic workers and those who are otherwise neurodivergent.

## 59. PAID PATERNITY LEAVE EXTENDED IN CERTAIN CIRCUMSTANCES

S14 – PRIVATE CARE

GMB SCOTLAND

63/2009: CARRIED WITH STATEMENT

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

159/2015: CARRIED

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



time off. We are working with the TUC on this issue who have also called for an increased level of paternity pay.

195/2019: CARRIED

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

**61. FLEXIBILITY FOR WORKERS WITH A DISABILITY**  
**B22 BRAINTREE & BOCKING BRANCH**  
**LONDON REGION**

The CEC supports the calls of this motion, which are existing policy as below. We also note that there is not a government list of recognised disabilities; rather, the Equality Act definition of disability is what employers must consider when providing reasonable adjustments.

2021: 56 AWARENESS OF FIBROMYALGIA

2023: 64 THE UNSEEN WHEELCHAIR AND THE INVISIBLE CRUTCH

**62. MANDATORY DISABILITY PAY GAP REPORTING**  
**E10 EALING BRANCH**  
**LONDON REGION**

This is an important issue however it is existing policy through Motion 51 Disability Pay Gap (2021) and Motion 77 Fair Pay for All (2022)

**73. H&S – WORKING TEMPERATURES**  
**A61 ASDA STORES**  
**NORTH EAST, YORKSHIRE & HUMBER REGION**

The items covered in this motion are long standing Existing Policy, starting with Composite 1 Health & Safety Reps and Temperature Extremes (M34,47) from 2010 “Conference calls for a high profile public campaign by the GMB to promote specific regulations to protect workers in extreme temperatures.” Motion 110 WORKING IN EXCESSIVE HEAT CONDITIONS from 2015 called for the GMB National Health and Safety Department to co-ordinate a campaign with the TUC and other organisations to introduce relevant legislation to protect workers from excessive heat exposure. Finally recently Motion 95 from 2023 The Sun Is Out called for employers to provide sun cream and regular skin checks for those who work outdoors.

**74. COVID POLICY**  
**S15 SECURICOR APEX 5 BRANCH**  
**SOUTHERN REGION**

COVID is still prevalent and in circulation. We have

existing policy which we believe this motion is covered by. Firstly Motion 144 from Congress 2021 CORONAVIRUS, ECONOMIC SUPPORT AND NON-PHARMACEUTICAL INTERVENTIONS (NPI), this motion covers a range of issues such as sick pay, furlough, eviction pauses, and tackling homelessness. Motions 105, 106, and 107 from Congress 2022 all covered sick pay entitlement particularly relating to COVID19. Composite 7 from 2022 Living Wage and Sick Pay (M108, 110) also covered the issues around sick pay and COVID19.

**75. NATIONAL INSURANCE PENSION- STOP THE INCREASE IN PENSION AGE**  
**B22 BRAINTREE & BOCKING BRANCH**  
**LONDON REGION**

We strongly support the calls of the motion and oppose proposals to raise the retirement age. We will oppose new proposals to raise the normal retirement age if they are brought forward. The calls of this motion are existing policy, as debated at Congress 2023 when Composite 6 (‘RETIREMENT AGE – WILL MY CHILDREN EVER GET A PENSION?’) was debated and carried.

**95. DEMAND FOR A 4 DAY WEEK**  
**C30 CITY OF LONDON BRANCH**  
**LONDON REGION**

The CEC fully supports the calls in the motion and believes it is in line with existing policy carried in 2019 by Motion 203 and Motion 101 which was carried as Existing Policy in 2022. Both motions call for a shorter working week with no reduction of pay, or otherwise known as the 4 day week. GMB is part of a TUC 4 day week group which we will continue to engage with.

**107. PROCUREMENT AGREEMENTS**  
**R36 ROCESTER GENERAL BRANCH**  
**MIDLANDS REGION**

The CEC supports the calls of the motion, and the GMB is always looking for specific measures that would better link public spending to investment in manufacturing. The broad calls of this motion are existing policy as set out in the 2021 Special Report on Procurement and Spending

**121. BUILD THE FSSS IN THE UK**  
**Z22 SOUTH YORKSHIRE AND NORTH DERBYS BLMKS**  
**NORTH EAST, YORKSHIRE & HUMBER REGION**

Whilst we recognise the frustration, this motion does fall under existing policy. The calls for FSSS to be built in UK Shipyards was included in the 2021 CEC Special Report on Procurement and Spending.

### **132. FIGHT FOR IMMEDIATE IMPROVEMENT IN WORKERS' PAY AND CONDITIONS**

**X19 CAMDEN APEX BRANCH  
LONDON REGION**

Congress has acknowledged that the security sector is generally low paid, particularly in the areas that we organise in. We have longstanding policy on implementing a real living wage across all low paid work, starting from the £10 now campaigning, to the CEC Statement on Pay and the Cost of Living from Congress 2021, and subsequent Congress policy documents calling for a £15 an hour as the real living wage. Our Low Pay Commission submission for 2023 referenced security workers as low paid workers and we continue to argue that, which addresses point 2 of the motion.

With regards to point three of the motion, GMB@Work sets out our organising and campaigning framework and has been policy of the union since 2006 – members should be raising claims with their employers about them 'compromising the rights, dignity, and well-being' of their workforce, as per this policy. Members should be assessing their working conditions constantly and certainly within the security sector where we have shop steward forums and joint industrial councils these matters of treatment will be debated.

### **140. CASH IS KING**

**A55**

**WALES & SOUTH WEST REGION**

Congress has previously policy on campaigning for legislation to protect the use of cash and the right for customers to use cash (2023:187). GMB also continues to run our Access to Cash campaign including having brought amendments to motions at TUC Congress 2023.

### **141. OFSTED INSPECTIONS DIFFICULTIES**

**A08 TAMESIDE BRANCH  
NORTH WEST & IRISH REGION**

Emergency Motion 3 from Congress 2023 called for GMB to look at new possible inspection methods or bodies, in response to the concerns that are raised within this motion. The qualification on the emergency motion was that we would allow the relevant lay committees decide the scope of a new inspectorate. This motion falls into reform of the inspectorate and suggestions in this motion can be incorporated in the work the lay committees do.

### **153. NHS STAFF PARKING**

**N39 DURHAM AND TEES HEALTH AND SOCIAL CARE  
NORTH EAST, YORKSHIRE & HUMBER REGION**

2009:C20

2017:304 Composite 20 from Congress 2009 called for the abolition of car parking fees at hospitals in NHS England which was carried. An update to

this policy came from motion 217 in 2014 which suggested GMB campaign for an hour of free car parking in hospitals. This would bring down the cost of parking in the long run, and be free for stays less than an hour.

2019:353 Composite 20 from Congress 2009 called for the abolition of car parking charges at all NHS properties which was carried. An update to this policy came from motion 217 in 2014 which suggested GMB campaign for an hour of free car parking in hospitals, as an interim measure if this cannot be immediately achieved.

2019:354 GMB policy is to campaign for free car parking for NHS staff. GMB campaigned successfully for free car parking for all health and social care key workers during the pandemic and will continue to call for this to be a permanent provision.

2021:198 GMB policy is to campaign for free car parking for NHS staff. GMB campaigned successfully for free car parking for all health and social care key workers during the pandemic and will continue to call for this to be a permanent provision.

GMB continues to campaign for free parking for NHS staff. Income from car parking charges was collated using FOIs in December 2023, and the a call for the government to provide funding for NHS trusts to provide free parking for their staff is a key point in GMBs NHS Pay Claim for 2024/25.

### **154. FREE PARKING AT WORK FOR NHS STAFF**

**E12 EAST DEREHAM BRANCH  
LONDON REGION**

2009:C20

2017:304 Composite 20 from Congress 2009 called for the abolition of car parking fees at hospitals in NHS England which was carried. An update to this policy came from motion 217 in 2014 which suggested GMB campaign for an hour of free car parking in hospitals. This would bring down the cost of parking in the long run, and be free for stays less than an hour.

2019:353 Composite 20 from Congress 2009 called for the abolition of car parking charges at all NHS properties which was carried. An update to this policy came from motion 217 in 2014 which suggested GMB campaign for an hour of free car parking in hospitals, as an interim measure if this cannot be immediately achieved.

2019:354 GMB policy is to campaign for free car parking for NHS staff. GMB campaigned successfully for free car parking for all health and social care key workers during the pandemic and will continue to call for this to be a permanent provision.

2021:198 GMB policy is to campaign for free car parking for NHS staff. GMB campaigned successfully for free car parking for all health and social care key workers during the pandemic and will continue to call for this to be a permanent provision.

GMB continues to campaign for free parking for NHS staff. Income from car parking charges was collated using FOIs in December 2023, and the a call for the government to provide funding for NHS trusts to provide free parking for their staff is a key point in GMBs NHS Pay Claim for 2024/25.

**162. A NEW DEAL FOR WASTE SERVICES**  
**C15 CUMBRIA PUBLIC SERVICES BRANCH**  
**NORTH WEST & IRISH REGION**

This motion is in line with current GMB policy and campaigns on a minimum rate of £15 per hour: 2022 C12 (167,168). The Labour Party conference 2021 also passed a motion which supported a min wage of £15 per hour. Congress has a longstanding policy to oppose outsourcing in both the public and private sector (2019:207) and where workers are outsourced, they should be paid the same as the inhouse going rate for the job (2022:159) We have long campaigned for services that have been outsourced to be brought back in house. The government has committed that recycling in England is to be standardised from 2026. GMB are stakeholders on the consultation of this and have a seat on the WISH advisory group.

**175. AGE DISCRIMINATION – NATIONAL LIVING WAGE**  
**D43 – DURHAM COUNTY LOCAL AUTHORITY BRANCH**  
**NORTH EAST, YORKSHIRE & HUMBER REGION**

It is longstanding existing GMB policy to call for the abolition of lower age-based rates in the National Minimum Wage, restated in Motion 165 carried by Congress 2023. GMB continues to push for the removal of age-related rates in the National Minimum Wage and workers should receive the same rate where they are doing the same job, regardless of age. One of the main ways GMB makes the case for this is to the Government through the Low Pay Commission. GMB makes an annual submission to the Low Pay Commission on the effect, implementation and enforcement of the national minimum wage of which removing lower age-based rates is a main call that we urge the Government to act on, alongside the need to replace the National Minimum Wage with a Real Living Wage of at least £15 an hour for all workers, as set out in the CEC's Statement on Cost of Living carried by Congress 2022.

**176. REMOVE AGE BAND HOURLY RATES**  
**S37 SOUTHAMPTON BRANCH**  
**SOUTHERN REGION**

It is longstanding existing GMB policy to call for the

abolition of lower age-based rates in the National Minimum Wage, restated in Motion 165 carried by Congress 2023. GMB continues to push for the removal of age-related rates in the National Minimum Wage and workers should receive the same rate where they are doing the same job, regardless of age.

**191. STRONGER LAWS AND SENTENCING FOR KNIFE CRIME**  
**A37 AVIATION SECURITY BRANCH**  
**LONDON REGION**

Knife Crime remains a huge concern to society and statistics show it is increasing, this is a key and important issue, however the calls of this motion are existing policy- We call to introduce tougher laws for knife crime as part of a wider campaign (2019:340).

**199. MENTAL WELLBEING FOR THE FUTURE WORKFORCE**  
**C15 CUMBRIA PUBLIC SERVICES BRANCH**  
**NORTH WEST & IRISH REGION**

The CEC is supportive of the motion however we believe it falls under existing policy through 2018: 321 MENTAL HEALTH FUNDING and C17, MENTAL HEALTH SERVICES FOR YOUNG PEOPLE (323, 324)

**201. USING BUS PASS CONCESSIONS BEFORE 9.30AM (WEEKDAYS)**  
**E12 EAST DEREHAM BRANCH**  
**LONDON REGION**

The CEC fully supports the aims of the motion however they are existing policy – Congress 2010: motion 186.

**204. APPROPRIATE PROSTATE CANCER SCREENING FOR ALL DIFFERENT NATIONALITIES**  
**Z63 NOTTINGHAM TEC BRANCH**  
**MIDLANDS REGION**

The CEC appreciates the importance of promoting prostate cancer screening and notes that some health organisations are running awareness campaigns aimed at particular communities. However this motion is existing policy, as per: 2012 motion 195  
 2015 motion 309  
 2017 motion 312  
 2021 motion 203

**217. END FUEL POVERTY BY ELECTING LABOUR AND RENATIONALISING POWER SUPPLIES**  
**M23 GMB UNITE BRANCH**  
**LONDON REGION**

GMB has consistently campaigned against regressive energy charging which hit the poorest the hardest, and the uncoupling of cost of living payments from the RPI. The motion's call for public ownership of energy is existing policy of

many years' standing, as debated and upheld by Congress as recently as last year (2023:229).

## **220. THE GLOBAL CHALLENGE TO ACHIEVE NET ZERO AND THE ROLE OF THE UK PLACE WITHIN THIS CHALLENGE**

### **G20 ENERGY CENTRAL BRANCH**

#### **LONDON REGION**

While the CEC supports the calls of the motion, the policy position that it calls for is already GMB's stance, as debated recently at Congress 2023 (2023:234).

## **255. RECOGNITION AND SUPPORT FOR UNPAID CARERS**

### **M18**

#### **WALES & SOUTH WEST REGION**

Congress has carried motions on the rights of carers, namely through Motion 338 Rights of Carers and 397 Supporting Working Carers from 2018. These motions included the need for respite, better working conditions, and compensation for loss of income relating to caring responsibilities.

## **258. UNIVERSAL BASIC INCOME**

### **E35 EXETER AND NORTH DEVON BRANCH**

#### **WALES & SOUTH WEST REGION**

It is Congress policy that we support the principle of Universal Basic Income and to keep informed of the research that is being done around it (Universal Basic Income 2021; 247). We can include our scope to include the claim in the motion that it would encourage strike activity – a last resort measure for workers.



# Car Insurance

**Uninsured Driver promise –  
no loss of No Claim Discount  
and no excess to pay\***



For more information and  
your member discount\*\*,  
call **0330 678 6706** or  
scan the QR code

← Scan me

\*As long as you have the details of the other vehicle and driver and the accident's not your fault  
\*\* Exclusive member discount of 5% vs general public prices on lv.com and through the call centre

For Text Phone: first dial 18001. Lines are open Mon-Fri 8am-8pm, Sat 9am-5pm, Sun 10am-4pm. Calls will be recorded.  
GMB acts as an Introducer Appointed Representative to the Liverpool Victoria group of companies for General Insurance.

**Join GMB now online at  
[www.gmb.org.uk/join](http://www.gmb.org.uk/join)**

Gary Smith, GMB General Secretary  
GMB Union, Mary Turner House,  
22 Stephenson Way, London NW1 2HD  
0207 391 6700 [info@gmb.org.uk](mailto:info@gmb.org.uk)