

FINAL AGENDA



ANNUAL CONGRESS 2012

THE BRIGHTON CENTRE

CONGRESS - SUNDAY 10 JUNE
9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

CONGRESS – MONDAY 11 JUNE
9.30 am - 12.30 pm

SECTION CONFERENCES – MONDAY 11 JUNE
2.00pm – 5.30pm

SECTION CONFERENCES – TUESDAY 12 JUNE
9.30am – 12.30pm, 2.00pm – 5.30pm

CONGRESS – WEDNESDAY 13 JUNE
9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

CONGRESS – THURSDAY 14 JUNE
9.30 am - 12.30 pm



1974 CONGRESS, BLACKPOOL

MOTION 257

PRE-CONGRESS DELEGATE MEETINGS

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

PERIVALE BRANCH
(London Region)

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CENTRAL EXECUTIVE COUNCIL AND NATIONAL OFFICE

GENERAL SECRETARY AND TREASURER

KENNY, PAUL

NATIONAL SECRETARIES

DAVIES, PHIL
HAZLEWOOD, KEITH
SMITH, GARY
STRUTTON, BRIAN

NATIONAL OFFICERS

AZAM, REHANA
BLACK, ALLAN
BRIMBLE, JUDE
HOLDER, SHARON
RIX, MICK
SMITH, MARTIN

GENERAL MEMBER AUDITORS

BURKETT, IAN
DERY, STEVE
HAYNES, ALBERT

CENTRAL EXECUTIVE COUNCIL LAY MEMBERS (49) *(Section shown in brackets)*

ADAMS, BRIAN
(Commercial Services)

BEARCROFT MBE, SHEILA
(Manufacturing)

BERWICK, SANDRA
(Public Services)

BLACKMAN, ELIZABETH
(Public Services)

BRUNO, DANA
(Public Services)

CLARKE, RICHARD
(Public Services)

CLEMENTS, DAVE
(Commercial Services)

DANIELS, KEN
(Public Services)

DUNNETT, ROY
(Commercial Services)

EMMERSON, GEORGE
(Manufacturing)

FARR, BRIAN
(Manufacturing)

FERGUSON, GERRY
(Manufacturing)

FOSTER, JEAN
(Commercial Services)

FRASER, BRENDA
(Manufacturing)

FRASER, GEORGE
(Public Services)

GIBBS, GORDON
(Public Services)

GREGG, MARGARET
(Commercial Services)

HALL, JOHN
(Public Services)

HARDING, SHARON
(Public Services)

HARRY MBE, AUDREY
(Manufacturing)

HOPE, DAVID
(Public Services)

HULLEY, BRYAN
(Manufacturing)

HUTCHINSON, MARY
(Manufacturing)

JACKSON, MARTIN
(Public Services)

JONES, JAMES
(Public Services)

JUSS, WARINDER
(Commercial Services)

KANE, PETER
(Commercial Services)

LEADER, ANN
(Manufacturing)

LOCK, MICHAEL
(Public Services)

MARNELL, EDDIE
(Manufacturing)

MARTIN MBE, EVELYN
(Public Services)

McDONNELL, JOHN
(Manufacturing)

McGIVERN, ANDY
(Manufacturing)

McLAREN, ANN
(Manufacturing)

MINNERY, JUNE
(Public Services)

MODLOCK, BILL
(Public Services)

MURPHY, CATHY
(Commercial Services)

NOBLE, DAVID
(Public Services)

PARKER, LORRAINE
(Public Services)

RYAN, LISA
(Commercial Services)

SAGE, MALCOLM
(Commercial Services)

SHARP, LENA
(Commercial Services)

SHARPE, NICOLA
(Commercial Services)

SLATER, KATHLEEN
(Commercial Services)

SMART, VIV
(Public Services)

STRIBLEY, JAMES
(Manufacturing)

TURNER MBE, MARY
(Public Services)

WAUGH, RON
(Manufacturing)

WHEATLEY, PAUL
(Manufacturing)

NATIONAL OFFICE

BADLAN, ROBERT
BALFOUR, MICK
BENZING, HEIDI
BOWDEN, JUSTIN
CASHER, BARBARA
CLEMO, IDA
CONROY, ROSE
COOKE, NAOMI
DOOLAN, GARY
FEIGAN, KATIE
GOLDING, EMMA
GREGORY, CHARLOTTE

HAZELDINE, TOM
HEALY, MARION
JAGDEV, LAURA
JANDU, KAMALJEET
KEMP, STEVE
KENNY, PAT
LUDKIN, MARIA
McCARGO, JOHN
McCLEAN, JOHN
McEVOY, PHIL
McMILLAN, ALEX
NELSON, JERRY

O'DONOGHUE, DOLORES
O'HEARN-LARGE, EAMON
PANTON, KEVIN
PRYLE, STEVE
SCHOUWENBURG, BERT
SHEARS, DANIEL
SHORT, STEVE
SMITH, BARRY
SWEENEY, KEVIN
WALKER-SHAW, KATHLEEN
WYLIE, ALLAN

BIRMINGHAM & WEST MIDLANDS REGION

REGIONAL SECRETARY

MORGAN, JOE

ELECTED ORGANISERS

HINKS, DOMINIC
SINGH, MANJEET

SENIOR ORGANISER

HODGKINSON, KEITH

REGIONAL STAFF

ATKISS, ADELLE
CASWELL, KATE

LAY DELEGATES (27)

CARSON, WILLIAM

S20

CLARKE, MARGARET

A15

CORBETT, ANDREW

D40

DALEY, ELAINE

X13

DAVIES, DIANE

S64

DUDSON, ALAN

W18

DUGGAN, JIM

W40

EDGE, TREVOR

B43

ELSON, STACIE

W10

ENGLAND, ARNOLD

W50

EVANS, STEVE

R50

GHAJ, ANIL

S20

HACKETT, TONY

A02

HARVEY, GLYN

W51

HORTON, STEVE

C80

INGLEY, JACKIE

T10

JACKSON, BRIAN

S64

JAMES, DARREN

S85

JONES, ROGER

T36

KIBBLE, REBECCA

W18

LAL, MADAN

W70

LEESE, KENNETH

R35

MAYBURY, SALLY

B01

NIXON, TONY

S60

POSTON, DAVID

B76

ROBERTSON, STEPHEN

B10

SMITH, MARK

S30

LONDON REGION

REGIONAL SECRETARY

HAYES, PAUL
COPE, JOHN

SENIOR ORGANISERS

KENNY, WARREN
POWELL, DAVE
WARR, TONY
WILLIAMS, KEITH

ELECTED ORGANISERS

HOLLAND, MARK
OWEN, RICHARD

NON-ELECTED ORGANISER

BACON, MICHELLE

REGIONAL STAFF

BARGER, CHRIS
FOLWELL, LISA

LAY DELEGATES (60)

BAKER, ELEANOR

North West London

BATSON, JUDITH

GMB Professional Drivers

BENHAM, BARBARA

Hendon

BOWMAN, MAVIS

London Stores General

BURGESS, HARRY

Southend

BYRNE, DANNY

City of London

CARTER, JOHN

Securicor 1

CHOLERTON, ANTHONY

London Zoological

COLE, WILLIAM

Kensington & Chelsea PS

COLES, JONATHAN

Redbridge

CONWAY, WILL

Houses of Parliament

COUSIN, ALISON

Lowestoft

DUFFIELD, BRENDAN

Barking & Dagenham LGO

FAITH, DANNY

BA Hatton Cross

FOSTER, MARTIN

Beds County

FRANKLIN, FRANCES

Home Counties General

GAGLANI, SHAILESH

Central Wembley

GREEN, DAVID

Fulham 1

HAMBROOK, LESLEY

GMB UNITE

HARRIS, IAN

Hounslow

HAYWARD, CHRIS

Walthamstow 1

HENDRY, KIM

GMB@PCS

HIOM, JIM

Milton Keynes City

HOLLAND, CATHY

Essex Public Services

HURLEY, SARAH

Fulham 1

ISAACS, JOE

Energy Central

JAMES, MARC

Ipswich & District

JENKINS, KATE

Tower Hamlets Apex

KENNETT, DIANNE

Kings Lynn No 1

KERR, COLIN

Havering

KHAN, SHAHIDA

Central Wembley

LANCASTER, MICHAEL

ASDA Bedford DC

MOORE, STEVE

RCN

MULLANE, DIANE

Luton

OSBORNE, JAMIE

Islington Apex

PARSONS, JEAN

Plaistow

PETERSON, DOTT

Camden Apex

PITTAWAY, CHARLIE

Bromley East

PRESHAW, MICHAEL

Dagenham Motor Industries

PURCELL, HELEN

GMB@PCS

RICHMOND, JIM

Newham Apex

RIGBY, DOUG

Braintree & Bocking

ROBERTS, KEVIN

Cambridge 2

ROBINSON, PAUL

Home Counties General

RONEY, CLIFF

Thames General

ROWLEY, KEITH

Norwich General

SAYWELL, MATT

Holborn

SHARKEY, GEORGE

Islington 1 & Haringey

SMITH, ANDERSON

Edmonton/Enfield

SMITH, JAN

East Dereham

SMYTH, RICHARD

Redbridge

STEWART, EUTON

Hendon

STREET, STEVE

Barking

TAYLOR, MELANIE

North West London

THOMPSON, ALLAN

Milton Keynes City

WALKER, MARTIN

Harlow Gas

WALTON, MICHAEL

Western General

WEST, VAUGHAN

Islington Apex

WHITTINGTON, WENDY

Havering

WOODS, GERARD

GMB London Security

MIDLAND & EAST COAST REGION

REGIONAL SECRETARY
WORTH, ANDY

SENIOR ORGANISER
ALLEN, MARTIN

ELECTED ORGANISER
SHAMMA, DAVID

NON-ELECTED ORGANISERS
HARRISON, HARRY
MARRIOTT, ESTER

REGIONAL STAFF
CASTLEDINE, DAVID
EVANS, CHERYL
GODDEN, ADANA

LAY DELEGATES (33)

ALLINSON, SHANE
Hull Paint & Engineering
BELL, PAUL
British Aerospace Apex Brough
BREARLEY, DAVID
Derby Tec
BURGIN, ANDREW
Ashfield General
CLARKE, JIM
Boston General
CLARKSON, CAROL
Hull Retail & Distribution
COPPIN, MICK
Mansfield Central
EVANS, JASON
Leicester Water
EWAN, HELEN
Midland Healthcare
GOLDING, JIMMY
Peterborough Food & Allied
GRAHAM, TONY
Hull No.1
GUBB, LAINE
Leicestershire 2000
HELEY, BILL
Midland Healthcare
JOBSON, DAVID
Leicester Services
JOHNSON, HELEN
Eurotec
LASCELLES, DAVID
Scunthorpe District & Apex
LOWERY, MARYANN
Grantham Community

MARTIN, ANGIE
Hull Retail & Distribution
McCROSSAN, JAMES
Scunthorpe Food & Allied
MASON, CATHY
Ashfield No.1
MATTHEWS, JOANNE
Nottingham City
MILLS, DOROTHY
Alfreton No.1
MORGAN, RICHARD
Derbyshire Community
MOULAVASSILIS, JANET
Hull No.1
NEWBY, NATALIE
Northants Community
ORTEGA, SHONA
GMB Grimsby General
PETERS, LONE
Peterborough General
RALSTON, MATT
Nottinghamshire General
SHORT, MILES
North Lincs Unitary
SOPER, PHILIP
Nottingham Tec
STOKELEY, MELVYN
Long Eaton CFTA
WHILDING, ROB
Buxton
WILLIAMS, DEBRA
Nottingham City

NORTHERN REGION

REGIONAL SECRETARY
BRENNAN, TOM

SENIOR ORGANISERS
ANDERSON, JOAN
JUKES, CHRIS

ELECTED ORGANISER
HOWE, KEIR

NON-ELECTED ORGANISER
MACKENZIE, IAN

REGIONAL STAFF
ANDERSON, SUSAN
TOLMIE, JENNY

LAY DELEGATES (44)

BRYAN, ALYSON
Sunderland City LA
CLAYTON, RICHARD
Middlesbrough 5
CLEGG, DAVID
Durham County LA
COLLINSON, NEIL
North West Durham AHA
DAVISON, VERONICA
South Tyne and Wear General
DONOGHUE, WAYNE
East Cumbria General
DUNCAN, PAUL
Barrow 5
EBDEN, MICHAEL
Newcastle 71 FTAT
FORSTER, ALLAN
Carlisle City LA
HENWOOD, COLIN
Middlesbrough 5
HEWITSON, JAMES
Durham General
HUGHES, WILLIAM
Sunderland 9 Engineering
HUNTER, THOMAS
South Shields 2
JEPSON, JANETTE
Durham County LA
KANE, SAMANTHA
Sellafield Ind
KENT, MICHAEL
Sunderland 9 Engineering

LEYLAND, DARREN
Northern Electric Industrial
LINES, CAROLE
Durham County LA
LINFORD, CATHERINE
Hartlepool 4
MALE, MAUREEN
Tees Valley General
MANUEL, GRAHAM
Newcastle General Apex
MASON, COLIN
N Power
McCARRY, PATRICK
Sellafield Ltd
MORRIS, YVONNE
South Tyne and Wear General
MURRAY, GEORGE
Newcastle & North Tyne General
NELSON, DAVID
General Security
NELSON, PHILIP
Newcastle 71 FTAT
PIERCE, PAUL
Teesside 1
RAMSAY, PAUL
Northumbrian Water
RIDDLE, DAVID
Sunderland City LA
SAWDON, PETER
Stockton 3 Engineering
SCURR, RAYMOND
Teesside 1

SERRECHIA, LINDA
Durham General
SISTERSON, MARK
Newcastle & North Tyne General
SPEAKMAN, RICHARD
Stockton FTAT
STEWART, WYN
Northumberland County LA
STEWART, ALMA
Northumbria Health
STOBART, ETAIN
Northumbrian Water
STUBBS, KENNETH
Remploy North
TAYLOR, COLIN
Sunderland 9 Engineering
TAYLOR, BERNARD
Middlesbrough Engineering
TIMBEY, LESLIE
Durham County LA
WALKER, ALAN
Hartlepool Matsa
WINTER, JOHN ANTHONY
South Shields 2

NORTH WEST & IRISH REGION

REGIONAL SECRETARY

McCARTHY, PAUL

NON-ELECTED ORGANISER

LEE, SUSAN

MEMBERSHIP DEVELOPMENT OFFICER

HOLDEN, NEIL

REGIONAL STAFF

BARROW, MARGARET

REED, DEBBIE

ELECTED ORGANISER

PARKER, EDDIE

LAY DELEGATES (55)

ASHWORTH, TRACEY

Q20

BARTON, JAMES

Z15

BOYLAN, PAUL

D78

CAMPBELL, ROBERT

S73

CLARKE, MICHAEL

L32

CLEARY, BERNARD

L45

COYLE, FRANK

W80

DANIELS, ROBERT

L25

DAVIES, BRIAN

R01

DAVIES, JAYNE

L35

DAVIES, VERONICA

L08

DAVENPORT, JOHN

S20

DONLEY, JAMES

N30

DUFFY, JAMES

C20

EVANS, PAUL

C13

FLANAGAN, KEVIN

Q22

GRAY, DAVID

G40

GUNN, BOB

F72

HENRY, DOUG

M36

HOMER, BRIDGET

A56

HUGHES, IAN

L34

HURLEY, LEE

S42

IRVINE, DONNA

E76

KEIGHT, JEFF

L50

KELLY, JOAN

S02

LALKHAM, BERNARD

J01

LARKIN, TONY

X39

LISNEY, SUSAN

S02

LLOYD, KEVIN

V15

LOWES, IAN

L33

LOWDEN, RAYMOND

X02

MERCER, LINDA

A08

McCARTNEY, JAMES

P42

McGRANE, VINCENT

L50

McMURRAY, PETER

B90

MOSS, ARTHUR

L35

NICHOLLS, SAMANTHA

W02

PATRICK, TRACY

X07

RAWSTHORNE, BARBARA

Y03

REID, STEVEN

N45

RICHARDS, PAUL

K28

RICKARD, LEO

Z33

SMITH, GRAHAM

O11

SMITH, JOE

R01

SMITH, KELVIN

S05

SMITH, NEIL

M15

SUTTON, CATHERINE

A56

TOOMEY, JOHN

Z32

WALKER, DENISE

X07

WAITE, DEREK

L34

WALL, NICHOLAS

X24

WELHAM, BOB

C51

WESTERN, ANDREW

S53

WINSON, LORRAINE

M15

WORSLEY, JAMES

H05

GMB SCOTLAND

REGIONAL SECRETARY
DONALDSON, HARRY

SENIOR ORGANISER
McLUCKIE, ALEX

ELECTED ORGANISER
LEONARD, RICHARD

REGIONAL STAFF
CRAIK, FIONA

LAY DELEGATES (37)

ALEXANDER, FRANK
Hunterson
ARCHIBALD, BRUCE
Aberdeenshire PS
BRESLIN, PATRICK
Glasgow NE & SW Health Service
CAIRNS, PETER
Cumbernauld PS
CARR-POLLOCK, THOMAS
Bathgate
CARSON, BRENDA
Clyde Bonding
COOPER, JOYCE
Fife Public Services
COTTLE, ANDREW
Edinburgh
COWAN, JOHN
Falkirk FL Engineering
DEAN, ANNE
Scottish Primary Care Nursing
DOLAN, JOHN
Clydebank 3
DRYLIE, ANNETTE
Fife Public Services
FINN, MARY
Glasgow NE & SW Health Service
GAULD, JULIE
Asda Group 2
GREENHORN, ANDREW
Scottish Security & Aviation
LABRUM, JAMIE
Aberdeen Hospitals
LOGAN, ALEXANDER
Port Glasgow No4
MARTIN, ELIZABETH
Southern Cross
McARTHUR, JOHN
Glasgow 29

McCALLUM, WILLIAM
Glasgow NE & SW Health Service
McCULLOCH, MARTIN
DHL
McINTYRE, KIMBERLEY
Rothesay
McKENZIE, JOHN
Glasgow City Council (APEX)
McNEILL, FRANCIS
Glasgow 66 Eng
MIDDLETON, MICHAEL
Aberdeen 3
MILLAR, LINDA
North Lanarkshire Public Services
MOOHAN, MARY
Dumbarton 2
MOTHERWELL, SUZANNE
Glasgow General APEX
PATTERSON, ROBERT
Heathhall
QUIGLEY, ROSEMARY
Glasgow 1
RIDDELL, PHYLLIS
Tollcross Biscuits
ROBERTSON, CHARLES
LA Staffs Tayside Apex
ROSS, STUART
East Ayrshire PS
STRAITON, DAVID
Falkirk PS
WALKER, DUNCAN
Grangemouth 583 (CFTA)
WATSON, MARY
GMB/ASU
WATSON, ROBERT
South Lanarkshire PS

SOUTHERN REGION

REGIONAL SECRETARY

MALONEY, PAUL

NON-ELECTED ORGANISER

GORDON, MICHELLE

HOUGHTON, NADINE

MEMBERSHIP DEVELOPMENT OFFICER

WILKINSON, MARK

REGIONAL STAFF

SHURGOLD, JULIE

ELECTED ORGANISERS

DOWLING, TONY

HARRITY, CHARLES

NIXON, NICOLA

LAY DELEGATES (51)

ADIGWE, JOE

L.B. Merton M27

ADJE, CHARLES

LFEPa X98

BOWERS, TERESA

Surrey County G38

BRADFORD, WARREN

Southampton No. 1 Z42

BURTON, BRIAN

North Kent Eng. Z39

BUTLER, MICHAEL

Greenwich Ambulance G33

CHESHIRE, TIM

Environment Agency Thames Region X97

COLLINS, JULIE

Bournemouth B40

COTTERELL, CAROLYN

Slough BC S71

DALY, SUE

Dorset Council D30

DANIELS, TOBY

Wilkinsons W47

DE-BANKS, AARON

North Devon 686 Z27

DICKINSON, KAREN

S. Coast Gas & Utilities P29

ERVINE, ROBIN

L.B. Lambeth L09

EVERS, JOHN

London SW General K19

FALCONER, CARROLL

L.B. Lambeth L09

GARDNER, CHARLOTTE

S Coast Gas Utilities P29

GROAT, ANGUS

Security G36

HUTCHINGS, STEPHEN

ASDA Didcot A53

JACKSON-AMPAW, NANA

Croydon C60

KING, DAVID

Surrey County G38

LANGLOIS, TIM

Jersey J11

LEAK, DAVID

N. Kent Engineering Z39

LEWIS, JOHN

Greenwich Ambulance G33

MASKELL, MARTIN

Haulage & Distribution S65

MEMMOTT, SAMANTHA

Thames Valley R12

MENDES, TONY

LFEPa X98

MERRETT, KIERON

Brussels B59

MOORE, LINDA

Camborne C21

MURPHY, PETER

LB Greenwich L16

NEEDLER, SUSAN

LB Greenwich L16

NEWMAN, ANDY

Wiltshire & Swindon W15

ODUMOSU, DOTUN

LB Lewisham L17

OKOTURO, JOYCE

LB Wandsworth L26

GOODACRE, PAUL

Dover Ferries

GREENAWAY, KEIR

L.B. Merton M27

PALMER (JNR), GARY

Plymouth P20

PATTISON, GARY

Dorset CC D30

PETRIE, NINA

LB Wandsworth L26

POWELL, JOHN

Weymouth W27

PUTNAM, STEVE

Camborne C21

RAOUX, ANASTASIA

Sussex B50

REEVES, ROY

Ascot & Windsor Park H25

SMITH, HOLLY

Sussex B50

SMITH, MATTHEW

London SW General K19

STEVENSON, JOHN

Southampton No.1 Z42

STEWART, RAY

Plymouth Health P24

SUCKLING, DOUG

Dungeness Electricity D27

THEAKER, EILEEN

Croydon C60

VALLELLY, CAROLE

Wiltshire & Swindon S15

WARN, NIGEL

Devonport D19

SOUTH WESTERN REGION

REGIONAL SECRETARY

PHILLIPS, JOHN

SENIOR ORGANISERS

BURNETT, MERVYN

ELECTED ORGANISERS

BENNETT, RUTH

GIBBS, ROBERT

REGIONAL STAFF

BOWEN, LYNNE

HUGHES, NICK

MORLEY, KAREN

LAY DELEGATES (33)

BAKER, ADIE

Asda Portbury

BEATON, WENDY

Ewhirst Capel Hendre

BRADY, JULIA

Cardiff Water

BRACEGIRDLE, BARRY

Gwynedd Council

BRINKWORTH, GWYLAN

South Wales Police

CLARKE, LYNDON

Newport 1

DANIELS, ROBERT

Cardiff 1

DAVIES, HELEN

Cardiff & District

DAVIES, HELEN

South Wales Police

EVANS, NEIL

Merthyr Tydfil CBC

FUNNELL, NEIL

Caerphilly CBC

GRIFFITHS, JACKIE

City & County of Swansea

HARRISON, SHARON

Hengoed Engineering

HUNT, PAUL

Cardiff Water

JENKINS, KEITH

Western Power Dist. Wales

JONES, CRAIG

Rhondda Cynon Taff

JONES, KEVIN

Merthyr Tydfil CBC

JONES, MARTYN

Merthyr Bus

JONES, STEPHEN

Apex Security

KEMPTON, PAUL

Cardiff 1

KINSON, MARTIN

Newport 7

LEGG, BRIAN

Swansea BMS

LOCK, SIMON

Newport 1

PICKSTOCK, SHARON

Motil Plastics

POUNDER, SHIRLEY

Pembrokeshire County Council

PUCKETT, COLIN

North Bristol NHS Trust

REES, MARTYN

Port Talbot BMS

SAMUEL, STEVE

Western Power Dist. Wales

SMITH, JENNY

Mid Glamorgan C&T

THOMAS, PAUL

Porth 2

WILLIAMS, GARY

Newport 6

WILSON, MIKE

Monmouth Utilities

WOODWARD, LES

Swansea Remploy

YORKSHIRE & NORTH DERBYSHIRE REGION

REGIONAL SECRETARY

ROACHE, TIM

SENIOR ORGANISER

BENTON, GRAHAM

ELECTED ORGANISER

WADE, PAUL,

LAY DELEGATES (40)

BAGNALL, PETER

Leeds Education

BALANCE, DONNA

Leeds School Support Staff

BARNES, KEVIN

Ciba Chemicals

BOOTH, STACEY

Leeds Local Gov. Staff

BURTON-KEEBLE, ALEXANDRA

Barnsley Health

BUTTERLEY, JAMES

Doncaster Central

CARTER, SHELAGH

Sheffield MCP & Light

CHESTER, KEVIN

West Yorkshire Police Support Staff

CRUMMEY, KEVIN

Retford GMB

CROSS, ANDREW

West Yorkshire Police Support Staff

DOLAN, MARTIN

Asda Distribution

EARLY, JOHANNA

Ciba Chemicals

FAWCETT, MICHELLE

Asda Stores

GAVIN, CINDY

Leeds Civic

GILBERTHORPE, KENNETH

Sheffield Boilermakers

GLEDHILL, ANTHONY

Leeds Central & Symphony

GIBBINS, HANNAH

Sheffield MCP & Light

GOLDING, BRIAN

Rowntree & Associated

HINCHLIFFE, MICHAEL

Sheffield Health & Light

HIRST, MICHAEL

Pontefract Central

NON-ELECTED ORGANISER

HARRISON, RACHEL

REGIONAL STAFF

DEGUN, KALVINDER

FORD, MARIA

JONES, CAROLINE

HUNTER, MOIRA

Asda South

JARVIS, GRAHAM

Barnsley Manufacturing

KEMP, IAN

Parkgate

KNOWLES, RITA

Asda South

McLEAN, DAVID

Leeds School Support Staff

O'BRIEN, PAUL

Doncaster Central

O'NEILL, MOYA

Leeds Civic

PARKINSON, TRACY

Barnsley GMB

PLUMB, TERRY

Asdair

POLLARD, TERENCE

Rotherham Chemicals

PUGH, MORGAN

Yorkshire Copper Works

ROSS, PAMELA

Yorkshire Coal Staff

SHIELD, JAMES

York General

SIM, DAVID

Transport & Distribution

STEVENSON, JOHN

Sheffield Health & Light

TAYLOR, MAUREEN

Chapeltown

THORPE, DAVID

Remploy Yorkshire

WALKER, SUSAN

Asda Stores

WARWICK, GARRY

Sheffield Local Gov. Staff

WHITAKER, JULIE

Sheffield Local Gov. Staff

2012 CONGRESS LAY DELEGATES

MALE / FEMALE BREAKDOWN

REGION	NOMINATED		ELECTED and APPOINTED	
	M	F	M	F
BIRMINGHAM & WEST MIDLANDS	27	9	22	8
LONDON	44	20	44	20
MIDLAND & EAST COAST	32	15	22	14
NORTHERN	34	12	34	12
NORTH WEST & IRISH	51	18	41	14
GMB SCOTLAND	28	12	22	15
SOUTHERN	34	17	34	17
SOUTH WESTERN	28	12	23	10
YORKSHIRE & NORTH DERBYSHIRE	24	16	24	16
TOTAL	302	131	266	126

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:

Congress - Sunday 10 June

9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

Congress – Monday 11 June

9.30 am - 12.30 pm

Section Conferences – Monday 11 June

2.00pm – 5.30pm

Section Conferences – Tuesday 12 June

9.30am – 12.30pm, 2.00pm – 5.30pm

Congress – Wednesday 13 June

9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

Congress – Thursday 14 June

9.30 am - 12.30 pm

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 then 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.

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. Ballot papers bearing the names of the candidates will be issued at Congress.

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)

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:

Congress – Sunday 10 June
9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Congress – Monday 11 June
9.30 am – 12.30 pm

Section Conferences – Monday 11 June
2.00 pm – 5.30 pm

Section Conferences – Tuesday 12 June
9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Congress – Wednesday 13 June
9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Congress - Thursday 14 June
9.30 am – 12.30 pm

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 the Congress office no later than 5.30 pm on Monday 11 June 2012.

Congress Motions and Section Conference Motions

In accordance with Recommendation 14 of the "Framework for the Future of the GMB: Moving Forward" CEC Special Report endorsed by Congress 2007, the Standing Orders Committee is recommending that Motions should be dealt with either by Congress or by Section Conferences as appropriate according to the subject matter for debate in the Motion. The Motions are printed in the Congress Final Agenda or the appropriate Section Conference Agenda.

Motions Out of Order

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

Motion 151 Labour Party Affiliations

The Motion calls upon GMB to "de-affiliate" from the Labour Party. This would require amendments to Rules 12.1 and 19.10 to give effect to its provisions. Congress 2012 is not a rules revision year, so the Motion is out of order for debate at this year's Congress.

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 34: Educating Young People About The Trade Union Movement

Motion 55: Stress At Work

Motion 223: Pensioner Poverty

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

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

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

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UNION ORGANISATION

CONGRESS

2. REGIONAL MOTIONS TO CONGRESS

This Conference agrees that it would be good practice, that following the Regional Delegation meetings that take place prior to Congress, for all Branches to be supplied with a list of the motions that have been submitted from their Region and the decision taken regarding said motions.

Also following Congress, the Regions circulate to Branches the decisions reached by Congress regarding the motions from their particular Region.

B41 BIRMINGHAM RUBBER BRANCH
Birmingham & West Midlands Region

UNION ORGANISATION

GENERAL

4. NATIONAL MASCOT

This Conference asks that this Union's governing body explore the concept of adopting a national mascot for this Union, with a report back to Congress 2013.

ASHFIELD NO.1 BRANCH
Midland & East Coast Region

6. COMMUNICATION SYSTEMS

Congress believes that every effort should be made to make our communication systems relevant for the 21st Century and that, by examining and revising current practices, there is scope for considerable savings in time and money, and opportunities for recruitment of new members and the greater involvement of a younger generation of Activists.

Congress therefore calls for a review of the Union's communication systems and mandates the CEC to present its findings and recommendations to Congress 2013.

Specifically, Congress calls for this review to include consideration of the following:

- 1) Ensuring that branches are equipped with, or have access to, computers and that appropriate Branch Officers are skilled, or have adequate training in their use.
- 2) The sending, wherever possible, of national and regional office communications electronically.
- 3) Training of the better and more extensive utilisation of Face book, Twitter et al
and
- 4) The viability and introduction of electronic meetings.

NORWICH GENERAL BRANCH
London Region

7. NEW TECHNOLOGY

Congress calls for the union to do more to embrace new technology and notes how other unions are far in advance of us.

Congress agrees that in such difficult economic times and with the attack on our facility time, using new media technologies can help us communicate better and faster with our members, thus aiding retention and with getting our message across to the public. For example many of our Labour Councillors and MPs have huge followings on twitter and through tweeting and re-tweeting; our message can reach thousands in minutes.

Congress asks that the CEC urgently look into modernising our communication methods and help us grow our union and its influence in society.

REDBRIDGE BRANCH
London Region

8. COMMUNICATIONS WITH MEMBERS

This Conference is asked to develop a National model which uses modern methods of communications such as Social Networking and Social Media to engage and communicate with members.

The GMB needs a consistent, understandable message throughout all media and now that there are direct cost effective methods of communicating this message the GMB needs to ensure that the opportunity is not missed.

R12 THAMES VALLEY BRANCH
Southern Region

10. NATIONAL WEBSITE – YOUNG MEMBERS' SECTION

This Conference notes the exceptional work undertaken in the development of the GMB national website.

Our web pages play an important role in demonstrating to those looking for a better world that GMB is at the forefront of the fight back against the ConDem austerity measures and the employers who collude with them. We need to ensure that we utilise this vital forum to speak to the widest audience.

Conference therefore requests that a young members' space be made within the pages of the national website that speaks to the young workers and students who are key to our current and future campaigns. This section would encourage growth and networking, highlight our involvement in issues relevant to young people, illustrate our disgust on matters such as government negligence of and lack of investment in youth employment, show us standing side by side with students fighting for the right to a free education and reflect the hopes and desires of our young membership. Such a section could then be linked directly to regional pages.

Whilst a web link alone is no substitute to our building a strong student and young worker organisation, it will prove to be a significant signpost of who we are and what we are doing. This will reassure and build confidence amongst our existing young activist base but will also illustrate to those we have still yet to convince that GMB is both the union for present and future generations.

A simple and cost effective way to spread our message further and so aid the growth of our union. Conference please support.

LEEDS CIVIC BRANCH
Yorkshire & North Derbyshire Region

11. WORTLEY HALL

This Conference recommends that the national union, all regions and branches consider buying (further) shares in Wortley Hall. This is particularly appropriate as Wortley continue their support of GMB in our ongoing dispute with CO-OP following their de-recognition.

The Hall has kicked their rep off the board and refused all business from them even though times are hard.

Formerly the private residence of the Earl of Wharnccliffe, the Hall is situated in 26 acres of woodland between Sheffield and Barnsley only 10 minutes from the M1 and is steeped in history, this year celebrating the 60th year of ownership by the trade union and labour movement.

The Hall offers extensive conference facilities and 3 star en-suite accommodation for delegates with bar and leisure facilities ideal as a venue for GMB meetings.

The Hall is owned by the trade union and labour movement and run as a cooperative with a share register. Each share is £5 with individuals limited to a maximum of £200 with no limit for organisations. Dividend is not paid on shares which remain at face value. Irrespective of how many shares an individual or organisation holds, they are only allowed one vote at the AGM.

www.wortleyhall.org.uk

S99 SOUTH YORKSHIRE RMA BRANCH
Yorkshire & North Derbyshire Region

UNION ORGANISATION

RECRUITMENT & ORGANISATION

12. RECRUITING YOUNG PEOPLE

This Conference recognises that the future of our Union is in the hands of young people. Therefore, we call on the CEC to co-ordinate a national recruitment drive specifically designed and targeted at young workers. We need to motivate and energise young workers to the Trade Union and wider Labour movement principles and values.

NORTHANTS COMMUNITY BRANCH
Midland & East Coast Region

UNION ORGANISATION

REPRESENTATION & ACCOUNTABILITY

14. CEC ELECTION PROCEDURE

Congress notes with concern the low turn out in the 2011 CEC elections.

Congress notes that members have very little information to judge between candidates, and may feel unable to make an informed choice; leading to high levels of abstention.

Congress asks the CEC to investigate whether changes in the conduct of elections might improve the information available to members.

For example, the CEC might consider:

Whether asking candidates to have a threshold of nominations from up to five branches, instead of just requiring one branch nomination, might give an indication of a candidate's ability to demonstrate leadership in their own region. Nominating branches could be listed in the candidate's booklet.

Whether allowing candidates to undertake campaigning would empower members to meet the candidates and make an assessment of their merits.

Congress asks CEC to report any recommendations to Congress 2013, and any necessary rules revisions should be proposed in time for the next CEC elections in 2015.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

16. GENDER BALANCE WITHIN GMB REGIONAL SECRETARIES

This Conference calls upon the CEC to ensure the GMB policy on Equality is applied when appointing Regional Secretaries.

At present there are nine male Regional Secretaries we believe a gender balance should be brought in as a matter of urgency to demonstrate the unions strive for Equality across all areas.

W18 WALSALL LOCAL AUTHORITY BRANCH
Birmingham & West Midlands Region

19. BREAKING STRIKE ACTION

This Conference believes that any GMB member who breaks a strike should be investigated and appropriate action taken.

Lots of members and stewards broke the last strike on the 30th November, when these people joined a trade union to stand with their brothers and sisters, but we do have a number of members who use the union to their own ends, use the resources and time of officers, but when it comes to doing anything in support of the union they are nowhere to be seen and looking after number one!

When you are elected as a GMB representative you should be bound by the democratic decisions of our members.

This Conference calls that when representatives do not, they should face action up to and including their removal from office.

LEEDS LOCAL GOVERNMENT STAFF BRANCH
Yorkshire & North Derbyshire Region

UNION ORGANISATION

FINANCES & CONTRIBUTIONS

22. TRAINING FOR BRANCH SECRETARIES ACCOUNTS

This Conference calls for all new Branch Secretaries should be given the appropriate branch accounts training.

D19 DEVONPORT BRANCH
Southern Region

23. REMPLOY WORKERS

This Conference recognises that Remploy Workers are the most vulnerable section in our Union and applauds the work of the York Workers Co operative in producing a diverse selection of high quality goods that also provide much needed gainful employment and a standard of living to disabled workers.

Conference also recognises it is not enough to simply rely on goodwill and good intentions of Branches to provide the vital support needed to maintain this sterling work.

Therefore Conference calls upon the CEC to introduce a levy on Branches, set at a level to be determined by the CEC Finance Committee and to be forwarded on a quarterly basis to the Co operative.

B16 BRANCH
North West & Irish Region

26. UNION MEMBERSHIP FEES MAKING IT EASIER TO JOIN THE UNION

This Congress is asked to direct that the union encourage existing and new members to consider paying membership fees in the less painful way: i.e. by facilitating to co-operative based community discount card so that membership fees can be as painlessly deducted from members' net disposable income as possible. The discounts achieved to be shared directly between the member and the union crucially empowering members to use whatever leverage that can to maximise their income, both via negotiations with employers and by members using their collective power as consumers.

NORFOLK PUBLIC SERVICES BRANCH
London Region

27. SUBSCRIPTION RATES – WORKING STUDENTS AND APPRENTICES

This Conference requests that a review of subscription rates for working students and apprentices is conducted in order that GMB remains competitive.

This Conference notes that GMB regions differ in the union contributions they collect from working students/apprentices. Some administer a 10ppw/£5.20pa rate whilst others utilise the promotional rate of 85ppw.

Conference therefore asks that a uniform rate across the union is determined.

This rate will need to reflect that Unison offers student nurses, student social workers, student healthcare workers and apprentices, membership packages of £10 per year.

A clear rate, that sets us apart as the union for student workers/apprentices is a key component to our growth in this area.

LEEDS CIVIC BRANCH
Yorkshire & North Derbyshire Region

29. FAMILY MEMBERSHIP PACKAGE

This Conference agrees to develop a family membership package for 2012/13. Discounted membership through a family membership package will not only encourage wider membership of the GMB, it will improve retention rates and encourage members to educate and inform their children about the benefits of trade unionism.

SHEFFIELD HEALTH & LIGHT BRANCH
Yorkshire & North Derbyshire Region

UNION ORGANISATION

UNION BENEFITS & SERVICES

32. CLAIMS CAPTURE

This Conference is appalled to note that the insurance industry is unashamedly carrying on the practice of 'Claims Capture.'

Claims Capture (or 'third party capture') is where, following an accident at work, company insurers get in touch with our injured members in an attempt to settle the claim there and then directly with the member.

All evidence suggests that when insurers deal with members direct potential long term medical problems are overlooked, our members get far less in compensation and management fail to deal with the underlying problem that led to the injury. Sadly there have been examples where this has been done with the full knowledge of GMB representatives.

Congress therefore condemns this practice wholeheartedly and reaffirms its policy that members' accident claims should be pursued through GMB appointed specialist solicitors.

KIRKLEES BRANCH
Yorkshire & North Derbyshire Region

33. LEGAL EMPLOYMENT ADVICE HELPLINE

Congress agrees that our members and Senior Shop Stewards and Representatives would be better served by the setting up of a Legal Employment Advice Helpline.

It is well known that employers try to delay disciplinary decisions and appeal decisions to the extent that the time limit to make application to an Employment Tribunal are sometimes very tight. These limits are compounded by the fact that the normal GMB chain of Rep to Officer to Lawyer to member tightens that time limit.

By introducing a Legal Employment Advice Helpline, our Senior Reps could have expert advice on the wording and submitting a protective claim would surely enhance members' chances of success.

All Senior Reps should have sound knowledge of disciplinary and grievance proceedings but they cannot be expected to have the legal knowledge to fully submit an urgent ET1 and expect success.

This branch believes this motion is a win, win situation for members, Reps and the GMB.

HOME COUNTIES GENERAL BRANCH
London Region

UNION ORGANISATION

EDUCATION & TRAINING

EP 34. EDUCATING YOUNG PEOPLE ABOUT THE TRADE UNION MOVEMENT

This Conference calls for the setting up of regional groups to go into schools to inform pupils on the history of the trade union Movement and importance of employee' rights, health and safety in today's workplace. We feel this is an essential piece of work to educate young people and ensure the future of trade unions.

LEEDS SCHOOL SUPPORT STAFF BRANCH
Yorkshire & North Derbyshire Region

36. VOTING EDUCATION

This Conference calls for an education programme to teach members the importance of voting in ballots and other important events and what affect abstaining to vote has on important decisions.

Too often members do not vote simply because they do not know that they are being asked - education would put this right.

LEEDS CENTRAL & SYMPHONY BRANCH
Yorkshire & North Derbyshire Region

37. EQUALITY AND DIVERSITY TRAINING

This Conference calls up on the CEC to introduce equality and diversity training as a mandatory part of the GMB@Work package which all workplace organisers and new officers currently undertake.

As a progressive organisation we must work to create safe environments for our members and employees where they are not subjected to abusive, unfair or undignified treatment as a result of their disability, gender, race, sexual orientation or religious/cultural beliefs.

Unfortunately, discrimination and ignorance is still very much prevalent in society today. A training provision such as this would help ensure that we are equipped to challenge it and to ensure our members and employees are secure and respected.

ROTHERHAM GENERAL & MCP BRANCH
Yorkshire & North Derbyshire Region

38. TRAINING GMB ACTIVISTS IN OTHER AREAS OF SOCIAL WELFARE LAW

This Congress is asked to direct that the union encourage GMB Branch Activists to train in other areas of social welfare law; i.e. welfare benefits, debt, housing, community care, immigration, etc as well as Employment Law to become Community Champions outside the workplace to help recruitment and retention of members from the wider community.

This is to counteract the Government's cuts to the not-for-profit advice sector and Legal Aid to build the strength and density of GMB membership. Our membership is already spread across those communities suffering from public sector cuts which are affecting the availability of advice and representation at Tribunals relating to various areas of Social Welfare Law including employment.

NORFOLK PUBLIC SERVICES BRANCH
London Region

39. TRAINING

Congress, as well as recruitment, training is a vital part of the GMB.

Considering we are a big union I think that we have the training and trainers at our fingertips. I myself am a Manual Handling Instructor. I am certain that there must be other members within the GMB who are trainers.

If we were to pool all the trainers and instructors that we have, this would be an invaluable training recruitment tool.

The cost would be minimal and it may help safeguard jobs

Congress, I put this to you to strongly consider and endorse.

BRAINTREE & BOCKING BRANCH
London Region

UNION ORGANISATION

EQUALITY & INCLUSION

40. NOMINATION TO NATIONAL CONFERENCES

This Conference welcomes the formation of the National Equalities Forum and the National Equalities Conference.

The conference now has no facility to nominate delegates to national conferences, ie, TUC and Labour Party.

We call upon Congress to re-establish this link and nominations to the other major conferences, especially when it enables delegates to attend, who wouldn't normally have a route to get a nomination.

FIFE PUBLIC SERVICE BRANCH
GMB Scotland

43. FAWCETT SOCIETY

This Congress agrees that the GMB affiliates nationally to the Fawcett Society. Very nearly 50% of our members are now women and this has been a big area of growth for our union. We need the GMB to be seen to be at the forefront of womens issues, and seen as a union that takes these issues seriously.

Fawcett is a leading campaigner on many issues affecting gender equality, including how the cuts affect women, highlighting the low pay of women workers, and the appalling position of women regarding pensions. After this Government's last budget Fawcett launched a high court challenge calling for a judicial review of the gender impact, which led to the Government having to admit to not having carried out any gender impact assessment on the budget.

Congress agrees that GMB should join the other unions already supporting Fawcett in the important work it carries out.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

45. JOBCENTRE PLUS "TWO TICK SYMBOL"

This Congress calls on the Jobcentre Plus to robustly review all employers that have been awarded the Disability "Two tick symbol". This prestigious award is displayed by employers who have made five commitments to the Jobcentre Plus to recruit, train, retain and raise disability awareness and display a positive attitude towards the disabled workers and job applicants.

We call for the Jobcentre Plus to remove this award from employers found not to be adhering to these five commitments and not showing a positive attitude towards disabled workers and job applicants. This motion also calls on employers who have had their "two tick symbol" removed by Jobcentre Plus to be publicly named.

A36 ASDA BEDFORD BRANCH
London Region

46. STEPHEN LAWRENCE

Conference welcomes Mr Justice Treacy's comments that he now expected the other suspects of Stephen Lawrence's murder, as well as any other suspects involved in this hideous crime, to be investigated.

Conference is also reminded that the Stephen Lawrence murder followed a series of other murders and racist attacks in South East London, where the British National Party (BNP) had opened its headquarters and that the authorities, local and national, had refused to act against the BNP at that time.

Conference notes that the Stephen Lawrence murder exposed deep rooted and profoundly dangerous levels of institutional racism which resulted in the Macpherson Report branding the police as "institutionally racist".

Conference notes that the Lawrences' demand for justice spread into the Trade Union Movement, with Neville Lawrence receiving a standing ovation at the TUC Congress in 1998 and the unions organising a massive anti-racist march in East London.

Conference notes that the Stephen Lawrence Trust is currently in severe financial difficulties.

Conference also notes that, little if any, progress has been made in the implementation of the 70 or so recommendations in the Macpherson Report published on 24 February 1999. Further the Con-Dem Government now plans to remove many of the statutory powers and duties of the Equality and Human Rights Commission (EHRC) to enforce the Public Sector Duty or undertake investigations such as on stop and search.

Conference believes that it is the duty of all trade unionists to continue to support the Lawrence family in their continued quest for justice over the death of their son, and that this campaign GMB must support as a priority in the months and years to come, as we have done in the past.

As a result, Conference calls on and instructs the CEC to:

- * Support the call by the Society of Black Lawyers for the prosecution and conviction of the other suspects;
- * Call on the TUC to invite the Lawrence family to this year's TUC National Conference and the next TUC Black Workers Conference, as well as inviting them to our own National Equalities Conference;
- * Call on the TUC to work with the Lawrence family to campaign for the prosecution and conviction of the other suspects;
- * Work with other wider anti-racist forces in this campaign, including but not restricted to, organisations such as The Stephen Lawrence Trust and the Society of Black Lawyers in support of this continued campaign or just by the Lawrence family;
- * To make a donation to the Stephen Lawrence Trust;
- * Raise the campaign for this continued fight for justice through all structures of our union, including the National Equality Conference, Regional Equality Committees, as well as within all Committees, regions and branches; and
- * Call for a further public enquiry into institutional racism and into the allegations of direct police corruption that have surrounded this case from the outset, with a view to giving the Lawrence family full justice and full disclosure.

HOLBORN APEX BRANCH
London Region

EMPLOYMENT POLICY

HEALTH, SAFETY & ENVIRONMENT

C1 47. HEALTH AND SAFETY REGULATION BY MYTH AND PREJUDICE

This conference is saddened and appalled at the Prime Minister's (PM) comments with regard to Health and Safety (H&S) regulation. He used the old chestnut and proven myth of children having to use goggles to play conkers to justify a stinging attack on "the monster that is excessive (H&S) regulation" (Maidenhead, 5th January 2012). We agree with Richard Jones, Head of Policy and Public Affairs at the Institution of Occupational Safety and Health (IOSH) who replied "Labelling workplace (H&S) as a monster is appalling and unhelpful as the reason our legislative system exists is to prevent death, injury or illness at work, protecting livelihoods in the process".

The proposal to increase the speed limit on motorways to 80 MPH is another example of policy incentives based on myth and prejudice, rather than sound evidence. The British Medical Journal are "amazed" saying "a comparable speed increase in the US in 1995 led to a 16.6% rise in fatalities" and "there was little evidence to support claims of economic benefit".

A major role of Government is to protect the individual against the abuse of power, be it a criminal, an unscrupulous employer, or a speeding motorist.

The PM and this Government clearly is not concerned about the wellbeing of the individual, they play to the gallery rather than base their policies on sound evidence. If regulation is worsened as a result, then many lives will be lost, numerous injuries and ill health will be caused.

While we approve and encourage better regulation, prejudging any review in this way is dangerous Government by myth and prejudice.

We are justly proud of the (H&S) of this country and the part of the GMB and its activists have played in bringing it about. We will do all in our power to protect reasonable regulation as the only way to control those with power, who have little regard for the Health, Safety and Welfare of others.

H25 ASCOT AND WINDSOR PARK BRANCH
Southern Region

C1 48. CODED ATTACKS

This Congress is deeply concerned with the amount of coded messages coming from Coalition Ministers and others including Cameron and Osborne about removing red tape and easing health and safety restrictions, together with Francis Maude's references to Facility Time Agreements.

These are all unmistakable messages as a prelude to attacking the minimum levels of protection for workers at all levels in the Public and Private Sectors.

Congress agrees that each and every one of the messages should be challenged along the lines of a full explanation of what they are ultimately intended to achieve including a weakening of Employment legislation and a reduction in standards of Health and Safety at work.

CITY OF LONDON BRANCH
London Region

C1 49. HEALTH AND SAFETY

This Conference is alarmed at the Coalition Government's actions, backed by the antics of Tory backbench MPs, to water down Health and Safety legislation.

Conference calls for a clear statement by the Labour opposition to repeal the watering down of Health and Safety legislation in the workplace when it returns to Government, and to confirm that it will do so as part of its policy-making process.

Conference calls on the Central Executive Council to monitor developments on this policy, moving forward and to report back to Congress with progress.

NORTH TYNE MANUFACTURING BRANCH
Northern Region

50. RE-INSTATEMENT OF THE HSE INFO-LINE

This Conference is to recognise and lobby this government for the re-instatement of the HSE info-line. HSE has severely streamlined the way that the public communicates with the regulator. Rather than contacting a local inspector for advice, concerned workers and safety reps are expected to trawl the HSE Website for online guidance. No provision has been made for those workers who do not work with computers, or do not have regular internet access.

C80 DUDLEY BRANCH
Birmingham & West Midlands Region

51. HSE/EA

This Conference requests that guidance be drawn up and issued to all H&S representatives to assist them in dealing with the competent authorities such as the HSE and EA Inspectors.

Representatives are unsure what their rights are in dealing with visits and interviews when our members are involved.

There is also concern about the HSE/EA holding secret meetings with management without informing the GMB representatives.

CIBA CHEMICALS BRANCH
Yorkshire & North Derbyshire Region

52. SAFETY REPRESENTATIVES

This Conference requests a campaign to impose a penalty on employers who do not respond to the request for two or more Safety Representatives to form a Health & Safety Committee, as stated in the Safety Representatives & Safety Committee Regulations 1977.

ASHFIELD NO.1 BRANCH
Midland & East Coast Region

53. LONE WORKING

This Conference calls upon GMB to campaign against employers who leave staff to work alone.

Risk Assessments may show on paper that staff are safe but in practice this is a different matter.

Our members feel at risk, this affects their health and their ability to carry out their work. Being left to feel unsafe and vulnerable at work is not acceptable.

Some companies do not allow their staff to work alone in certain areas at certain times. This includes the police force.

If it's not acceptable for police officers, how is it OK for community support workers?

Risk assessments do not take into consideration how staff are made to feel. This needs addressing.

LEEDS CIVIC BRANCH
Yorkshire & North Derbyshire Region

54. EXTEND DSE REGULATIONS TO COVER MOBILE WORKERS

This Conference agrees there is a requirement to extend the current DSE Regulations to cover mobile workers.

At present there is no cover for this in the current regulations and it is a fact that computers are now used just as widely outside an office as inside. Vehicles were not ergonomically designed for using computers in. We are seeing an increased number of repetitive strain injuries associated with mobile working. There is also the increased risk of violence against members using this equipment as they become targets for theft.

CARDIFF WATER BRANCH
South Western Region

EP 55. STRESS AT WORK

This Conference calls upon GMB to start a national campaign against work related stress.

We want employers to recognise that our members are individuals and stress affects people in many differing ways.

The economic crisis has forced many employers to look at cut-backs and streamlining services which has a knock-on effect in terms of increased workloads and ratios attendance.

Stress related injuries are still not perceived as a real problem, and very often go unchallenged because our members are having to deal with their health as a priority and cannot take on any more pressure at that time.

Employers need to recognise the dangers of stress and take proper action to prevent it occurring. Stress risk assessments should not just be a paper based tick box exercise.

Employers have to take on this responsibility seriously.

LEEDS CIVIC BRANCH
Yorkshire & North Derbyshire Region

57. FIRE PREVENTION

Congress is alarmed that the law requiring all municipal buildings should be fitted with water sprinklers is being ignored.

No new build should be given planning consent or signed off unless this law is fully implemented, by Local Authorities.

Congress agrees that saving life must come before saving money.

HENDON BRANCH
London Region

58. STREET LIGHTING

This Conference calls upon GMB to campaign against local authorities switching off street lighting in an attempt to save money.

This course of action puts the lives of GMB members working in the community at risk, carrying out essential services visiting clients in the dark.

The safety of our members should never be compromised in this way.

LEEDS CIVIC BRANCH
Yorkshire & North Derbyshire Region

EMPLOYMENT POLICY

PENSIONS & RETIREMENT

60. LIVING PENSIONS

This Conference is asked to help steer all pension schemes away from *a race to the bottom* by ensuring that there is a Living Pension established with a minimum level across both the Public and Private sectors.

The current proposals for the NEST scheme, which will soon be the prevalent scheme across the Commercial Sector, will only be a token gesture to pension provision. The company contributions need to be at a level that will result in pension's that will make living affordable.

The GMB needs to ensure that members' pensions allow them a liveable retirement and that all provisions are both safe and funded at levels that have a practical effect.

G36 SECURITY BRANCH
Southern Region

61. MPs' PENSIONS

This Conference notes the "do as I say, not as I do" attitude of MPs in relation to Public Sector Pensions and believes the hypocrisy of Coalition MPs knows no bounds when they tell lower and middle income workers to pay more for their pensions, when MPs' pensions are gold plated paid for by the taxpayer.

As part of GMB campaigning on Pensions this Conference calls on policy-makers to put their own house in order before they tell workers what to do.

NORTHERN ELECTRIC IND BRANCH
Northern Region

63. PENSION AWARENESS

This Conference is asked to help members become aware of their pension choices and provide training so that they and their representatives can make informed decisions.

G36 SECURITY BRANCH
Southern Region

64. ASSISTED EARLY ACCESS TO RETIREMENT

This Conference calls upon the GMB and its associated affiliates to develop the idea of some form of state assisted early access to retirement scheme and then campaign to get such introduced into the state benefits system.

Conference recognises that the current economic world recession is inevitably going to mean longer term higher unemployment therefore such a scheme could be developed as a cost neutral idea to allow people to have some form of interim benefit to encourage earlier retirement and thereby creating job opportunities for the unemployed youth in our society.

Conference should like to see the introduction of a new state benefit that is aimed at the 55 to 65 years age group that would allow such person to take the opportunity of finishing work early without accessing private pensions. Such payment should be time restricted and recognise that such person has limited savings being their primary income but would be entitled to limited benefit to enhance such savings up until access to private/state pension funds can be obtained without early penalisation.

RHONDDA CYNON TAFF BRANCH
South Western Region

65. THE CHOICE TO RETIRE AT SIXTY

This Conference is called upon to implement the changes needed that will enable men and women to have the choice to retire at sixty years of age and to receive their state pension accordingly.

A15 ASDA BRANCH
Birmingham & West Midlands Region

EMPLOYMENT POLICY

RIGHTS AT WORK

C2 66. OUR RIGHTS AT WORK

Our rights at work have been fought for and won over more than a century, and now Cameron's Government is trying to unpick those rights one by one. Do not let the Tories turn back the clock. The GMB needs to campaign to defend each and every one of those rights, and to make sure we have a Trade Union to back our members when they need us.

ASHFIELD GENERAL BRANCH
Midland & East Coast Region

C2 67. WORKERS RIGHTS (INDUSTRIAL)

This Conference is disgusted but not amazed that this coalition Government is hell bent on eroding workers' rights. We should lobby vigorously to maintain and improve where possible all rights achieved under past Labour Governments by whatever means available.

R35 ROCESTER JCB GENERAL BRANCH
Birmingham & West Midlands Region

C4 68. CHANGES TO EMPLOYMENT TRIBUNALS

This Conference will be aware that Employment Tribunals are moving so far away from their industrial roots as to be unrecognisable from their original purpose which was to give all working people who have been unfairly treated the right to their 'day in court'.

Employment tribunals are a key way of enabling workers to enforce their rights. Government proposals to introduce a fee to lodge an initial claim – and then possibly a further charge for a full hearing will effectively prevent the poorest and most vulnerable workers from ever being able to get justice.

The qualifying period for an employee to bring an unfair dismissal claim has increased from one to two years. This is taking us back ten years in our fight for workers' rights

I would ask Congress to campaign vigorously to ensure that the rights of our members are not further reduced by this coalition government.

T10 TAMWORTH BRANCH
Birmingham & West Midlands Region

C4 69. GOVERNMENT CONSULTATION, TRIBUNAL FEES 2013

This Congress is alarmed at the Coalition Government's proposals to charge claimants initial up front fees of between £150 and £250 when making a claim to Employment Tribunals.

This will deny many workers the opportunity of lodging genuine claims, taking us back to the 1950s and 60s. It is a punitive retrograde Act by a punitive retrograde Government.

Congress therefore proposes that the whole of the Trade Union Movement and the Labour Party unites to vigorously oppose these proposals and the Minister's supporting them.

SOUTHEND ON SEA BRANCH
London Region

C3 70. TRIBUNAL CLAIMS

This Conference deplores this Government's attack on workers' rights by changing the qualification period for bringing unfair dismissal claims at a tribunal. Not only will the qualification period be increased from one year to two years, but a sliding scale of fees introduced for lodging a claim approximately £150 to £200, with a fee of £1,000 for attending a hearing, repayable in the event of a successful claim.

This again will have a detrimental effect on working people and we call on the GMB to campaign for the restoration of the original qualifying period and a reduction on the fees.

BRISTOL PUBLIC SERVICES BRANCH
South Western Region

C3 71. EMPLOYMENT TRIBUNALS

Congress agrees the change to Employment Tribunal rules so that an employee must have two year's continuous employment to allow a claim for unfair dismissal is a charter for bad employers. Congress further agrees that the proposal to charge claimants as upfront fee is an ideologically driven decision, the sole purpose of which is to cut the number of claims. Also the proposal to have employment judges sit alone in unfair dismissal claims is not designed to favour applicants.

Whilst never seeking to move from the GMB stated policy of "full employment rights from day one", this union must mount a vigorous campaign against these attacks on employee rights and this green light for employers to treat their employees even more unfairly than they do now.

HOME COUNTIES GENERAL BRANCH
London Region

C4 72. UNFAIR DISMISSAL RIGHTS

This Conference calls on the coalition Government and any future Labour Government to withdraw from the proposal to increase the qualification period for unfair dismissal from one year to two years, and from the introduction of employment tribunal fees.

GMB EAST DERBYSHIRE BRANCH
Midland & East Coast Region

- C4 73. EMPLOYMENT RIGHTS TRIBUNALS**
Congress calls on the CEC to redress the dilution of employment rights attached to Employment Tribunals.

EAST DEREHAM BRANCH
London Region

- C5 74. ABOLITION OF TWO YEARS IN EMPLOYMENT CLAIMS TO INDUSTRIAL TRIBUNAL**
This Conference agrees to abolish the Tory and Lib Dem ruling which does not allow people to apply to an Industrial Tribunal for Unfair Dismissal unless they have been in employment for two consecutive years.

This Conference agrees to campaign for Unfair Dismissal rights for Unfair Dismissal claims from day one of employment.

GMB GRIMSBY GENERAL BRANCH
Midland & East Coast Region

- C5 75. ABOLITION OF EMPLOYEES FUNDING OF EMPLOYMENT TRIBUNAL APPLICATIONS**
This Conference agrees to abolish new Tory and Lib Dem legislation where employees are charged to fund their own Employment Tribunal applications.

GMB GRIMSBY GENERAL BRANCH
Midland & East Coast Region

76. TEMPORARY/AGENCY WORKERS

This Conference. Following years of Trade Union campaigning at European and National levels to get a fair deal for temporary agency workers, the Temporary Agency Workers Directive (AWP) on temporary agency workers was finally adopted in 2008.

The Directive establishes the principle of equal treatment for agency workers from day one giving them the right to the same basic working and employment conditions – including pay, working time, annual leave and maternity rights as they would have had if directly recruited by the employer to the same jobs. Exemptions are limited and only possible through collective or national agreements.

This was the case in the UK where the TUC and CBI reached an agreement in May 2008. This broke the deadlock regarding process on the Directive at EU level since 2002. Where agency workers in the UK will receive equal treatment after a twelve week qualifying period. In the UK this will be done through the Agency Workers Regulations 2010 which will come into force on October 1st 2011.

That passage was more or less a direct quote from the GMB Home Page Publication and as far as Shop Stewards and activists at the latter end of December 2011 the new Directives should be enforced. However at the 11th hour as the AWR comes into force many companies are re-thinking about the engagement of workers supplied through agencies. Under the Swedish Derogation, agencies employ workers on permanent contracts as an umbrella, meaning they may not receive the same level of pay as permanent staff.

They are employed then subbed out to their place of work.

'The Swedish Derogation' model has been recognised by the government, British Rail Consortium and Confederation of British Industry as a legitimate option for temporary employees. 'It offers them flexibility in their work as well as the stability of on-going employment' say employers. I'll tell you what it does offer, it offers a cheaper way of employing our Agency brothers and sisters who have no alternative than to accept the umbrella company as their employer or lose their jobs.

What in real terms it does, is create a two-tier workforce – an us and them with one side of the track having better wages than the other. What in real terms it does is create large umbrella companies/agencies who are making substantial profit which comes from the wages of our agency workers.

Morrisons have adopted this Swedish get out mode and re-employed at the low end of the wage spectrum. Other major companies have followed in the same vein keeping their agency workforce employed under less favourable conditions that would have been evoked under the new Agency Regulations.

The long awaited equality backed by the CBI as well as the TUC has been undermined, under cut and quite frankly isn't worth the paper it's written on, which is a joke after nearly ten years work.

Conference to allow the spirit of the legislation to protect this vulnerable section of our economy in Britain we need to lobby and shut down this disgraceful get out clause. Please don't blame the industries for maximising profit, blame the law-makers who have allowed this opt-out.

R35 ROCESTER JCB GENERAL BRANCH
Birmingham & West Midlands Region

C6 77. TEMPORARY AGENCY WORKERS

This Conference and European trade unions, welcome agreement on the Temporary Agency Workers Directive.

However, Conference has concerns that the national level implementation and practice does not reflect the positive objectives of the Directive in ensuring the badly needed equal treatment and protections for vulnerable workers

Since the new Regulations came in to force in October 2011, an increasing number of employers in conjunction with agencies have sought to avoid the equal treatment provisions of the Regulations by putting agency workers under pressure to accept permanent contracts, often referred to as the "Swedish derogation".

Conference notes that the operation of this derogation in the UK bears little or no resemblance to the practices in Sweden on which it was based where workers are guaranteed higher wages between contracts, and have better guarantees of employment.

Conference opposes this derogation being used as a means of avoidance of equal treatment, with insufficient guarantees on working hours, and unreasonable conditions being put on work offers (long distance placements, use of own transport). If agency workers refuse, the agency then absolves itself of the obligation to pay between contracts.

Conference also notes with concern the undermining of terms and conditions in some in-house pools of agency workers, which are also exempt under the Regulations. Regression clearly goes against the principles of the Directive.

The derogation is also being used to undermine collectively agreed terms and conditions in workplaces, and is blatant avoidance of the equal treatment principles.

The Directive is very clear that Member State Governments must take action against avoidance of equal treatment provisions.

Conference therefore calls on the GMB to explore the scope for complaint at EU level and potential legal challenge against the UK Government for non compliance with the provisions of the Directive.

CLYDE BONDING BRANCH
GMB Scotland

C6 78. AGENCY WORKERS REGULATIONS

This Conference deplores the actions taken by certain companies on the introduction of the Agency Workers Regulations by undermining its effectiveness by evoking the Swedish Derogation.

We call upon the CEC to lobby Government to halt this unscrupulous practice.

R35 ROCESTER JCB GENERAL BRANCH
Birmingham & West Midlands Region

C6 79. AGENCY WORKERS' REGULATIONS

This Conference believes that the new regulations on agency workers fall far short of giving agency workers' equal treatment to full time employees. The new regulations give employers an option to employ workers on the Swedish Derogation. This will allow employers, in conjunction with agency businesses, to avoid equal pay by directly employing the agency workers on contracts that may offer as little as one hour's work per week.

This motion calls upon the GMB to step up a campaign to expose and outlaw the Swedish derogation which will then benefit agency workers and enable them to be treated equally to full time employees.

ROWNTREE & ASSOCIATED BRANCH
Yorkshire & North Derbyshire Region

80. SELF EMPLOYED CONTRACTS

This Conference needs to be aware that, partially as a result of the Agency Workers Regulations, companies are offering their employees "Self Employed Contracts" to carry out the same work.

In organised workplaces this can be collectively opposed however not all workplaces are already organised.

While there are remedies our members need to be reminded that to protect their rights they need to be organised and that prevention is better than remedy.

G36 SECURITY BRANCH
Southern Region

81. RIGHTS FOR SELF EMPLOYED WORKERS STATUS

This Conference calls upon the CEC to campaign on behalf of groupings of self-employed, for example Private Hire Drivers, Foster Carers and Interpreters helping them achieve worker status.

Many people working in these occupations are substantially worse off than workers with employee status, including working below the minimum wage, not receiving either sick or holiday pay and not enjoying any employment rights.

Even though they are not employees they are often directed by their organisations in a controlling way. Some Private Hire companies insist that their drivers wear a uniform, control their start and finish times, specify the area that they can work in and exclude them for working for more than one company at a time.

Foster Carers are also tightly controlled by the local authority that they are aligned to and are also restricted to fostering for only that authority.

Many people in these sectors are controlled and directed and should naturally fall into the worker category.

More and more self-employed feel the need to organise and join the GMB and we call on Congress to support them in their campaign for worker status.

YORKSHIRE PROFESSIONAL DRIVERS' ASSOCIATION BRANCH
Yorkshire & North Derbyshire Region

83. INTERNSHIPS

This Conference is concerned about the increase in internships. This system of 'on-the-job' training mainly for white-collar jobs may be paid, unpaid or partially paid (in the form of a stipend), but we call on the GMB to campaign for a change in the British internships system whereby all interns have rights under Employment Law to receive at least a guaranteed minimum wage for the length of their internship and not allow companies to use them as cheap and free labour.

PONTYPRIDD GENERAL BRANCH
South Western Region

84. UNPAID LABOUR & INTERNSHIPS

Congress resolves to lead a campaign alongside the TUC and other unions to stop the practice of using employment "volunteers" to work in supermarkets and other workplaces without any pay and with the threat of losing their benefits if they stop doing it. This is to be done by:

- a) Agreeing a strategy with other unions and the TUC to co-ordinate action.
- b) Negotiating agreements with employers where we have recognition (e.g. ASDA) to stop this exploitative practice.
- c) By actively engaging with the media to publicise this iniquitous practice and our opposition.

LOWESTOFT BRANCH
London Region

85. REGULATION 6 - TUPE

This Conference instructs the CEC to use all means at its disposal to work towards strengthening Regulation 6 of TUPE with regards to Trade Union Recognition, to work with MPs and MEPs in an effort to make it enforceable in law instead of leaving it to an honour agreement as it is at present.

MIDLAND HEALTHCARE BRANCH
Midland & East Coast Region

86. TUPE REGULATIONS PROTECTION

This Congress asks the CEC to campaign for TUPE Regulations to be extended to allow for further protection beyond one point of transfer.

Currently TUPE Regulations allow for the protection of terms and conditions of employees being transferred to the new employer at a particular point (date) of transfer.

Once transferred, the new employer may start consultation with the transferred employees to make changes to their terms and conditions.

We ask the CEC to campaign that the period of protection be extended for 6 months.

PLAISTOW BRANCH
London Region

87. TERMINATION OF CONTRACT BY NOTICE

This Conference calls upon the CEC to campaign to change the legal loop hole that allows employers to serve notice to end an employees' contract and re-employ them on new, usually lesser terms and conditions.

The sole purpose of a set of terms and conditions of employment is to set boundaries between employer and employee, for employees to understand where they stand in the working relationship and ensure that there is at least some fairness.

The practice of employers being able to simply serve notice to end an employee's contract and re-engage them on different terms and conditions rides roughshod over the any concept of equality in the employment relationship. It's a system that's open to abuse and entirely unfair.

Employees don't have the right to force through change by simply serving notice on their employer, why should an employer have access to such an unfair advantage in the working relationship?

Employers already have the ability to insert certain clauses that allow for variations should the need arise, such as changes to working hours. But in order to ensure that individuals are protected at work and to redress the imbalance between employer and employee, changes should only ever be achieved through collective bargaining or individual agreement between the parties.

LEEDS WORKS DEPARTMENT BRANCH
Yorkshire & North Derbyshire Region

88. THE REDUNDANCY SELECTION PROCESS

This Conference calls upon our Union to research and to recommend to its members a fair and dignified method of selection, to be used in situations where a compulsory redundancy is unavoidable.

In the past, a 'last in first out' (or LIFO) system was deemed unfair.

Today, the redundancy matrix gives too much weight to employers.

The recommendation of the GMB, as opposed to Human Resource Managers, would assist our Activists and Officers alike.

SCUNTHORPE DISTRICT & APEX BRANCH
Midland & East Coast Region

C7 89. MINIMUM WAGE

This Conference calls for the Labour opposition to reaffirm a set rate for the minimum wage that is considerably above current trends in minimum wage changes in the UK.

Conference rejects the neo-con tendencies of the right-wingers within the Tory Party and Government, who wish for the minimum wage to be reduced or abolished.

Conference calls for the Labour Party to commit to a much higher minimum wage as part of its next General Election manifesto.

SELLAFIELD IND BRANCH
Northern Region

C7 90. INCREASES IN THE NATIONAL MINIMUM WAGE

This Conference calls for the National Minimum Wage to be set at £8 (pro rata) per hour and not a penny less.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

92. SICKNESS AND ABSENCE – RIGHTS TO REPRESENTATION

This conference is concerned at the growing use of Sickness Absence systems which are leading to automatic penalties for many employees. The overuse of these systems are forcing employees back to work when they are unfit to do so. The Branch believe that the 'right to be accompanied' should be extended to attendance at Return to Work interview or Health Assessments conducted by employers, especially when using these procedures could lead to disciplinary action by the employer.

The Branch request the CEC to lobby ACAS and the Government to review the use of absenteeism systems by employers. We wish to ensure that the basic principles of natural justice are not breached

and the rights of employees are protected, when employers use 'Return to Work' or 'Sickness Absence Reviews' to monitor and control absence by their employees.

We request the CEC to use its Parliamentary Panel of MPs to highlight concern and lobby ACAS and our partner unions in the TUC to seek changes to Employment Law and to protect workers from excessive use of these procedures.

Q22 BRANCH
North West & Irish Region

93. DISCIPLINARY AND GRIEVANCE PROCEDURE

This Conference as you are now no doubt aware, the disciplinary and grievance procedure was enshrined in the statute books as statutory law. This meant that if employers did not follow a fair procedure they could be held accountable in a court of law. This procedure was removed from the statute books on 1 April 2009; therefore, this decision had a devastating effect for everyday members within many a workplace.

I urge support to reverse this situation and to once again have these procedures as statutory law.

W51 SHROPSHIRE GAS BRANCH
Birmingham & West Midlands Region

95. PROTECTION OF WHISTLEBLOWERS

Congress demands that those "whistle blowing" are fully protected from reprisals by employers. The current legislation is not enforceable even for those making protected disclosures.

Therefore Congress asks the CEC to mount a campaign to highlight the issue with a view to affecting change.

ESSEX PUBLIC SERVICES BRANCH
London Region

INDUSTRIAL & ECONOMIC POLICY

SOCIAL JUSTICE

98. 'SYSTEMATIC SOCIAL ENGINEERING' OF THIS CON-DEM GOVERNMENT

This Conference calls on the present Labour Party to recognise attempts of social engineering we are seeing month by month, day by day, the stripping back of working class ideals.

We are seeing the richer getting richer and the poorer getting poorer. As Unions we see these rights being eroded and rightly defend ourselves. Is it not about time this Labour Party joined us in our fights and gives us, as Unions, what they have promised in the past.

HULL PAINT & ENGINEERING BRANCH
Midland & East Coast Region

100. EQUALISING WEALTH BY SETTING A MAXIMUM INCOME

This Conference is disturbed and distressed by the ever increasing income and wealth disparity of top earners both in the UK and internationally, whilst the pay, conditions and public services for our members and the poorest in society continues to fall and/or be cut.

This Conference is appalled by the abject failure of voluntary processes such as remuneration committees to control the income of the wealthiest, and views the inept approaches by Government for worker representation on such bodies as just another con trick and a distraction from the real causes of poverty.

This Conference resolves to campaign to secure a national and international maximum income in parallel with current policy for an adequate minimum wage.

LEICESTER SERVICES BRANCH
Midland & East Coast Region

C8 101. BOARDROOM SALARIES

This Conference condemns the greedy directors who award themselves massive increases in salaries and bonuses whilst their employees in many cases live on barely enough to survive.

The merry go round of directors being on each other's remuneration committees must stop.

Employee representatives should by law have a seat on every company remuneration committee.

ROWNTREE & ASSOCIATED BRANCH
Yorkshire & North Derbyshire Region

C8 104. PAY DIFFERENTIALS

This Conference notes with concern the increasing pay gap between the wealthiest and poorest workers in the UK and around the world.

Big bonuses to failed bank bosses paid for in cuts to front line services are just one example of the imbalance of responsibility and consequence for poor decision making in society

Worse, research published by the Organisation for Economic Cooperation and Development (OECD) identified the UK as the nation with the highest increase in inequality of any wealthy nation since 1975.

Congress calls on the GMB to fight the squeeze on purchasing power by campaigning and negotiating for the regulation of the fair distribution of wealth so that every worker is given a fair proportion of the value they create for any profitable organisation.

Congress instructs the GMB to lobby the High Pay Commission to produce a report that will set out recommendations for regulating top earnings by relating it to the lowest earnings of that organisation. This would influence competitiveness of small and medium sized businesses and impact on national and multinational industry.

M15 BRANCH
North West & Irish Region

C9 105. BANKS

This Conference notes that it has taken over three years since the banking crisis first appeared and still government is no nearer sorting out the banking sector.

Conference notes that the current Government has dithered on whether there should be a separation of Retail and Investment Banking of a so-called firewall placed between them.

Conference does not accept that banks will simply up and leave the UK and believes Government should reject such threats and blackmail.

Conference calls on the Government to legislate to force banks to separate their retails and investment operations so that taxpayers and bank account holders are properly protected from future banking shocks.

If the Government fails to do so, this Conference calls on the Labour Party to commit to legislate and asks that the Central Executive Council monitors progress on policy developments.

NPOWER BRANCH
Northern Region

C9 106. REGULATION

This Conference believes that the Tory/Lib Dem Coalition Government should unequivocally say that the way to ensure lessons are learned from the Banking and Euro crisis, is for effective regulation to ensure that corporate governance and due diligence are embedded within companies operating within the UK.

This Conference calls on the Labour Party to state that it supports this position and is prepared to write this into its next General Election manifesto.

SOUTH TYNE AND WEAR CFTA BRANCH
Northern Region

107. BAIL OUTS

This Conference is appalled at the failure of successive governments to get a grip of companies such as banks, when taxpayers' money is used to bail out.

Companies that derive profit from communities across the UK should have a stake in them.

That includes how they treat their workers, as well as their customers.

This Conference calls on this government to clearly set out how its approach to bailing out organisations will develop over the next few years and should legislate to ensure that trades unions are fully recognised in those organisations helped out by taxpayer funds in future.

This Conference calls on the Labour Party to be unequivocal in adopting this position as part of its economic and social policy agenda for the Central Executive Council to monitor progress.

MIDDLESBROUGH 5 BRANCH
Northern Region

108. SOVEREIGN DEBT CRISIS

Congress, in the light of the "sovereign debt crisis" Government policies on cuts to jobs and pensions and the continuing corruption and greed of banks and bankers. Congress resolves to work with TUC and other unions to lead a challenge to banks and withdraw our cash in a pre-arranged campaign. The issue is now the opposition of democracy and high finance. The replacement of elected leaders with appointed bankers to rule European countries is an example of this. In addition, the campaign would also give TU support to the various "Occupy" movements.

LOWESTOFT BRANCH
London Region

109. SUPPORT THE OCCUPY MOVEMENT

This Congress recognises that across the world people are spontaneously gathering in City centres with a collective sense that all is not right with the way the world is governed by undemocratic institutions that encourage corporate greed and destruction of the global environment.

The Occupy Movement is an international protest movement which is primarily directed against economic and social inequality and uses the slogan "we are the 99%" to highlight the concentration of wealth amongst the top 1% of income earners compared to the other 99%.

We call on Congress to support the Occupy Movement, a broad based movement supported by people from across society calling for a new, fair economic model.

HOLBORN APEX
London Region

INDUSTRIAL AND ECONOMIC POLICY

TAXATION

110. PRIVATE EQUITY

This Conference condemns private equity companies that pay little or no tax in the UK, but derives profit from UK business activities.

This Conference calls on the UK Government to legislate to ensure that private equity companies pay their full tax liabilities, including the closing of offshore loopholes.

Conference calls for the Labour Party to pledge to ensure this policy is part of its next General Election manifesto.

STOCKTON FTAT BRANCH
Northern Region

111. TAXATION POLICY

This Conference recognises that the last Labour government achieved much for our vulnerable communities by targeting tax revenues through such measures as tax credits.

However, time has moved on and for the Labour Party to be able to reconnect with low and middle income households, it is important that Labour, in opposition, demonstrates that it understands the realities of the pressures that our people are under.

This Conference calls on the Labour Party's taxation policy direction to build on the work of the former Chancellor, Alistair Darling, and pledge to use tax thresholds and differential rates of income tax, which along with other measures, will go some way to helping low and middle income households, as well as ensuring that higher earners pay more.

This Conference calls on the Labour Party to adopt this position as part of its Economic Policy and for progress to be reported back through the Central Executive Council.

SOUTH SHIELDS 2 BRANCH
Northern Region

C10 112. REDUCE VAT

This Conference calls upon the government to reduce VAT back to the previous figure to help with this recession.

ASDA SOUTH BRANCH
Yorkshire & North Derbyshire Region

C10 113. RETAIL SECTOR

This Conference calls for an immediate reduction of VAT to enable the UK's retail and distribution sector to gain some stimulus in what are very tight trading conditions.

Such a move would lower costs and consumer prices and enable the sector to attract spending which, in turn, will lead to an increase in jobs.

NEWCASTLE AND NORTH TYNE GENERAL BRANCH
Northern Region

POLITICAL

GENERAL

C11 114. PARLIAMENTARY REPRESENTATION

This Conference is alarmed at the lack of working class MP's currently sitting in the House of Commons and coming forward as Parliamentary candidates. We note the inclusion of working class history in our education programmes, but believe that a greater knowledge of our movement's political and social history would encourage more participation in the selection process by members. We call on the CEC to bring forward a report to next year's Congress on preparing activists and members for Parliament and public office and on the role of working class political and social history in our education programmes.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

C11 115. MORE WORKING CLASS MPS

This Congress is asked to direct the union to take positive steps to address the under representation of working class MPs, in the same way the Labour Party addresses the under representation of woman with all women lists, and reserved places for Black and Minority candidates.

In the selection process for Prospective Parliamentary Candidates (PPC's) qualifying conditions for supporting statements should be weighted in favour of GMB members with a substantial and established history of activism and member representation, as opposed to candidates who have joined the GMB prior to the selection process.

We should consider implementing a reserved place for working class candidates fitting the appropriate criteria. This would help to address the imbalance between candidates with the advantage of personal financial resources for marketing and literature (i.e. Bankers and Barristers) as opposed to our working class members, who lack the financial means to promote themselves. They are currently at an unfair disadvantage, unable to avail themselves of the opportunity for PPC.

NORFOLK PUBLIC SERVICES BRANCH
London Region

116. MINISTER FOR THE ELDERLY

Congress believes that it is now time for a Minister for the Elderly. With a growing older population and the recent collapse of Southern Cross and the uncertain future of Four Seasons and other care providers, a Government Minister for the Elderly is a priority.

Congress asks the CEC to do all they can to make this Labour Party policy.

ESSEX PUBLIC SERVICES BRANCH
London Region

118. MPS INTERNSHIPS

Congress understands that with the lack of employment for young people.

Many employers will exploit the situation and employ some of these young people under the term "internship" which are unpaid, and in many cases pay only expenses.

Congress is therefore totally opposed to Labour MPs employing young people under such conditions.

We firmly believe that any MP who wishes to employ a member to his or her staff, should at the very least pay the minimum wage.

Further if we are aware of our sponsored MPs exploiting young people in this manner, Congress instructs the CEC to withdraw our support for these Labour MPs.

EDMONTON/ENFIELD BRANCH
London Region

119. INTERVENTION

This Conference condemns the Tory-led Coalition Government for its failure to directly intervene to support British companies.

This is the most difficult trading situation since before the Second World War and this Conference believes that leaving matters to globalisation simply misses the point.

This Conference urges the Government to act proactively with economic support to help British companies in the domestic and foreign markets.

In addition, this Conference demands that the Labour Party reflects this motion in its policy-making process; that process on this is reported back to the Central Executive Council.

NEWCASTLE GENERAL APEX BRANCH
Northern Region

120. NATIONALISATION

This Conference notes the changing economic and political landscape, which is increasingly calling into question the direction that the UK economy is travelling in.

The last thirty years has seen the increasing tide of the free market and globalisation, which has eroded the British manufacturing base, seen privatised UK services and increased foreign ownership of key parts of the UK economic infrastructure.

This Conference views, with increasing concern, the reliance that the UK economy has on foreign ownership of British industry.

Furthermore, Conference believes that in a globalised marketplace, there is nothing to stop foreign-owned companies deciding to migrate out of the UK economy if there is a slump in World Trade.

This Conference, therefore, calls on nationalisation of key parts of British industry to be a serious economic alternative to failed free-market policies that have become discredited over the last three decades, and a resurgence of a mixed UK economy.

Conference calls on the Labour Party to place nationalisation as a key part of its economic policy agenda as part of a sustainable, economic policy in writing its next General Election manifesto

SOUTH EAST NORTHUMBERLAND GENERAL BRANCH
Northern Region

121. PRIVATISATION

This Conference believes that the privatisation of Public Utilities has been the greatest single cause of those services deterioration. We believe that the only way to provide Public Services is through Public Ownership. Only by this can we receive and expect a fully accountable and efficient provision of Public Utilities.

Z32 BRANCH
North West & Irish Region

122. REVERSAL OF NHS REFORMS

This Conference calls on the GMB to campaign and work with the other like-minded Unions and groups to secure real commitment from the Labour Party in its next election Manifesto to introduce legislation to reverse the measure being taken by the present government which are a blatant attempt at the gradual Americanisation of the NHS which if left unchecked and unchallenged will eventually lead to total privatisation of our health service.

B10 BANBURY BRANCH
Birmingham & West Midlands Region

123. PUBLIC WORKS

This Conference notes that the effect of the Coalition Government's public expenditure cuts have been to decimate the very public works' projects that could help the economy grow at an effective rate

At the time, when UK citizens are living through the worst economic crisis since the 1920s, this conference believes it is inconceivable that any self-respecting government would not do all it can to initiate public works' programmes to build UK infrastructure and put people back to work.

This conference calls for a massive and expedition roll-out of UK public works' programmes, for the Labour Party to commit to such a policy agenda and for progress to be monitored and reported back through the Central Executive Council.

NEWCASTLE CITY LA BRANCH
Northern Region

124. FOREIGN POLICY

This Conference calls on the Labour Party to adopt a policy on foreign intervention that is similar to that of Harold Wilson's government in its decision not to intervene in Vietnam.

The lessons from UK military policy intervention in recent conflicts are for such intervention to become confused and lead to overstretch in UK armed forces.

Conference calls for greater rigour in how policy on use of UK military personnel in foreign conflicts is developed, so that UK military personnel and families are not subjected to the closed ranks of the Ministry of Defence and UK citizens are protected against politicians whose personal views may be swayed by outside influence such as right wing US Neo-Conservatives.

This Conference calls on our representatives to lobby within Labour Party structures for this to become Labour Party Policy.

REMPLOY NORTH BRANCH
Northern Region

125. POLITICAL

This Congress calls for the GMB Union to help get a vote of no confidence in the present Government as it is bringing the country to the brink of a Dictatorship.

DAGENHAM MOTOR INDUSTRIES BRANCH
London Region

126. CALL FOR A GENERAL ELECTION

This Conference, when the ConDems were elected to run the country they had to form a government just to sort out the economic situation in the UK. Where they do not have the mandate to run the country in the way they are doing, we call on the GMB to start calling for a new general election.

REMPLOY YORKSHIRE BRANCH
Yorkshire & North Derbyshire Region

POLITICAL

LABOUR PARTY

127. BOGUS COALITION CLAIMS

Congress is deeply concerned at the unremitting claims by the Coalition that the last Labour Government is to blame for every unpopular policy they introduce, not just economic but their whole spectrum of punitive and negative policy initiatives they propose including the NHS, Education, Housing, VAT increases, travel costs, etc.

Seeking to ignore the fact that the banking and finance failure was international and that many of their policy decisions are not economically dependant, and that their dishonest claims are used to offset their own responsibilities and failures.

Congress agrees that if these claims go ahead unchallenged the damage to the Labour Movement will be immense and therefore urges the General Secretary and the CEC to impress upon the Labour Party their need to constantly and vigorously denounce all and every false claim by the Coalition Ministers. They owe this to their loyal supporters suffering at the hands of this dishonest and inept Government.

HENDON BRANCH
London Region

C12 128. THE LABOUR PARTY AND THE NEEDS OF OUR MEMBERS

This Conference recognises that the living standards of our members are under attack. Our Union must strengthen its political voice and must, in particular, take steps to ensure that the Labour Party is properly responsive to the needs of our members.

NORTHANTS COMMUNITY BRANCH
Midland & East Coast Region

C12 129. LABOUR OPPOSITION

This Conference is concerned that the front bench of the Labour Opposition in Parliament is failing to punch above its weight.

GMB members are increasingly frustrated that the myriad of issues that are causing pain and misery across communities are not being effectively tackled in Parliament against the Coalition Government.

This Conference calls for engagement with the GMB at all levels to assess the practical impact and effect of the Coalition decisions and policies, and calls on the Labour Party to fully engage with the GMB at all levels so that the Party's responses in Parliament carry more weight in the fight against the Coalition Government and improve the fortunes for those who genuinely seek an alternative for lower and middle income households.

SUNDERLAND 9 ENGINEERING BRANCH
Northern Region

C12 130. THE LABOUR PARTY

This Conference calls on the Labour Party not to just back what could be seen as high profile easily gained support subjects such as the Murdoch issue, but to put their energy into fighting for basic Labour and Socialist policies to protect the ordinary citizens of the United Kingdom.

Whilst in opposition our Party, the Labour Party, does not seem to have protected any of the advantages that were gained and introduced during their 13 years of tenure in power.

MID GLAMORGAN C&T BRANCH
South Western Region

131. CUTS

This Conference calls for the reduction in the level of spending cuts to stimulate economic activity across sectors of the UK economy.

The Tory/Lib-Dem Coalition Government clearly believe that full employment is not a goal of Government.

This Conference believes that the scrapping and reduction in cuts is desperately needed to enable communities to recover and grow more quickly.

This Conference calls on the Labour Party to signal its clear commitment to public sector investment to enable growth to take place in the UK economy.

CUMBRIA PUBLIC SERVICES BRANCH
Northern Region

C13 132. LABOUR PARTY

This Conference deplores the Labour Party's stance in regard to Local Government future pay claims.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

C13 133. PUBLIC SECTOR PAY FREEZE STATEMENTS

Congress is disgusted at the recent statements by Ed Miliband, and Ed Balls, to continue with the Tory policies of public sector pay freezes.

This is a clear example where two Ed's are not better than one.

Congress calls for a debate at Conference as to whether the GMB supported the right person in the elections for Leader of the Labour Party, when Labour politicians make statements that affect the very people who put them in office and political positions.

ISLINGTON 1 & HARINGEY BRANCH
London Region

C13 134. TRADE UNION CONCERNS

Congress is deeply concerned by the recent statement by the Shadow Chancellor, Ed Balls and the subsequent interviews by Ed Miliband.

The idea that opposition to the Coalition's cuts and wages policies is based on a narrow trade union stance is wrong and needs to be challenged.

This clearly signals a need for greater trade union engagement with the Labour Party not only at national level but for more involvement at local level extolling GMB values by members not only affiliating to, but becoming more proactive within their Constituency Labour Parties following from a GMB Congress 2011 decision.

ISLINGTON 1 & HARINGEY BRANCH
London Region

C13 135. LABOUR PARTY

This Conference expects Labour leaders to stand by GMB policies, so is disappointed at statements from Labour Leader, Ed Miliband and Shadow Chancellor, Ed Balls saying they cannot promise to reserve any Tory cuts and have endorsed Tory Chancellor, George Osborne's public sector pay freeze.

Congress believes we are facing class war from the Tories and need to fight back.

Congress therefore calls on our union leadership to unite with all unions in the public sector and oppose the real pay cuts and other Tory attacks public sector workers are facing as Labour can't be relied on.

BARNSLEY GMB BRANCH
Yorkshire & North Derbyshire Region

136. TORY-LIB DEM-LABOUR CONSENSUS ON CUTS

This Conference notes with disappointment that Shadow Chancellor Ed Balls claimed in January this year that he would not promise to reverse any of the Tory cuts. He followed this by endorsing Tory Chancellor George Osborne's public sector pay freeze. Labour leader Ed Miliband supported Balls' comments by stating that the party's leadership wants to prove itself a 'responsible' party of government to the bankers and big businesses.

It would appear that the labour party is happy ignoring its responsibility to the millions of workers and vulnerable people who are suffering vicious attacks from the cabinet of millionaires. They seem happy ignoring the half a million people who joined the TUC's march for an alternative last year and the half of the country, at least, who are against the cuts.

If Labour wants to win back voters' trust after years of New Labour betrayal it has to remember their responsibility is to the working class people and just as importantly us in the Trade Union movement. It must remember the principles on which the party was founded. The leaders of the three main parties who now agree on a common agenda of austerity are the same political elite that were united in promoting the City-first deregulation policies that led to the crash in the first place and are now united in asserting that ordinary people must pick up the tab for it, to get their broken capitalist system working again.

This Congress resolves to

1. Suspend all GMB funding to the Labour Party until the shadow cabinet, fully commits to where possible righting the wrong and repairing the damage done by Tory-Lib Dem Government, by where possible reversing damaging cuts and removing pay caps imposed on our members.
2. Supports our General Secretary to join with other Trade Unions to instigate a major debate throughout the Trade Union movement exploring the question of real working class political representation, our affiliation to Labour and all possible alternatives.
3. Encourage everyone within our Union to where possible fully support our brothers and sisters in the wider Trade Union movement who continue taking direct action in the fight against the Tory cuts and austerity measures.

B10 BANBURY BRANCH
Birmingham & West Midlands Region

137. GMB RELATIONSHIP WITH THE LABOUR PARTY FOLLOWING MILIBAND'S COMMENTS ON SPENDING CUTS

This Conference

- 1) Notes the Statement by Labour Leader Ed Miliband and Shadow Chancellor Ed Balls that Labour cannot pledge to reverse any Tory cuts. Balls said the "starting point" is "we're going to have to keep all their cuts".
- 2) Balls and Miliband have endorsed the public sector pay freeze that is slashing living standards for millions of workers.
- 3) That UNITE leader, Len McCluskey, has denounced the statement as discredited "Blairism" and said "The real points of differentiation between Labour and the Government on the economy are now very hard to identify".

This Conference believe:

- 1) That the statements from Paul Kenny, Len McCluskey and others attacking Balls and Miliband are welcome.
- 2) That it is more than ever clear that we cannot "wait for Labour" to deliver change and that we will have to fight ourselves against the Tories.

- 3) That the millions of pounds shoveled to Labour by some unions have been wasted.
- 4) That the workers should not pay for the bosses and bankers crisis. We could defend and improve public services by such measures as taxing the rich, collecting the £120 billion of tax that is avoided and evaded by the rich and corporations, imposing a tax on financial transactions ("Robin Hood Tax") getting rid of Trident nuclear weapons and withdrawing the troops from Afghanistan.
- 5) That we need socialist policies – public ownership and control of the banks for example – not more pandering to the rich.

Conference resolves:

- 1) That we are totally opposed to the Tories, their austerity drive and all cuts.
- 2) To encourage a major debate throughout the Labour and Trade Union Movement on the question of working class political representation and affiliation to Labour and the alternatives.
- 3) That our union should financially support only the Labour MPs and Councillors who support the policies of the union and who supported the 30th November strikes.
- 4) We should open up our political fund so that trade union members can democratically decide that, as well as supporting Labour MPs who support us, it can also be used for campaigning alternatives and to support left political formations that support our policies.
- 5) That Labour is no shield against the Tories and that trade unions must be in the frontline against capitulation to the politics of austerity. We encourage our union and others to immediately set the day for mass, co-ordinated strikes as a follow up to 30th November, and to support all other fight backs such as the Unilever strikes and construction electricians campaign against pay cuts.
- 6) To support any move by trade union leaders to all for a left alternative to Labour.

K19 LONDON SOUTH WEST GENERAL BRANCH
Southern Region

138. LABOUR MP'S AND THE TUC DAY OF ACTION

Congress is appalled at the behaviour of many Labour MPs during the 30th November strike, to see them denying support for this strike to protect members' pensions was disgraceful, ce again Congress instructs the CEC to withhold all funds from MPs betraying the membership.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

139. LABOUR PARTY FUNDING

This Conference congratulates those GMB members in the Public Sector who, along with other Public Sector workers, took strike action last November in defence of their pensions.

Congress is appalled by the lack of support by the Labour Party Leadership for legitimate, lawful industrial action.

It would appear that the present Labour Leadership has learnt nothing from mistakes made by Labour under the Blair and Brown Governments, which alienated traditional supporters and paved the way for a vicious Tory/Lib Dem Coalition hell bent on destroying jobs, services and living standards. Failing to support workers taking legitimate and lawful action will not win back that support.

Congress agrees that with the exception of affiliation fees, any other funding for the Labour Party will cease immediately until such time as the Leadership and the Party support GMB policies.

L33 BRANCH
North West & Irish Region

141. GMB POLITICAL MONITORING

This Conference calls for a lay advisory group to be formed who would work with the Political Liaison officer to monitor the performance of GMB sponsored Members of Parliament.

This lay advisory group would work with the Political Liaison officer to produce reports to the CEC. The reports would monitor the stance that these Members of Parliament take on specific issues. The advisory group would also report on whether the sponsored Members of Parliament share the same values and opinions on key issues as the GMB. A report would be made for each Member of Parliament annually throughout their term. The reports would be made available to the CEC who then would make them available to the Regional Committees.

This will allow the GMB to provide more targeted support for those Members of Parliament who show solidarity with our cause. This has the potential to increase the GMB's strategic leverage within the national political arena.

M27 L.B. MERTON BRANCH
Southern Region

142. LABOUR MP'S ATTACK ON WORKING PEOPLE

This Congress expresses its disgust at so called Labour MPs continuing failure to support working people in struggle and condemns those who are happy to speak out publicly against the Unions despite being union members, themselves accepting our money and support at election times.

We call on our Political Committees to ensure that those MPs failing us receive no further support whatsoever and that instead we commit ourselves only to backing Labour MPs who know how to behave as Labour MPs.

SOLO BRANCH
London Region

144. ELECTED LABOUR REPRESENTATIVES AND INDUSTRIAL ACTION

This Conference congratulates those elected Labour representatives who have supported industrial action by trade unions, especially Labour MSPs who called for the Scottish Parliament to be suspended on 30th November 2011 in solidarity with the national public sector pensions strike.

Industrial action is a legitimate course of action by trade unions, and, given the potential financial loss they suffer, not one undertaken lightly by trade union members.

Where trade unions decide that industrial action, including strike action, is required to defend jobs, pensions, or terms and conditions of employment, we believe that Labour MPs, and all other elected Labour representatives, should publicly support that action, attend picket lines, and take part in demonstrations in support of the action.

Conference therefore:

- Instructs the GMB's Executive to communicate the contents of this motion to all Labour MPs, and Labour Members of the Scottish Parliament and Welsh Assembly.
- Agrees that no GMB funding is to be provided to any Labour elected representatives who fail to actively support industrial action by trade unions in his/her constituency.

GLASGOW GENERAL APEX BRANCH
GMB Scotland

146. THE LABOUR PARTY

This Conference reviews its support for the Labour Party.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

147. LABOUR PARTY FUNDING

This Conference agrees to reduce the amount of funding it gives to the Labour Party and re-invest such monies into a programme of political education with the object of securing more prospective Labour Party candidates who are more representative of the needs of ordinary working people.

GOOLE BRANCH
Midland & East Coast Region

149. DEFEND THE POLITICAL LEVY

This Conference calls for a rigorous defence of the political levy.

Any attack on the political levy is an attack on the rights of our members. Because of the wide range of what constitutes political activities, the removal or reduction of the political levy would restrict not only the union's support for electoral candidates, but also any attempt to defend local services. This cannot be allowed to happen in a democratic society.

Congress, defend the political levy, defend our members democratic rights.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

X 151. LABOUR PARTY AFFILIATIONS

This Conference calls upon GMB to de-affiliate from the Labour Party.

They are no longer a party that represents the interests of our members.

We cannot continue to waste money on them, we are simply funding the bullets they are using to shoot us with.

LEEDS CIVIC BRANCH
Yorkshire & North Derbyshire Region

152. TRADE UNION RIGHTS

This Conference requests that Ed Miliband publicly declares that when the Labour Party returns to power he will make it a PRIORITY to return trade union rights to where they were before this Tory led coalition came to power.

SHEFFIELD BOILERMAKERS BRANCH
Yorkshire & North Derbyshire Region

153. LABOUR PARTY RULE CHANGE

Congress notes that even after the betrayal of the Trade Union movement by the Labour Leadership's acceptance of the Tories attacks on wages, pensions etc, there are still good Labour representatives in Parliament and local level.

Congress believes notwithstanding the Labour Leadership ambition to get state funding for Political Parties and ditch the Unions, GMB should put the following to the next Labour Party Conference:

Motion – GMB calls on the Labour Party to change it's rules to allow the affiliated Unions to affiliate to, and support other Political Parties of their choosing, as well as Labour, without putting themselves out of membership and affiliation to the Labour Party.

T30 BRANCH
North West & Irish Region

POLITICAL

LABOUR PARTY CONSTITUTIONAL ISSUES

154. MAINTAINING UNITY IN THE LABOUR PARTY

Congress notes that the pressure group within the Labour Party, Progress, has now raised over £2.8million to fund its activities. Its annual income is now well in excess of the maximum ever achieved by the Militant tendency (which raised £283,818 in 1986 according to its published fighting fund totals)

Congress notes that Progress provides training for its preferred candidates for parliamentary selections, and promotes candidates for internal elections, and has been described as a “party within the party”. Congress notes that the principal Progress patron is Lord David Sainsbury who has been a donor since April 2004 and continues to fund Progress at the rate of £260,000 a year. His donations of over £8.4million to the Labour Party stopped when Ed Miliband became leader. Progress is also funded by pharmaceutical companies, Pfizer and Pharmacia.

Prominent Progress members have briefed against Ed Miliband to the press, and it was Progress who argued that Labour’s front bench needed to support cuts and wage restraint. Congress regrets that Ed Miliband caved into this pressure. Congress notes with concern the support by Ed Balls and Ed Miliband for public sector pay restraint, thus giving credibility to Tory arguments about the deficit.

Congress notes that the November 2011 edition of Progress magazine sought to undermine Ken Livingstone’s campaign for London mayor, casting doubt on his suitability as candidate.

Congress notes that Progress advances the strategy of accepting the Tory arguments for public spending cuts.

Congress believes that such factional campaigns to undermine Labour candidates, and to soften opposition to Tory policies, endanger the unity of the party and the movement in our fight against the coalition government.

Congress resolves that GMB will work to maintain unity within the Labour Party, but that the Labour Party can only succeed when we promote policies that benefit working people.

Congress resolves that the national political officer should monitor the factional activity of Progress, and report to the CEC with recommendations

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

155. LABOUR PARTY RULES

Congress notes with appreciation the work by GMB representatives in cooperation with the Trade Union and Labour Party Liaison Committee (TULO) in resisting moves in the Refounding Labour process that would have reduced union influence in the Labour Party NEC, CAC and conference itself.

Congress nevertheless still believes that key changes for the Labour Party rules advocated by TULO are still required:

Congress strongly endorses TULO’s recommendations to

1. Remove the restrictive “contemporary” criteria for Labour conference motions; and ensure that CLPs can submit four separate motions for debate, in addition to the four motions from the unions.
2. Ensure that motions carried by conference are duly inserted into the Party’s rolling programmes of policies.

3. Allow affiliates like the GMB, and also CLPs, to be able to move amendments to Party policy documents, rather than having to accept or reject the whole document.

Congress believes the NEC must retain its responsibilities between conferences; and that the current structure gives too much weight to MPs. Congress supports the TULO proposal to increase the number of CLP seats, and in addition to reserve seats for Scotland and Wales.

Congress believes that a sitting MP should have no reason to fear an open selection, and we note that sitting MPs are anyway guaranteed a short list place. Congress supports the TULO proposal that a sitting MP should need 66% of nominations from wards in the constituency and from affiliated organisations to avoid a contest, rather than the current 50%.

Congress agrees with the TULO position that any proposed Labour Party rule changes should be circulated well in advance of conference and voted on one by one.

Congress resolves that GMB will continue to press for these rule changes in the Labour Party.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

POLITICAL

DEMOCRACY & CONSTITUTIONAL REFORM

156. BOUNDARY REVIEW

This Conference is appalled that at a time when the UK is grappling with the worst economic situation since before the Second World War, a situation made worse by Coalition policies, the Coalition government is engaged in a divisive and destructive boundary review of constituencies.

At a time when MPs should be focused on their constituents and effective lawmaking, the executive arm of Government has MPs focused on their own individual positions.

This Conference calls on the Coalition government to scrap this costly gerrymandering, for electoral advantage, and to get back to the business of governing for the whole of the United Kingdom.

NEWCASTLE AND NORTH TYNE GENERAL BRANCH
Northern Region

157. AN ENGLISH PARLIAMENT

This Conference believes that an increasing number of GMB members are unhappy with the Westminster village, now reported to be tilting in the direction of the River Thames.

Belief centres on a system of Government free of Lords and giving governance to England, in a similar fashion to the rest of Great Britain.

Conference calls therefore for the GMB to support an English parliament in parity with the rest of these islands.

SCUNTHORPE DISTRICT & APEX BRANCH
Midland & East Coast Region

158. REFERENDUM ON SCOTTISH INDEPENDENCE

This Conference recognises the Scottish Government's pledge to hold a referendum on Scottish independence in 2014

Conference believes the GMB has an important role to play in leading the debate, just as it did in the establishment of the devolution settlement in the 1980's and 1990's.

Conference calls for an informed evidence based debate inside the trade union movement and in wider civic society. In particular the economic implications of separation and full fiscal autonomy need to be fully understood. And the insufficiency of nationalism as a response to the social and economic challenges we face needs to be properly exposed.

Conference therefore urges the Executive and GMB Scotland to give renewed priority to organising, agitating and educating around a distinctive Scottish labour and socialist movement agenda as we move towards the peoples' decision on the future of Scotland.

GLASGOW CITY COUNCIL APEX BRANCH
GMB Scotland

159. WEST LOTHIAN QUESTION

This Conference is aware of the current constitutional arrangements, whereby Members of Parliament from devolved countries within the UK, vote on legislation affecting governance in England, but which have no jurisdiction due to devolved powers in Scotland, Wales or Northern Ireland.

Conference notes that, historically, Westminster representation in England has been dominated by the Tories and does not want to create an English Parliament.

This Conference, therefore, calls for an open debate within the UK to address the inequity of legislation bringing votes through in Westminster by MPs, where there is no jurisdiction effect in their constituencies.

TEES VALLEY GENERAL BRANCH
Northern Region

161. PFI CREDITS

Congress is called on to ensure that all public funded initiatives that have clearly worded details of how they are to be administered should be adhered to.

In King's Lynn a public referendum was organised by the Borough Council to give the residents of West Norfolk a clear choice of "Do you want an incinerator built in King's Lynn or not". 65,000 people responded to this saying no. This was a larger response than the voting in the General Election.

PFI funding which is controlled by DEFRA clearly states that a general consensus of agreement between all parties must be sought.

It is general knowledge that at least 47% of Norfolk's Councils including parish councils and of course the huge response of the people of King's Lynn and West Norfolk who disagree with these proposals, is not a general consensus.

How can Government and County Councillors be allowed to dictate a different set of rules than those laid down and in doing so ignore the wishes of the public.

KING'S LYNN NO 1 BRANCH
London Region

162. VOTES AT SIXTEEN

This Conference believes the voting age in the UK should be sixteen years of age.

Congress instructs the CEC to ensure that a campaign is run to lower the current voting age to sixteen.

BOSTON GENERAL BRANCH
Midland & East Coast Region

163. AFFILIATION TO REPUBLIC

"That Congress agrees to affiliate to the Organisation Republic, to promote the campaign for an elected Head of State".

T30 BRANCH
North West & Irish Region

POLITICAL

HONOURS

C14 164. HONOURS LIST

This Congress believes that by awarding New Year's Honours to people like Paul Ruddock who is not only a massive financial supporter of the Tory Party but was one of the key speculators making a massive financial gain by speculating against Northern Rock in the early days of the financial collapse, undermines the principles of honouring people for their beneficial contributions to Society.

Congress therefore believes there should be some form of impartial scrutiny to weed such people out before the honours are confirmed.

KING'S LYNN NO 1 BRANCH
London Region

C14 165. HONOURS

Congress agrees that amongst our members there are varying opinions about the bestowing of honours and the morality in accepting them. However several of our members have received honours as a reward for their commitment and service to the trade union movement and to charities and the writers of this motion applaud them. Congress agrees that it is neither acceptable nor moral for awards to be given to political party donors or people with criminal convictions for offences such as fraud.

If honours are to be given, the GMB should fight to ensure they are for the most appropriate reasons and not as reward for political expenditure or toadyism.

HOME COUNTIES GENERAL BRANCH
London Region

166. HONOURING THE INTERNATIONAL BRIGADE

This Conference recognises and honours the sacrifices of the International Brigade during the Spanish Civil War. These volunteers recognised the dangers of fascism and were prepared to fight against it whilst the British government of the time turned a blind eye to the armed intervention of Nazi Germany and Fascist Italy and to the atrocities committed by Franco's Nationalists.

We call for the names of those who fell in Spain between 1936 and 1939 to be added to war memorials as recognition of their sacrifice.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

167. ARCTIC CONVOY CAMPAIGN MEDAL

This Conference agrees that those members of both the Merchant and Royal Navy engaged on convoy duties to supply arms to Russia during World War II should have their service recognised by the award of an appropriate campaign medal.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

POLITICAL

RACISM & FASCISM

168. OPPOSE THE BRITISH FREEDOM PARTY

This Conference notes the contribution the union has made in the fight against fascism and the continuous support given to organisations opposing the British National Party.

Whilst we welcome the decline of the BNP we note the formation of a new fascist organisation made up of sections of the BNP, EDL and others who are forming the British Freedom Party.

We pledge to organise against this far right group, work to expose their racist policies and urge members to take part in activities opposing them.

BARNSELY GMB BRANCH
Yorkshire & North Derbyshire Region

POLITICAL

EUROPEAN UNION

C15 169. EUROPEAN ANTI-CUTS CAMPAIGN: I

This Conference recognises that the anti-austerity struggles are similar all over Europe. At the end of December 2011, there was a quasi general strike in Belgium against the attacks on the workers' pensions, very similar to that of the 30 November 2011 in Britain.

Conference asks the GMB leadership to work vigorously towards concerted European anti-cut campaigns, and to involve as many ordinary Union members as possible in the preparatory discussions, programmes and decisions; for instance, holding regular GMB mass meetings at workplace and Trade Union branch levels.

NORTH WEST LONDON BRANCH
London Region

C15 170. EUROPEAN ANTI-CUTS CAMPAIGN : II

Congress notes the struggle of working people around the world against austerity measures designed to make us pay for the global crisis created by the capitalist class.

Congress believes that the most effective strategy to fight cuts is for trade unionists and our communities to co-ordinate our actions on the widest possible basis within Britain and internationally.

Congress resolves to work jointly with European trade unions and allies globally in an anti-cuts campaign which builds solidarity at all levels including branches and in the workplace. Our campaign should seek to gain the participation of ordinary members and activists by establishing local and national action groups, workplace and public meetings, regular information bulletins and international demonstrations.

NORTH WEST LONDON BRANCH
London Region

172. POSTED WORKERS DIRECTIVE AND GMB MEMBERS

This Congress:

- believes that the Single Market and freedom of movement in the European Union are not ends in themselves, but means to improving the lives of people;

- is concerned that the current EU Posted Workers Directive fails to adequately guarantee equal treatment in working conditions for posted workers coming to the UK from other EU countries, without which local workers are subject to unfair wage competition which undermines established conditions and collective agreements;
- believes that, too often, posted workers across Europe suffer under existing employment legislation, as they are left vulnerable to exploitation by unscrupulous employers who fail to fulfil their obligations;
- notes that many GMB members in Brussels are posted workers from the UK, and that in many cases they can lack even the most basic protections, such as healthcare cover, due to the failure of their employers to recognise their obligations under the law; and
- therefore calls upon the GMB's allies in the European Parliament to take into account the situation of GMB members, both in the UK and in Brussels, who are let down by the current Directive, and to campaign for stricter enforcement of equal treatment in working conditions for all cross-border workers in the European Union, when the legislation on Posted Workers is revised this year.

B59 BRUSSELS BRANCH
Southern Region

173. UNFAIR DISMISSAL OF MEPS' STAFF

This Congress:

- is concerned that, since the introduction of the 'Assistants' Statute' in 2009, the staff of Members of the European Parliament have been subject to a rule which allows them to be dismissed at any time, subject only to a requirement for the MEP to state a reason for the dismissal, with no suspension, no investigation, no fair hearing, no right of appeal and no compensation;
- is concerned that, whilst the majority of MEPs are exemplary employers, some have used this rule as a licence to treat their staff with contempt;
- notes that it can be difficult for MEPs' Assistants and for the GMB, as the only Trade Union representing them, to enforce their contractual rights when they can be threatened with dismissal so easily;
- recognises that MEPs' Assistants, many of whom are GMB members, provide vital support to MEPs and the European Parliament which should be recognised and valued;
- believes that the European Parliament has been the source of a great deal of positive and important legislation on employment rights, but that in order to have a truly credible voice on employment rights it must set an example to employers across Europe; and
- therefore calls on the GMB's allies in the European Parliament to be at the forefront of efforts to reform the Assistants' Statute and to give their staff greater security and stronger rights at work.

B59 BRUSSELS BRANCH
Southern Region

SOCIAL POLICY

JUSTICE

174. CAMMELL LAIRD 1984

This Conference calls on the GMB to honour its pledge to take the case for Cammell Laird Workers sacked and jailed for carrying out legitimate trade union activity in 1984, to the European Court of

Human Rights, for compensation denied by the Tory Government at the time and Labour Governments since.

Z15 BRANCH
North West & Irish Region

175. LEGAL AID REFORM

Congress notes that

- The legal aid cuts as approved by parliament are unprecedented in their scope and impact and will mean that legal aid is no longer available for many thousands of cases every year.
- The cuts target frontline services provided by modestly-paid legal aid solicitors and charities and threaten to restrict access to justice for some of the poorest and most vulnerable people.
- The government's assumption that almost all family disputes can be resolved by mediation is unrealistic, while the assertion "alternative sources of funding are available" in non-family cases ignores many of the realities that people of little means have to face.
- The cuts are also expected to result in the closure of many advice centres. According to published research, this will cost the state money, as every pound spent on welfare, debt, employment and housing advice results in overall savings to the state.

Congress declares its support

- for the principle of providing legal aid to people who need legal help and can't afford a solicitor, and for the continuing provision of legal aid in the future.

Congress resolves

- To help publicise and raise awareness of the impact of legal aid cuts on people in need of legal assistance, on CABs and advice centres, on solicitors firms and other legal aid providers following the cuts in fees for legally aided work, and on staff at the Legal Services Commission (which will become part of the MOJ from April 2013).
- To acknowledge the work done by organisations and campaigning groups who remain actively committed to defending the principle of access to justice for everyone in society, and to encourage GMB branches and regions to give them every support.

X24 BRANCH
North West & Irish Region

176. EQUAL RIGHTS FOR CRIMINAL INJURIES COMPENSATION

This Conference agrees to mount a campaign to abolish the existing ruling of the Criminal Injuries Compensation Authority which does not allow people who have been the victims of rape to apply for compensation if they have a criminal record, even if it is a minor conviction.

This ruling needs to be changed to provide all victims of rape a fair and equitable right to claim compensation.

GMB GRIMSBY GENERAL BRANCH
Midland & East Coast Region

177. PRISON REFORM (SOCIAL)

This Conference realises the complexity of prison reform. It therefore calls upon the CEC to lobby the appropriate department to initiate a system where licensed offenders can complete courses in prison enabling them to gain earlier release than the current system allows.

R35 ROCESTER JCB GENERAL BRANCH
Birmingham & West Midlands Region

179. ACCESS RIGHTS OF GRANDPARENTS

This conference urges the GMB to lobby the Government, Parliament and our own sponsored MPs to help enshrine in law the rights of Grandparents to have access to their Grandchildren.

The Branch are concerned that Grandparents play a significant role in the development and support of Grandchildren in the UK. Access rights should be enshrined in law regarding their entitlement to visit and to see their Grandchildren during their formative years to the age of 16. At present, UK legislation is weak in this arena, and the basic rights of Grandparents to see their Grandchildren, or for Grandchildren to visit their Grandparents is denied by some families. The Branch is further concerned that proposed changes to the Legal Aid System will also mean that some Grandparents will not have access to justice in order to fight for access rights to their Grandchildren in the future.

Q22 BRANCH

North West & Irish Region

SOCIAL POLICY

YOUNG PEOPLE

C16 180. EDUCATION AND SKILLS

This Congress believes that the education system in Britain totally fails to address the needs of young people seeking to learn practical skills and calls upon the Government to provide employment opportunities for young people who currently have no chance of practical work.

Z39 NORTH KENT ENGINEERING BRANCH

Southern Region

C16 181. THE RIGHT TO WORK FOR THE LOST GENERATION OF YOUNG PEOPLE

This Conference condemns this Coalition government on its failure of our youth today. Years ago our fathers marched to London for work. Now our children are marching to London for work. This cannot be right.

The Conference calls upon the GMB and the trade union movement to seek urgent dialogue with this Coalition government to get our young into work in full-time jobs before they are to be known as the lost generation.

STOCKTON NO 3 BRANCH

Northern Region

C16 182. "YOUTH UNEMPLOYMENT" – NOT AN EXCUSE FOR EXPLOITATION

Congress is asking the GMB to lobby Parliament to rethink and overhaul the current "work programme" in the immortal words of every teenager "it's not fair".

Young people today (or indeed any day) should have the opportunity to learn, work and grow as citizens and not be taken for a ride.

The current "work programme" has put millions of pounds into the hands of private sector companies with no public accountability of success – they and the DWP (Jobcentre) are forcing young people to do work for their JSA and fares while the person doing an identical job next to them is on a wage.

This is neither fair nor ethical replacing redundant positions with apprentices or work experience is not right.

HAVERING BRANCH

London Region

183. YOUNG PEOPLE SERVICES

This Congress notes with concern the cuts in grants in local authorities for non-statutory services such as Young Peoples' Service like Connexions. Cuts in services such as these are short sighted and detrimental to the country's economic recovery. With rising youth unemployment the need for such services are even more vital. Without these support services thousands of young people will be left

behind on the scrap heap, with little or no prospects of jobs or further education and we will see another lost generation as we did during the years of Thatcherism.

This Congress instructs the CEC to mount a campaign to defend such services.

ISLINGTON APEX BRANCH
London Region

184. YOUTH REPRESENTATIVE DEMOCRACY

Congress notes that the inclusion of young people in representative democracy is an important issue, which is not being applied fairly and consistently across the country.

Congress resolves that:

- * The GMB believes young people should have a right to representative democracy through directly elected Youth Councils to provide a realistic experience.
- * The GMB should call upon the Government and elected representatives to champion directly elected Youth Councillors.
- * The GMB will work with the Labour Party and its elected representatives to develop directly elected Youth Councils.

LOWESTOFT BRANCH
London Region

SOCIAL POLICY

EDUCATION & TRAINING

185. EDUCATION SABOTAGE

Congress is alarmed at the proposals, decisions and attacks on the education system as we know it and the privatised path down which the Secretary of State for Education is driving it.

None of the proposals including University fees, the wholesale transfer of state schools to academies, free schools, the abandonment of EMA or scrapping the agreed schools building programme and many, many more were in either the Tory or Lib-Dem manifestos or part of the Coalition Agreement. All of which are being bulldozed through as a result of his earlier Bill.

Congress agrees there is a need to protect the current education system embracing Local Authorities and the local community against a fragmented system that would produce more losers than winners. To this end we should join with all the other trade unions, and Education bodies seeking to maintain and improve the current system.

LUTON BRANCH
London Region

186. EDUCATION POLICY

This Conference calls for the Coalition Government to publicise the percentage of school leavers attending University, as well as the percentage that are going directly into apprenticeships.

Conference calls on the Coalition Government and opposition parties to ensure that there is parity of esteem across sectors in those attending apprenticeships as well as those attending academic courses, so that future employment prospects are maximised for school leavers.

Conference calls on the Central Executive Council to lobby for greater balancing of education policy so that those going into apprenticeships are not seen as the poor relations by those in the Whitehall Education Establishment

STOCKTON 3 ENGINEERING BRANCH
Northern Region

C17 187. APPRENTICESHIPS

This Conference calls on employers who offer apprenticeships to make sure that these are bona fide apprenticeships. That full training and education is provided throughout the full apprenticeship programme and that indentures are issued on completion of the full term of the apprenticeship scheme.

We also call for all apprenticeships to be monitored to ensure that apprentices are trained and educated appropriately that when their apprenticeship is completed it will enable them to get gainful full time employment.

MID GLAMORGAN C&T BRANCH
South Western Region

C17 188. BOGUS APPRENTICESHIP SCHEMES

This Congress notes the epidemic of bogus apprenticeship schemes, especially in the building and maintenance industries, that are designed to deliver Labour for unscrupulous employers while failing to teach young people. The skills necessary for a growing and vibrant economy.

Congress therefore calls on the CEC to ensure, that in conjunction with other unions and the Labour Party and other Labour Movement bodies that a model apprenticeship scheme is drawn up that could be put forward as part of a credible alternative economic strategy to get young people back into work.

SOLO BRANCH
London Region

189. ACCESS TO WORK

Congress calls on the government to restore apprentice funding under "access to work".

EAST DEREHAM BRANCH
London Region

SOCIAL POLICY

GENERAL

190. MEDIA OWNERSHIP

Congress notes the great work of Tom Watson MP who has doggedly worked to expose the appalling and shabby level of "phone hacking" by sections of the Murdoch press. This has led the accountability for these actions right to the door of the Murdoch family.

Congress further believes that the British press and media should be more accountable and reflect the views and opinions of the working class of Britain.

One way of restricting the power of these media moguls is to insist that all owners of both newspapers and television stations should be resident taxpayers in the country.

Further such ownership should be restricted so that we have a greater and more diverse press and media ownership, thus greatly restricting the power of these media moguls, and raising the quality of our press and media.

WHITTINGTON SERVICES BRANCH
London Region

191. MURDOCH

This Conference believes that the scandal that has evolved within the media industry and, especially, but not exclusively, in News International, demonstrates that the Murdoch family are simply incapable of being fit and proper persons to run any media outlet in the UK.

Conference is appalled that politicians have, in effect, cosied up to the Murdochs over the last 30 years.

This conference believes that the Government should legislate so that moving forward non-UK nationals are barred from owning, or having, a majority stake in any UK media organisation outlet.

Conference further calls on the Labour Party to say unequivocally that it favours GMB policy and that this position will form part of its next General Election manifesto commitments.

HARTLEPOOL 4 BRANCH
Northern Region

C18 192. SOCIAL CARE

This Conference is appalled that Social Care has moved almost entirely into provision by one sector, the Private Sector.

This process, which has taken thirty years to happen, has boosted profits of speculators and gamblers, reduced the tax receipts to the Treasury and been allowed to happen by a combination of weak regulation enforcement and weak-willed Government

Conference calls on the Government and Local Authorities to, urgently, review the provision of Social Care to ensure high-quality continuity of care and improved terms and conditions for a vital workforce, even if that means that some providers leave the market and other providers come back into play, such as the Public Sector.

Conference further calls on the Government to fully fund Social Care from the public purse if such an eventuality happens.

Conference calls on the Labour Party to back the resourcing of and return to a mixed economy of social care provision.

NORTH WEST DURHAM AHA BRANCH
Northern Region

C18 193. SOCIAL CARE MOTION

This Conference deplores the way in which casino gambling arrangements, such as private equity, have crept into ownership in the Social Care Industry.

The GMB deplores the fact that this government, as well as their predecessors, have failed to put in place the necessary financial regulatory framework to ensure taxpayers receive the most effect value for money.

Conference calls on the Central Executive Council to campaign for a fundamental re-think so that ethical principles of ownership of care homes are matched by effective and robust regulatory control so that the interests of workers, residents, families and taxpayers are safeguarded.

DURHAM GENERAL BRANCH
Northern Region

194. NEGLECT OF THE ELDERLY

This Congress is alarmed at the report out today (23 January 2012) that four elderly and vulnerable patients die each week from malnutrition and dehydration.

Congress therefore believes there should be an in-depth investigation into the lack of care at weekends for vulnerable adults not taking their medication or eating correctly thereby suffering serious problems.

The BDA are also concerned and have a campaign to save the one meal a day. We should join with them in saying that our vulnerable adults deserve this and more.

HENDON BRANCH
London Region

195. PROSTATE CANCER AWARENESS

Congress, in December 2010 the branch received a request from one of our members to raise awareness of prostate cancer. After a request to London Regional Office an article appeared in the summer 2011 edition of "CANDID".

In 2009 a member of the Braintree & Bocking Branch was diagnosed, after a routine check-up at the doctors, with the early stages of prostate cancer. Our member received seven weeks of radiotherapy, but as a result of the early detection our member was able to return to an active and productive life.

Prostate cancer is responsible for more deaths than any other cancer, except lung cancer, "About 1 man in 6 will be diagnosed with prostate cancer during his lifetime....." (Da Vinci Surgery).

With greater public awareness, early detection is on the rise and mortality rates are declining. As a large organisation concerned with the health and happiness of its members it is hoped that Congress would consider promoting its male members of the importance of early detection by having a blood test.

BRAINTREE & BOCKING BRANCH
London Region

196. COSMETIC SURGERY SOCIAL

This Conference finds the fact that the National Health Scheme is being asked to fund some mistakes made by certain Private Clinics. Conference asks the CEC to pursue the relevant bodies to ensure these clinics are adequately covered by insurance to fund such mistakes.

R35 ROCESTER JCB GENERAL BRANCH
Birmingham & West Midlands Region

197. PAY DAY AND SHORT TERM LOANS

Congress is deeply concerned at the possible disastrous consequences that can befall those on low pay and/or benefits who fall foul of the penalties that accrue if for whatever reason, they fall behind with their payments.

We acknowledge that for those who need a quick small loan they are able to repay on time, that may provide a worthwhile service but the accrual rate for those who fall foul of the penalties is outrageous.

To this end, Congress agrees we should, in conjunction with other involved and interested parties, lobby for a legal cap to be put on this type of loan.

BARKING & DAGENHAM LGO BRANCH
London Region

198. CHILD DETENTION

Congress notes that despite promises by Nick Clegg on behalf of the Coalition Government to end child detention (something he described as 'state sponsored cruelty') it has not been done.

Entirely innocent children can still be detained in the UK.

Congress therefore calls upon the CEC and General Secretary to lobby Government and Opposition to commit to ending the detention of refugee and asylum-seeking children, as well as the detention of any child solely for immigration purposes.

T30 BRANCH
North West & Irish Region

199. BUSINESS RATES

This Conference deplores the Tory-led Coalition Government's plans to devolve business rates to local councils in such a way that it penalises differentially areas of the country.

The UK economy is fundamentally skewed against effective Regional Policy and the facts are that the UK is heavily reliant on certain geographical areas based in and around the City of London.

Conference is appalled that the Tory/Lib-Dem Coalition is proposing a business rates policy that adversely affects local authority areas, especially those areas that, historically, have extensive Public Sector assets in their areas.

Conference calls for the repeal of this policy to be adopted by the Labour Party in writing its next General Election manifesto.

NORTHUMBERLAND COMMERCIAL SERVICES BRANCH
Northern Region

200. DANGEROUS DOGS ACT

This Conference calls on the Government to amend the 1991 Dangerous Dogs Act to deed not breed.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

201. SALE OF CHINESE LANTERNS

This Conference considers that the sale of Chinese Lanterns should be banned as a danger to wildlife and farm animals, and as a fire hazard.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

202. FLOODING INSURANCE SCANDAL

This Conference calls on the present Labour Party to commission an investigation into the scandalous practice of insurance companies refusing insurance on members' properties which had been flooded in the 2007 summer floods.

Should our members be penalised year in and year out, only to find they are 'unsuitable' if they want to move companies.

HULL PAINT & ENGINEERING BRANCH
Midland & East Coast Region

203. CLOSURE OF POLICE STATIONS

Congress deplores the closure or part closure of Police stations across the country as part of the austerity savings.

Congress asks that the CEC lobby all of our sponsored MPs and Councillors on this issue.

ESSEX PUBLIC SERVICES BRANCH
London Region

SOCIAL POLICY

HOUSING

205. PRIVATE HOUSING LANDLORDS

This Conference request that central government implement a legislative framework to ensure private housing landlords commit to minimum standards of quality of provision, charges and services to their tenants, relating in particular to care and maintenance of buildings, environs and utilities.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

206. COUNCIL HOUSING REVENUES AND CAPITAL

This Conference calls on the Coalition government to give Local Authorities the power back to keep council housing revenues from rents and the receipt from sales of council houses.

Since the inception of Right to Buy in the 1980s councils have had to return receipts to Whitehall and Central Government allocation.

This Conference notes that this has restricted council autonomy, places a blight on Regional Policy and local regeneration, and gives control to Central Government.

As part of a package of measures aimed at Regional growth and the development of effective Regional Policy, this Conference calls for council housing revenue and capital to, once more, come under the power and duty of Local Authorities.

Conference calls on the Labour Party to adopt this position and for progress to be reported back to the 2013 Congress.

DURHAM COUNTY LA BRANCH
Northern Region

207. CHANGES TO PLANNING REGULATIONS

This Conference considers that the proposed changes by the Government to planning laws in favour of "a presumption in favour of sustainable development" will lead to a completely unregulated urban sprawl and will not contribute in any way to economic recovery.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

SOCIAL POLICY

TRANSPORT

C19 208. ATTACKS ON PUBLIC TRANSPORT

Congress is deeply concerned by Government sponsored attacks on rail passengers using the report by Sir Roy McNulty on the future of the rail industry as a smokescreen to absolve themselves of responsibility for their decisions.

Congress notes that the threat to remove or reduce staff from hundreds of station ticket offices has brought together passenger groups, trade unions and others to voice their alarm that such actions will result in stations that are dangerous, unwelcoming and inaccessible.

Congress believes that rail passengers deserve and are entitled to safe, staffed stations and therefore calls on the Secretary of State for Transport to commit to properly staffed stations and ticket offices.

Congress also opposes any plans to reduce staffing levels at London Underground ticket offices for the same reasons.

Congress is also concerned that January 2012 saw the largest hike in rail fares in living memory as passengers are now being asked to help pick up the tab for the folly of bankers and rail privatisation.

Congress notes that national fares increased by an average of 8%, a year on year compound of up to 36% in four years. Congress views such increases as a stealth tax on public transport users.

Congress calls on the CEC to join other unions and community groups in campaigning against attacks on public transport which impact disproportional on workers and families who are entirely dependant on public transport.

NORTH WEST LONDON BRANCH
London Region

C19 209. COMBATING THE CAUSES OF PUBLIC TRANSPORT FARE RISES

This Congress agrees that the GMB will work with other transport unions and the TUC in combating the ever increasing profiteering of privatised transport companies. This profiteering results in annual increases in public transport costs well above inflation and salary increments.

GMB UNITE BRANCH
London Region

210. HIGH SPEED RAIL

This Congress welcomes the government's decision to build a High Speed Rail line between London and Birmingham as this will create many jobs in UK construction and manufacturing. This high speed line must provide access for trains from as much of Britain as possible. It should have trains from the Midlands, the North West, Yorkshire, The North East, Wales and Scotland not just the Midlands. In addition there must be a station at Old Oak Common west London to provide interchange with Crossrail, local trains from north, south and west London and trains from Gatwick and Heathrow airports.

Congress believes that this first High Speed line should not be the end of High Speed Rail Lines in the UK; the GMB should join with other unions and the TUC to campaign for more High Speed Rail lines to South Wales, South West England, East Anglia and Scotland.

C60 CROYDON BRANCH
Southern Region

212. PLEASE PASS HORSES WIDE AND SLOWLY

This Conference calls upon all motorists to please pass horses wide and slowly on our roads.

In raising awareness we hope to avoid all the unnecessary accidents and fatalities involving horses and riders each year.

ASDA STORES BRANCH
Yorkshire & North Derbyshire Region

SOCIAL POLICY

WELFARE RIGHTS & SERVICES

214. GOVERNMENT CUTS WHICH AFFECT EVERY CHILD BORN

The coalition Government is making cuts which affect every child born in Britain today. Not only have they abolished the health in pregnancy grant, the child trust fund accounts have gone for babies too. This isn't all. They have also made changes to the Sure Start maternity grant and tax credits which will cause hardship amongst low income families.

This has got to stop. We call on this Conference to campaign and petition the Government to get these vital grants reinstated and restore the cuts to the tax credits so that all these families need not suffer.

SCARBOROUGH & NORTH YORKS COMMUNITY BRANCH
Midland & East Coast Region

215. CARERS ALLOWANCE

This Conference notes with concern that carers allowance currently stands at £55.55 per week and that for the required 35 hours care that the carer must provide, this works out at £1.59 per hour.

Carers allowance can't be claimed by anyone in full time education or by anyone earning £100 a week after tax.

We call upon Congress to instruct our GMB sponsored MP's to raise this issue in parliament with the intention of raising carers allowance to the level of the basic minimum wage and to look at the issues faced by young carers.

M15 BRANCH
North West & Irish Region

216. DISABILITY LIVING ALLOWANCE

Congress agrees that the replacement of Disability Living Allowance with Universal Credit is a cynical attack on the most vulnerable in our society. Despite the Con-Dem spin, hundreds of thousands will lose out. Children, the elderly and families. Autistic children, paraplegics and those who would work if they were only able to see their chance at a dignified life taken away.

If there are fraudulent claims, they should be dealt with, and the GMB would support that, but evidence clearly shows that fraudulent claims are in the minority.

This motion calls for an all out campaign by the CEC and this union to restore dignity and resource to all disabled people, whatever their age. The Government and the right wing press should realise that the TV programme "Shameless" is just that a light entertainment TV programme.

HOME COUNTIES GENERAL BRANCH
London Region

217. BENEFITS

This Conference calls on the GMB union to campaign against the Coalition Government paying the French private I.T company ATOS £100 million of public money to use "Tick Box" methods, with complete disregard to the Hippocratic Oath, to deny sick and disabled people benefits, declaring them fit for work and condemning them to poverty.

SUNDERLAND 1 ENG BRANCH
Northern Region

218. HOUSING & BENEFITS

This Congress notes with disgust the Government's proposed cap on benefits and in particular the cap on Housing Benefit, which will have the effect of making many families, particularly in London and the South East homeless. As even Boris Johnson has said, this amounts to social cleansing.

This Congress instructs the CEC to mount a vigorous campaign to oppose the cap on Housing Benefit and to campaign for the re-introduction of rent regulation. If rents were properly regulated then the need for a Housing Benefit cap would not be needed.

ISLINGTON APEX BRANCH
London Region

219. NEW BENEFIT RULES AND LOW PAID WORKERS

This Conference calls for the CEC to support a motion to help low paid workers who are parents but the children do not live with them on a full-time basis. Up to the 31st December 2011 if they applied for housing benefit they would be entitled to £92.00 a week. After 31st December the maximum award would be £57.50p. They would find it extremely difficult to find a property or even a single room on this rate.

S02 BRANCH
North West & Irish Region

C20 220. STOP FUEL POVERTY

This Conference calls on this Tory led coalition to fully restore the winter fuel allowance to its previous level.

Pensions should not have to suffer from fuel poverty due to the reduction in the payment of the winter fuel allowance.

HULL FOOD & GENERAL BRANCH
Midland & East Coast Region

C20 221. WINTER FUEL ALLOWANCES

This Congress resolves to campaign vigorously to maintain the Winter Fuel Allowance for pensioners. The cut in such allowances is yet another attack on some of the most vulnerable members of our society.

ISLINGTON APEX BRANCH
London Region

EP 223. PENSIONER POVERTY

This Conference being aware that under the Con-Dem Government, pensioners have seen the value of their pensions and benefits eroded. We therefore call on the opposition to vigorously oppose any cuts and erosions to pensions and benefits for retired people and the soon to be retired in the United Kingdom and fight to retain all benefits and entitlements of genuine claimants so that the needy, the elderly and the infirm are adequately provided for.

BRISTOL PUBLIC SERVICES BRANCH
South Western Region

224. FUEL POVERTY

This Conference calls on the Government and all Energy Retailers to provide clear information to all of its energy users, particularly those poorest families, of their entitlement of a discount up to £120 on their bills, from the Warm Homes Discount. Making clear the deadlines that have to be met in order to make a claim.

Therefore we call on all Energy Retailers to advertise this discount well before the deadline in 2013 in order that those in need can submit claims.

We also call on these Energy Retailers to make sure enough money is lodged in this scheme as it has been calculated that approximately 5.7 million households in England and Wales are in fuel poverty and at present 10% of disposable income is spent on fuel. It is deplorable that in this day and age that a certain section of our society are suffering from fuel poverty and have to take the daily decision of whether to keep warm and cut back on groceries.

PONTYPRIDD GENERAL BRANCH
South Western Region

INTERNATIONAL

225. INTERNATIONAL SOLIDARITY FUND

Congress notes that the GMB International Solidarity Fund was launched at the 2011 Congress and is supported by the CEC.

Over 1000 branches were written to asking them to make a small commitment of £8 per month, the response to which has been disappointing.

Whilst acknowledging that in the current economic climate, attention is focused on protecting members' jobs and terms and conditions here in the UK, Congress urges regions not to lose sight of the difficulties and hardships faced by trade unionists in other parts of the world and the importance of supporting them and campaigning on their behalf.

Congress asks the GMB regions to encourage those branches that have not yet done so, to make a financial commitment to the ISF. Additionally Congress urges regions to give serious consideration to underwriting the ISF themselves in order to ensure the success of this important and admirable initiative.

TOWER HAMLETS APEX BRANCH
London Region

226. ILO FUNDING

This Conference condemns the British government's decision to stop funding International Labour Organisation (ILO) projects.

The ILO is one of the oldest and hard working agencies of the United Nation. Since being formed in 1919, the ILO has worked towards improving the working conditions and rights of workers throughout the world. The fact that it is a Nobel Peace Prize winner shows how much the work of the ILO is valued.

The present British government, however, thinks differently. In stopping funding, the government has shown the rest of the world its complete disregard for workers' rights and contempt for those seeking political, economic and social justice for all.

We call on the government to do the right thing, reverse this abysmal decision and restore funding to ILO projects.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

227. CHANGING ROLE OF NATO

This Conference notes the change in the role of NATO. When established in 1949, it was set up to be a mutual defence pact to counter the perceived threat of the Soviet Union. Since the end of the Cold War, NATO has been operating more and more in an aggressive role, for example in Afghanistan and Libya. In this capacity, it has caused more death and destruction than the Warsaw Pact ever did. Being the aggressor rather than defender is a complete inversion of what NATO is supposed to be.

Whilst accepting there may be a need for mutual defence and security, we deplore this aggression by NATO and calls on the British government to use any influence it has to pull NATO back from this warmongering and return to its defensive remit. As a last resort, if no changes are forthcoming, withdrawal of our armed forces from NATO command should be seriously considered.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

228. MORDECHAI VANUNU

Congress notes that from 21st April, it is eight years since Mordechai Vanunu was released from Ashkelon Prison, having served his full sentence of 18 years for revealing the truth about Israel's Nuclear Programme. Congress further notes that he faces no further charges but since his release he has been subject to severe restrictions on his freedom of movement, speech and association.

Congress calls for the CEC, General Secretary and Labour NEC Representatives to call on the Labour Leadership and Government to recognise Vanunu's human rights by allowing him to leave Israel forthwith, as he wishes.

T30 BRANCH
North West & Irish Region

230. ISRAEL AND THE EU

Congress notes that the continued flouting by Israel of UN Resolutions, and continued inhumane actions against the Palestinian people, are so serious that it is inappropriate for the European Union to continue to have special economic trading and other relations with Israel.

Congress therefore calls upon the CEC to lobby Government and Opposition to call on the European Union to terminate the favourable arrangements it has with Israel.

T30 BRANCH
North West & Irish Region

231. CHILD LABOUR

This Conference is asked to put pressure on high street retailers such as Asda, Matalan, Burtons and others to stop selling cheap garments that have been imported from countries where forced child labour is used to pick and process cotton.

C80 DUDLEY BRANCH
Birmingham & West Midlands Region

232. MOD TO SACK INJURED SERVICE PERSONNEL

This Congress is disgusted at the proposals contained in a leaked memorandum that injured servicemen and women, some only just returning from service abroad, should be included in MoD redundancy proposals.

Congress commits to oppose these proposals should the MoD seek to implement these disgraceful proposals any time in the future.

SOUTHEND ON SEA BRANCH
London Region

COMPOSITE MOTIONS

C1. Covering Motions:

- 47. HEALTH AND SAFETY REGULATION BY MYTH AND PREJUDICE (*Southern Region*)
- 48. CODED ATTACKS (*London Region*)
- 49. HEALTH AND SAFETY (*Northern Region*)

ATTACKS ON HEALTH AND SAFETY REGULATIONS

This Conference is alarmed at the Coalition Government's actions, backed by the antics of Tory backbench MPs, to water down Health and Safety legislation.

Congress is deeply concerned with the amount of coded messages coming from Coalition Ministers and others including Cameron and Osborne about removing red tape and easing health and safety restrictions, together with Francis Maude's references to Facility Time Agreements.

This conference is saddened and appalled at the Prime Minister's (PM) comments with regard to Health and Safety (H&S) regulation. He used the old chestnut and proven myth of children having to use goggles to play conkers to justify a stinging attack on "the monster that is excessive (H&S) regulation" (Maidenhead, 5th January 2012).

These are all unmistakable messages as a prelude to attacking the minimum levels of protection for workers at all levels in the Public and Private Sectors.

We agree with Richard Jones, Head of Policy and Public Affairs at the Institution of Occupational Safety and Health (IOSH) who replied "Labelling workplace (H&S) as a monster is appalling and unhelpful as the reason our legislative system exists is to prevent death, injury or illness at work, protecting livelihoods in the process".

The proposal to increase the speed limit on motorways to 80 MPH is another example of policy incentives based on myth and prejudice, rather than sound evidence. The British Medical Journal are "amazed" saying "a comparable speed increase in the US in 1995 led to a 16.6% rise in fatalities" and "there was little evidence to support claims of economic benefit".

A major role of Government is to protect the individual against the abuse of power, be it a criminal, an unscrupulous employer, or a speeding motorist.

The PM and this Government clearly is not concerned about the wellbeing of the individual, they play to the gallery rather than base their policies on sound evidence. If regulation is worsened as a result, then many lives will be lost, numerous injuries and ill health will be caused.

While we approve and encourage better regulation, prejudging any review in this way is dangerous Government by myth and prejudice.

Congress agrees that each and every one of the messages should be challenged along the lines of a full explanation of what they are ultimately intended to achieve including a weakening of Employment legislation and a reduction in standards of Health and Safety at work.

We are justly proud of the (H&S) of this country and the part of the GMB and its activists have played in bringing it about. We will do all in our power to protect reasonable regulation as the only way to control those with power, who have little regard for the Health, Safety and Welfare of others.

Conference calls for a clear statement by the Labour opposition to repeal the watering down of Health and Safety legislation in the workplace when it returns to Government, and to confirm that it will do so as part of its policy-making process.

Conference calls on the Central Executive Council to monitor developments on this policy, moving forward and to report back to Congress with progress.

Southern Region to Move
London Region to Second
Northern Region Priority in debate

C2. Covering Motions:

66. OUR RIGHTS AT WORK (*Midland & East Coast Region*)
67. WORKERS RIGHTS (INDUSTRIAL) (*Birmingham & W. Midlands Region*)

RIGHTS AT WORK

This Conference is disgusted but not amazed that this coalition Government is hell bent on eroding workers' rights.

Our rights at work have been fought for and won over more than a century, now Cameron's Government is trying to unpick those rights one by one. Do not let the Tories turn back the clock. The GMB needs to campaign to defend each and every one of those rights, and to make sure we have a Trade Union to back our members when they need us.

We should lobby vigorously to maintain and improve where possible all rights achieved under past Labour Governments by whatever means available.

Midland & East Coast Region to Move
Birmingham & West Midlands Region to Second

C3. Covering Motions:

70. TRIBUNAL CLAIMS (*South Western Region*)
71. EMPLOYMENT TRIBUNALS (*London Region*)

CLAIMS TO EMPLOYMENT TRIBUNALS

This Conference agrees this Government's decision to attack workers' rights by changing Employment Tribunal rules so that an employee must have continuous employment to allow a claim for unfair dismissal is a charter for bad employers.

Congress also deplores

- the increased qualification period for bringing unfair dismissal claims at a tribunal from one year to two years
- a sliding scale of approximately £150 to £200 fees introduced for lodging a claim,
- a fee of £1,000 for attending a hearing, repayable in the event of a successful claim.

Not only is the proposal to charge claimants an upfront fee ideologically driven but the sole purpose is to cut the number of claims.

Congress further agrees that the proposal to have employment judges sit alone in unfair dismissal claims is not designed to favour applicants. This change will again have a detrimental effect on working people.

This union must mount a vigorous campaign against these attacks on employee rights and this green light for employers to treat their employees even more unfairly than they do now.

Whilst never seeking to move from the GMB stated policy of “full employment rights from day one”, we call on the GMB to campaign for the restoration of the original qualifying period and a reduction of fees.

South Western Region to Move
London Region to Second

C4. Covering Motions:

- 68. CHANGES TO EMPLOYMENT TRIBUNALS (*Birmingham & W. Midlands Region*)
- 69. GOVERNMENT CONSULTATION, TRIBUNAL FEES 2013 (*London Region*)
- 72. UNFAIR DISMISSAL RIGHTS (*Midland & East Coast Region*)
- 73. EMPLOYMENT RIGHTS TRIBUNALS (*London Region*)

EMPLOYMENT TRIBUNAL FEES AND UNFAIR DISMISSAL

This Congress is alarmed at the Coalition Government’s proposals to charge claimants initial up front fees of between £150 and £250 when making a claim to Employment Tribunals. This will deny many workers the opportunity of lodging genuine claims, taking us back to the 1950s and 60s. It is a punitive retrograde Act by a punitive retrograde Government.

Conference will be aware that Employment Tribunals are moving so far away from their industrial roots as to be unrecognisable from their original purpose which was to give all working people who have been unfairly treated the right to their ‘day in court’. Congress calls on the CEC to redress the dilution of employment rights attached to Employment Tribunals.

Employment tribunals are a key way of enabling workers to enforce their rights. Government proposals to introduce a fee to lodge an initial claim – and then possibly a further charge for a full hearing will effectively prevent the poorest and most vulnerable workers from ever being able to get justice.

The qualifying period for an employee to bring an unfair dismissal claim has increased from one to two years. This is taking us back ten years in our fight for workers’ rights.

I would ask Congress to campaign vigorously to ensure that the rights of our members are not further reduced by this coalition government.

Congress therefore proposes that the whole of the Trade Union Movement and the Labour Party unites to vigorously oppose these proposals and the Minister’s supporting them.

This Conference calls on the coalition Government and any future Labour Government to withdraw from the proposal to increase the qualification period for unfair dismissal from one year to two years, and from the introduction of employment tribunal fees.

Birmingham & West Midlands Region to Move
London Region to Second
Midland & East Coast Region Priority in debate

C5. Covering Motions:

- 74. ABOLITION OF TWO YEARS IN EMPLOYMENT CLAIMS TO INDUSTRIAL TRIBUNAL
(Midland & East Coast Region)
- 75. ABOLITION OF EMPLOYEES FUNDING OF EMPLOYMENT TRIBUNAL APPLICATIONS
(Midland & East Coast Region)

EMPLOYEE FUNDING FOR EMPLOYMENT TRIBUNALS

This Conference agrees to abolish new Tory and Lib Dem legislation where employees are charged to fund their own Employment Tribunal applications and which does not allow people to apply to an Industrial Tribunal for Unfair Dismissal unless they have been in employment for two consecutive years.

This Conference agrees to campaign for Unfair Dismissal rights for Unfair Dismissal claims from day one of employment.

Midland & East Coast Region to Move
Midland & East Coast Region to Second

C6. Covering Motions:

- 77. TEMPORARY AGENCY WORKERS *(GMB Scotland)*
- 78. AGENCY WORKERS REGULATIONS *(Birmingham & W. Midlands Region)*
- 79. AGENCY WORKERS' REGULATIONS *(Yorkshire & North Derbyshire Region)*

AGENCY WORKERS REGULATIONS

This Conference believes that the new regulations on agency workers fall far short of giving agency workers' equal treatment to full time employees. Since the new Regulations came in to force in October 2011, an increasing number of employers in conjunction with agencies have sought to avoid the equal treatment provisions of the Regulations by putting agency workers under pressure to accept permanent contracts, often referred to as the "Swedish derogation".

The new regulations give employers an option to employ workers on the Swedish Derogation. This will allow employers, in conjunction with agency businesses, to avoid equal pay by directly employing the agency workers on contracts that may offer as little as one hour's work per week.

This Conference deplores the actions taken by certain companies on the introduction of the Agency Workers Regulations by undermining its effectiveness by evoking the Swedish Derogation. We call upon the CEC to lobby Government to halt this unscrupulous practice.

Conference notes that the operation of this derogation in the UK bears little or no resemblance to the practices in Sweden on which it was based where workers are guaranteed higher wages between contracts, and have better guarantees of employment.

Conference opposes this derogation being used as a means of avoidance of equal treatment, with insufficient guarantees on working hours, and unreasonable conditions being put on work offers (long distance placements, use of own transport). If agency workers refuse, the agency then absolves itself of the obligation to pay between contracts.

Conference also notes with concern the undermining of terms and conditions in some in-house pools of agency workers, which are also exempt under the Regulations. Regression clearly goes against the principles of the Directive.

The derogation is also being used to undermine collectively agreed terms and conditions in workplaces, and is blatant avoidance of the equal treatment principles.

The Directive is very clear that Member State Governments must take action against avoidance of equal treatment provisions. Conference calls on the GMB to explore the scope for complaint at EU level and potential legal challenge against the UK Government for non-compliance with the provisions of the Directive.

This motion therefore calls upon the GMB to step up a campaign to expose and outlaw the Swedish derogation which will then benefit agency workers and enable them to be treated equally to full time employees.

GMB Scotland to Move
Yorkshire & North Derbyshire Region to Second
Birmingham & West Midlands Region Priority in debate

C7. Covering Motions:

89. MINIMUM WAGE (*Northern Region*)

90. INCREASES IN THE NATIONAL MINIMUM WAGE (*Birmingham & West Midlands Region*)

NATIONAL MINIMUM WAGE

This Conference rejects the neo-con tendencies of the right-wingers within the Tory Party and Government, who wish for the National Minimum Wage to be reduced or abolished.

Conference calls for the Labour Party opposition to:

- commit to a much higher minimum wage as part of its next General Election manifesto and;
- reaffirm a set rate for the minimum wage that is considerably above current trends in minimum wage changes in the UK; and not a penny less than £8 per hour (pro rata)

Northern Region to Move
Birmingham & West Midlands Region to Second

C8. Covering Motions:

101. BOARDROOM SALARIES (*Yorkshire & North Derbyshire Region*)

104. PAY DIFFERENTIALS (*North West & Irish Region*)

PAY DIFFERENTIALS AND BOARDROOM SALARIES

This Conference notes with concern the increasing pay gap between the wealthiest and poorest workers in the UK and around the world.

This Conference condemns the greedy directors who award themselves massive increases in salaries and bonuses whilst their employees in many cases live on barely enough to survive. The merry go

round of directors being on each other's remuneration committees must stop. Employee representatives should by law have a seat on every company remuneration committee.

Big bonuses to failed bank bosses paid for in cuts to front line services are just one example of the imbalance of responsibility and consequence for poor decision making in society.

Worse, research published by the Organisation for Economic Cooperation and Development (OECD) identified the UK as the nation with the highest increase in inequality of any wealthy nation since 1975.

Congress calls on the GMB to fight the squeeze on purchasing power by campaigning and negotiating for the regulation of the fair distribution of wealth so that every worker is given a fair proportion of the value they create for any profitable organisation.

Congress instructs the GMB to lobby the High Pay Commission to produce a report that will set out recommendations for regulating top earnings by relating it to the lowest earnings of that organisation. This would influence competitiveness of small and medium sized businesses and impact on national and multinational industry.

North West & Irish Region to Move
Yorkshire & North Derbyshire Region to Second

C9. Covering Motions:

105. BANKS (*Northern Region*)

106. REGULATION (*Northern Region*)

REGULATION OF THE BANKING SECTOR

This Conference notes that it has taken over three years since the banking crisis first appeared and still government is no nearer sorting out the banking sector.

Conference notes that the current Government has dithered on whether there should be a separation of Retail and Investment Banking of a so-called firewall placed between them

This Conference believes that the Tory/Lib Dem Coalition Government should unequivocally say that the way to ensure lessons are learned from the Banking and Euro crisis, is for effective regulation to ensure that corporate governance and due diligence are embedded within companies operating within the UK.

Conference does not accept that banks will simply up and leave the UK and believes Government should reject such threats and blackmail.

Conference calls on the Government to legislate to force banks to separate their retails and investment operations so that taxpayers and bank account holders are properly protected from future banking shocks.

If the Government fails to do so, this Conference calls on the Labour Party to commit to legislate and state that it supports this position and is prepared to write this into its next General Election manifesto.

This Conference asks that the Central Executive Council monitors progress on policy developments.

Northern Region to Move
Northern Region to Second

C10. Covering Motions:

- 112. REDUCE VAT (*Yorkshire & North Derbyshire Region*)
- 113. RETAIL SECTOR (*Northern Region*)

VAT

This Conference calls upon the government for an immediate reduction of VAT back to the previous figure to help with this recession and to gain some stimulus in what are very tight trading conditions.

Such a move to reduce VAT would lower costs and consumer prices and enable the retail and distribution sector to attract spending which, in turn, will lead to an increase in UK's jobs.

Northern Region to Move
Yorkshire & North Derbyshire Region to Second

C11. Covering Motions:

- 114. PARLIAMENTARY REPRESENTATION (*Yorkshire & North Derbyshire Region*)
- 115. MORE WORKING CLASS MPS (*London Region*)

WORKING CLASS MPS

This Conference is alarmed at the lack of working class MP's currently sitting in the House of Commons and coming forward as Parliamentary candidates.

We should consider implementing a reserved place for working class candidates fitting the appropriate criteria. This would help to address the imbalance between candidates with the advantage of personal financial resources for marketing and literature (i.e. Bankers and Barristers) as opposed to our working class members, who lack the financial means to promote themselves. They are currently at an unfair disadvantage, unable to avail themselves of the opportunity for PPC.

In the selection process for Prospective Parliamentary Candidates (PPC's) qualifying conditions for supporting statements should be weighted in favour of GMB members with a substantial and established history of activism and member representation, as opposed to candidates who have joined the GMB prior to the selection process.

We note the inclusion of working class history in our education programmes, but believe that a greater knowledge of our movement's political and social history would encourage more participation in the selection process by members.

This Congress is asked to direct the union to take positive steps to address the under representation of working class MPs, in the same way the Labour Party addresses the under representation of women with all women lists, and reserved places for Black and Minority candidates.

We call on the CEC to bring forward a report to next year's Congress on preparing activists and members for Parliament and public office and on the role of working class political and social history in our education programmes.

London Region to Move
Yorkshire & North Derbyshire Region to Second

C12. Covering Motions:

128. THE LABOUR PARTY AND THE NEEDS OF OUR MEMBERS (*Midland & East Coast Region*)

129. LABOUR OPPOSITION (*Northern Region*)

130. THE LABOUR PARTY (*South Western Region*)

LABOUR PARTY

This Conference recognises that whilst the living standards of our members are under attack, our Union must strengthen its political voice and must, in particular, take steps to ensure that the Labour Party is properly responsive to the needs of our members.

GMB members are increasingly frustrated that the myriad of issues that are causing pain and misery across communities are not being effectively tackled in Parliament against the Coalition Government.

Conference is concerned that in Parliament the Labour front bench is failing to punch above its weight. Labour in opposition does not seem to have protected any of the advantages that were gained and introduced during their 13 years of tenure in power.

Conference calls on the Labour Party not to just back what could be seen as high profile easily gained support subjects such as the Murdoch issue, but to put their energy into fighting for basic Labour and Socialist policies to protect the ordinary citizens of the United Kingdom.

Conference calls for engagement with the GMB at all levels to assess the practical impact and effect of the Coalition decisions and policies, and calls on the Labour Party to fully engage with the GMB at all levels so that the Party's responses in Parliament carry more weight in the fight against the Coalition Government and improve the fortunes for those who genuinely seek an alternative for lower and middle income households.

Northern Region to Move

South Western Region to Second

Midland & East Coast Region Priority in debate

C13. Covering Motions:

132. LABOUR PARTY (*Birmingham & West Midlands Region*)

133. PUBLIC SECTOR PAY FREEZE STATEMENTS (*London Region*)

134. TRADE UNION CONCERNS (*London Region*)

135. LABOUR PARTY (*Yorkshire & North Derbyshire Region*)

LABOUR PARTY AND THE PUBLIC SECTOR PAY FREEZE

This Conference deplores the Labour Party's stance in regard to Local Government future pay claims and is deeply concerned at the recent statements from, and subsequent interviews by, Labour Leader Ed Miliband and Shadow Chancellor Ed Balls saying they cannot promise to reverse any Tory cuts and have endorsed Tory Chancellor, George Osborne's public sector pay freeze.

To continue with the Tory policies of public sector pay freezes is a clear example where two Ed's are not better than one.

Congress expects Labour leaders to stand by GMB policies, so is disgusted and disappointed; we are facing class war from the Tories and need to fight back.

Congress calls for a debate at Conference as to whether the GMB supported the right person in the elections for Leader of the Labour Party, when Labour politicians make statements that affect the very people who put them in office and political positions.

The idea that opposition to the Coalition's cuts and wages policies is based on a narrow trade union stance is wrong and needs to be challenged.

Congress, this clearly signals a need for greater trade union engagement with the Labour Party not only at national level but for more involvement at local level extolling GMB values by members not only affiliating to, but becoming more proactive within their Constituency Labour Parties following from a GMB Congress 2011 decision.

Congress therefore calls on our union leadership to unite with all unions in the public sector and oppose the real pay cuts and other Tory attacks public sector workers are facing as Labour can't be relied on.

London Region to Move
Yorkshire & North Derbyshire Region to Second
Birmingham & West Midlands Region Priority in debate

C14. Covering Motions:

164. HONOURS LIST (*London Region*)

165. HONOURS (*London Region*)

HONOURS SYSTEM

Congress agrees that amongst our members there are varying opinions about the bestowing of honours and the morality in accepting them.

However, several of our members have received honours as a reward for their commitment and service to the trade union movement and to charities and the writers of this motion applaud them

Congress agrees that it is neither acceptable nor moral for awards to be given to political party donors or people with criminal convictions for offences such as fraud.

This Congress believes that by awarding New Year's Honours to people like Paul Ruddock who is not only a massive financial supporter of the Tory Party but was one of the key speculators making a massive financial gain by speculating against Northern Rock in the early days of the financial collapse, undermines the principles of honouring people for their beneficial contributions to Society.

If honours are to be given, the GMB should fight to ensure they are for the most appropriate reasons and not as reward for political expenditure or toadyism.

Congress therefore believes there should be some form of impartial scrutiny to weed such people out before the honours are confirmed.

London Region to Move
London Region to Second

C15. Covering Motions:

169. EUROPEAN ANTI-CUTS CAMPAIGN: I (*London Region*)

170. EUROPEAN ANTI-CUTS CAMPAIGN: II (*London Region*)

EUROPEAN ANTI-CUTS CAMPAIGN

Congress notes the struggle of working people around the world against austerity measures designed to make us pay for the global crisis created by the capitalist class.

This Conference recognises that the anti-austerity struggles are similar all over Europe. At the end of December 2011, there was a quasi general strike in Belgium against the attacks on the workers' pensions, very similar to that of the 30 November 2011 in Britain.

Congress believes that the most effective strategy to fight cuts is for trade unionists and our communities to co-ordinate our actions on the widest possible basis within Britain and internationally.

Congress resolves to work jointly with European trade unions and allies globally in an anti-cuts campaign which builds solidarity at all levels including branches and in the workplace. Our campaign should seek to gain the participation of ordinary members and activists by establishing local and national action groups, workplace and public meetings, regular information bulletins and international demonstrations.

Conference asks the GMB leadership to work vigorously towards concerted European anti-cut campaigns, and to involve as many ordinary Union members as possible in the preparatory discussions, programmes and decisions; for instance, holding regular GMB mass meetings at workplace and Trade Union branch levels.

London Region to Move
London Region to Second

C16. Covering Motions:

180. EDUCATION AND SKILLS (*Southern Region*)

181. THE RIGHT TO WORK FOR THE LOST GENERATION OF YOUNG PEOPLE (*Northern Region*)

182. "YOUTH UNEMPLOYMENT" – NOT AN EXCUSE FOR EXPLOITATION (*London Region*)

YOUNG PEOPLE: SKILLS AND EMPLOYMENT

This Conference condemns this Coalition government on its failure of our youth today. Years ago our fathers marched to London for work. Now our children are marching to London for work.

The Conference calls upon the GMB and the trade union movement to seek urgent dialogue with this Coalition government to get our young into work in full-time jobs before they are to be known as the lost generation.

Young people today (or indeed any day) should have the opportunity to learn, work and grow as citizens and not be taken for a ride. Replacing redundant positions with apprentices or work experience is neither fair nor ethical.

Congress is asking the GMB to lobby Parliament to rethink and overhaul the current “work programme”. The current “work programme” has put millions of pounds into the hands of private sector companies with no public accountability of success – This cannot be right.

They and the DWP (Jobcentre) are forcing young people to do work for their JSA and fares while the person doing an identical job next to them is on a wage. In the immortal words of every teenager “it’s not fair”.

This Congress believes that the education system in Britain totally fails to address the needs of young people seeking to learn practical skills and calls upon the Government to provide employment opportunities for young people who currently have no chance of practical work.

London Region to Move
Northern Region to Second
Southern Region Priority in debate

C17. Covering Motions:

187. APPRENTICESHIPS (*South Western Region*)
188. BOGUS APPRENTICESHIP SCHEMES (*London Region*)

APPRENTICESHIP SCHEMES

This Congress notes the epidemic of bogus apprenticeship schemes, especially in the building and maintenance industries that are designed to deliver Labour for unscrupulous employers while failing to teach young people the skills necessary for a growing and vibrant economy.

This Conference calls on employers who offer apprenticeships to make sure that:

- these are bona fide apprenticeships
- full training and education is provided throughout the full apprenticeship programme
- and that indentures are issued on completion of the full term of the apprenticeship scheme.

We also call for all apprenticeships to be monitored to ensure that apprentices are trained and educated appropriately and that when their apprenticeship is completed it will enable them to get gainful full time employment.

Congress therefore calls on the CEC to ensure, that in conjunction with other unions and the Labour Party and other Labour Movement bodies that a model apprenticeship scheme is drawn up that could be put forward as part of a credible alternative economic strategy to get young people back into work.

South Western Region to Move
London Region to Second

C18. Covering Motions:

192. SOCIAL CARE (*Northern Region*)
193. SOCIAL CARE MOTION (*Northern Region*)

SOCIAL CARE

The GMB deplores the fact that this government, as well as their predecessors, have failed to put in place the necessary financial regulatory framework to ensure taxpayers receive the most effect value for money.

This Conference is appalled that Social Care has moved almost entirely into provision by one sector, the Private Sector and deplores the way in which casino gambling arrangements, such as private equity, have crept into ownership in the Social Care Industry.

This process, which has taken thirty years to happen, has boosted profits of speculators and gamblers, reduced the tax receipts to the Treasury and been allowed to happen by a combination of weak regulation enforcement and weak-willed Government

Conference calls on the Government and Local Authorities to urgently review the provision of Social Care to ensure high-quality continuity of care and improved terms and conditions for a vital workforce, even if that means that some providers leave the market and other providers come back into play, such as the Public Sector.

Conference calls on the Central Executive Council to campaign for a fundamental re-think so that ethical principles of ownership of care homes are matched by effective and robust regulatory control so that the interests of workers, residents, families and taxpayers are safeguarded.

Conference further calls on the Government to fully fund Social Care from the public purse if such an eventuality happens.

Conference calls on the Labour Party to back the resourcing of and return to a mixed economy of social care provision.

Northern Region to Move Northern Region to Second

C19. Covering Motions:

208. ATTACKS ON PUBLIC TRANSPORT (*London Region*)

209. COMBATING THE CAUSES OF PUBLIC TRANSPORT FARE RISES (*London Region*)

PUBLIC TRANSPORT

Congress is deeply concerned by Government sponsored attacks on rail passengers using the report by Sir Roy McNulty on the future of the rail industry as a smokescreen to absolve themselves of responsibility for their decisions.

Congress notes that the threat to remove or reduce staff from hundreds of station ticket offices has brought together passenger groups, trade unions and others to voice their alarm that such actions will result in stations that are dangerous, unwelcoming and inaccessible.

Congress believes that rail passengers deserve and are entitled to safe, staffed stations and therefore calls on the Secretary of State for Transport to commit to properly staffed stations and ticket offices.

Congress also opposes any plans to reduce staffing levels at London Underground ticket offices for the same reasons.

Congress is also concerned that January 2012 saw the largest hike in rail fares in living memory as passengers are now being asked to help pick up the tab for the folly of bankers and rail privatisation.

Congress notes that national fares increased by an average of 8%, a year on year compound of up to 36% in four years. Congress views such increases as a stealth tax on public transport users.

This Congress agrees:

- profiteering results in annual increases in public transport costs well above inflation and salary increments which impact disproportional on workers and families who are entirely dependant on public transport
- the GMB will work with other transport unions, community groups and the TUC in combating the ever increasing profiteering of privatised transport companies

Congress calls on the CEC to join in campaigning against attacks on public transport.

London Region to Move
London Region to Second

C20. Covering Motions:

220. STOP FUEL POVERTY (*Midland & East Coast Region*)

221. WINTER FUEL ALLOWANCES (*London Region*)

WINTER FUEL ALLOWANCE AND FUEL POVERTY

Conference calls on this Tory led coalition to fully restore the winter fuel allowance to its previous level and resolves to campaign vigorously to maintain this allowance.

Congress, the cut in such allowances is yet another attack on some of the most vulnerable members of our society and pensioners should not have to suffer from fuel poverty due to the reduction in the payment of the winter fuel allowance.

Midland & East Coast Region to Move
London Region to Second

CEC RULE AMENDMENTS

Line numbering refers to line number in the rulebook

CECRA1

Rule 1 Clause 2

Line 1: Delete "GMB National Office, 22-24 Worple Road, Wimbledon,
London SW19 4DD"
Insert " 22 Stephenson Way, London NW1 2HD"

Clause to read:

2 Our main office is at 22 Stephenson Way, London NW1 2HD. Our main office in Northern Ireland is at Victoria House, 1a Victoria Road, Holywood BT18 9BA"

CECRA2

Rule 5

Insert at end of clause 6

"The Central Executive Council may order an appeal to be struck out for scandalous, vexatious or unreasonable behaviour by an appellant or for excessive delay in proceeding with the appeal. Before making such an order the appellant will be sent notice giving them an opportunity to show why the order should not be made."

Insert at end of clause 7

"The Appeals Tribunal may order an appeal to be struck out for scandalous, vexatious or unreasonable behaviour by an appellant or for excessive delay in proceeding with the appeal. Before making such an order the appellant will be sent notice giving them an opportunity to show why the order should not be made."

Rule 5 to read

Rule 5 Membership

1 GMB is an open and democratic organisation and welcomes into membership people from any industry or walk of life who are committed to upholding the aims and rules of the Union

2 The Central Executive Council may create temporary grades of membership if they think they are necessary.

3 Despite anything set out in these rules, the Central Executive Council may, by giving six weeks' notice in writing, cancel the membership of any member, if this is necessary to keep to:

- a decision made by the Disputes Committee of the Trades Union Congress (TUC);
- a decision arising from an inter-union disputes committee set up by us and another union; or
- a recommendation of the Independent Review Committee, set up with the support of the TUC.

4 The Central Executive Council, a regional council or a regional committee has the power to suspend a member from benefit or ban them from holding any GMB office, or ban a member from taking part in GMB business and affairs, in any case for as long as the council or committee feels necessary:

- if they believe the member is guilty of trying to harm the union or acting against the rules;
- if the member makes or in any way associates themselves with any defamatory or abusive comments made against any of our officials or committees;
- if the member, alone or together with any other members or people opposes or acts against any of our policies;
- if the member acts against the best interests of the GMB
- if the member encourages or takes part in the activities of any organisation or group whose policies or aims are racist or promote racist beliefs,

or for any other sufficient reason.

5 Regional councils or regional committees have the power to recommend that the Central Executive Council cancel, and the Central Executive Council (with or without a recommendation) has the power to cancel, the membership of any member for any of the reasons set out in clause 4 above. The Central Executive Council will make the final decision on a recommendation from a Region. A member who has their membership cancelled will not be eligible to rejoin without the permission of the Central Executive Council or the appropriate regional committee.

6 If a regional council or regional committee takes disciplinary action against a member under clause 4 of these rules and the member is not satisfied with the decision, he or she can appeal by writing to the general secretary within one month of the decision being made. The case will be referred to the Central Executive Council, who will make the final decision. In giving its decision, the regional council or regional committee must tell the member, in writing, about their right to appeal. The Central Executive Council may order an appeal to be struck out for scandalous, vexatious or unreasonable behaviour by an appellant or for excessive delay in proceeding with the appeal. Before making such an order the appellant will be sent notice giving them an opportunity to show why the order should not be made.

7 If the member is not satisfied with the Central Executive Council's decision under clause 4 or 5 (except where the Central Executive Council has made the final decision on a recommendation from a Region) of this rule, he or she can appeal by writing to the general secretary within one month of the decision being made. The case will be referred to the Appeals Tribunal, who will make the final decision. In giving its decision, the Central Executive Council must tell the member, in writing, about their right to appeal. The Appeals Tribunal may order an appeal to be struck out for scandalous, vexatious or unreasonable behaviour by an appellant or for excessive delay in proceeding with the appeal. Before making such an order the appellant will be sent notice giving them an opportunity to show why the order should not be made.

8 At each hearing before the regional council, the regional committee, the Central Executive Council or the Appeals Tribunal, the member will have a reasonable opportunity

- to hear the evidence against them, to answer it and to question witnesses;
- to present their case orally or in writing, and
- to support their case with written statements or by using witnesses.

CECRA3

Rule 6

Delete "Appeals" from title of rule; Insert "Complaints"

Title of Rule 6 to read:

Rule 6 Complaints procedure for members

CECRA4

Rule 6

Insert at end of clause 1

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

Rule 6 to read:

Rule 6 Complaints procedure for members

1 Any member who wants to complain must do so to their branch secretary, who will take the matter to the branch. If the member is not satisfied with the branch's decision or the branch decides it does not have the authority to deal with the matter, the member can appeal in writing to the regional committee within one month of the branch meeting. The regional committee will make the final decision. The Regional Committee may order a complaint to be struck out for scandalous, vexatious or unreasonable behaviour by the complainant or for excessive delay in proceeding with the complaint. Before making such an order the complainant will be sent notice giving them an opportunity to show why the order should not be made.

2 At each hearing before the branch or the regional committee, the member will have a reasonable opportunity

- to present their case orally or in writing
- to support their case with written statements or by using witnesses
- to hear the evidence against their complaint, to answer it and to question witnesses.

CECRA5

Rule 18, clause 2

Line 1: Insert after holders "in both lists 'a' and 'b' below"

Insert "a" at start of list in clause 2

Line 5, after Central Executive Council members add "elected under rule11"

Delete "The general secretary and treasurer, Senior organisers and Organiser" from list "a"

Insert:

- b
 - The general secretary and treasurer
 - Senior organisers
 - Organisers

Insert new clause 3:

- "3 With the exception of
- employees going to authorised conferences,
 - employees acting temporarily as branch secretary (under rule 36.4) or other branch role,
 - employees standing as candidates for public organisations,
 - members in receipt of a spouse's or dependent's pension from us (and no other pension from us),

any member who has or has had a written contract of employment with us within the last 5 years or who receives a pension from us will not be eligible to be elected to any office in list 'a' in clause 2 of this rule.

People who receive a pension from us will not be eligible to be appointed or elected as an officer of the union as defined in rules 14, 17b, 17c, 17d and 17e."

Delete clause 6

Re-number remaining clauses

Rule 18 to read:

Rule 18 Qualifying for office, and the definition of officers

1 Any member wanting to be elected to any of the offices named in this rule must have paid contributions for 53 weeks in a row and be a fully financial member (as defined in rule 46.4) at the date they are nominated and elected.

2 During their whole term of office, the following holders in both lists 'a' and 'b' below must pay the full amount of their union contributions in line with rules 46 and 47.

- a
 - President
 - Vice-president
 - Central Executive Council members elected under rule 11
 - Congress representatives
 - General member auditors
 - General trustees
 - The regional president
 - Regional council members
 - Regional member auditors
 - Regional trustees
 - Branch presidents
 - Branch secretaries
 - Branch equality officers
 - Branch youth officers
 - Branch member auditors
 - Collecting stewards

- Representatives going to authorised conferences
 - Candidates for public organisations
- b
- The general secretary and treasurer
 - Senior organisers
 - Organisers
- 3 With the exception of
- employees going to authorised conferences,
 - employees acting temporarily as branch secretary (under rule 36.4) or other branch role,
 - employees standing as candidates for public organisations,
 - members in receipt of a spouse's or dependent's pension from us (and no other pension from us),

any member who has or has had a written contract of employment with us within the last 5 years or who receives a pension from us will not be eligible to be elected to any office in list 'a' of clause 2 of this rule.

People who receive a pension from us will not be eligible to be appointed or elected as an officer of the union as defined in rules 14, 17b, 17c, 17d and 17e.

4 Any member wanting to be elected to the Central Executive Council under rule 11 must be a member of their regional council on the date they are nominated and elected. This does not apply to any member wanting to be elected to the post of general secretary and treasurer.

5 Members of new branches will be eligible for the offices of branch president, branch secretary, branch equality officer, branch youth officer, branch member auditor or collecting steward.

6 An elected official is one who has been elected to a full-time permanent position by a vote of the members of the branches within a region, or by the votes of members of all the branches of the union.

CECRA6

Rule 26

Delete "help" from title of section; from title of rule, clause 1, line 3; clause 2, line 1; clause 4, line 1; clause 4, line 7; clause 5, line 1; clause 5, line 8; clause 6, line 3; clause 6, line 9; clause 7, line 3; clause 8, line 1

Insert "assistance"

Rule 26 to read:

Legal assistance

Rule 26 Legal assistance

1 The Central Executive Council will have the power to authorise any regional secretary of the union, in line with any terms and conditions it sets, to provide legal assistance for any financial member. This can be to deal with any matter connected with the member's employment, as long as the regional secretary is satisfied that the member should take legal action.

2 Any member who wants legal assistance from us must tell the branch secretary or regional organiser as soon as possible.

3 The regional secretary will have the right to decide whether to nominate a solicitor or other representative to represent a member under this rule.

4 If we agree to provide legal assistance for any member, the member must keep at all times to any terms and conditions we set, and in particular must do the following.

- Continue to be a member of the union and pay contributions as set out in by these rules. However, if the member changes employment or is unemployed while we provide legal assistance, the regional secretary may decide to limit the period for which the member needs to pay full contributions.
- Accept and follow the advice of the solicitor or representative.
- Co-operate with the solicitor or representative, and in particular:
 - reply to correspondence;
 - keep to arranged appointments;
 - give them as much relevant information as possible; and
 - tell them if they change their address or name.

5 As long as the member receiving legal assistance keeps to the conditions set out in paragraph 4 above, they will not have to pay any legal costs that arise from their claim. However, if the member fails to keep to any of the conditions, or deliberately gives false information to the solicitor or representative, or any doctor, engineer or other expert involved in the claim, we may withdraw the legal assistance. If this happens, the member will not be entitled to any indemnity for the legal costs run up during their claim. We will be entitled to recover from the member any costs we have already run up.

6 If a regional secretary requests, the Central Executive Council may approve a scheme for providing legal assistance in any class of matter in the region concerned. If the Central Executive Council approves a scheme under this clause, it may amend the scheme or attach any conditions it feels are necessary. If the Central Executive Council approves a scheme under this clause, it may at any time withdraw its approval or change any conditions it has attached, as long as doing so would not affect the assistance we agreed to provide before the date the approval is withdrawn.

7 Despite anything in these rules (and in particular rule 6), the regional secretary will make the final decision about whether we provide legal assistance.

8 We will not provide legal assistance for a claim against the union or any of our officials or employees, in their capacity as such.

CECRA7

Rule 34

Delete Rule 34 from rulebook

CECRA8

Rule 35

Re-number Rule 35 to Rule 34

Delete Clause 1 of Rule, and re-number remaining clauses

Rule to read:

Rule 34 Payments to branches

- 1 The region will set aside for each branch a payment equal to 10% of the contributions of the members of that branch.
- 2 The branch will set up a branch fund, which it will use to pay in the payment from the region.
- 3 The branch will set out a summary of the branch fund payments in its financial report every three months. The payments will also be audited by the branch auditors.
- 4 Branch funds must not be used:
 - to pay benefits or payments otherwise provided for in these rules;
 - to fund activities which are meant to go against policies; or
 - for any political object or purpose.

The funds can be used to make special payments (honorariums) to branch officials, in line with financial rules set by the Central Executive Council.

CECRA9

Re-number Rules 36 to 68 as Rules 35 to 67

CECRA10

Rule 54, Clause 4 (Rule 53 if CECRA9 is adopted)

Line 1, Delete "a member has been granted legal assistance under Rule 26,"
Insert "legal action has been undertaken"

Line 4, Insert "the" between "of" and "legal"

Line 5, Insert "maximum" between "the" and "level"

Clause to read:

- 4 Where legal action has been undertaken in respect of an incident arising from which there is an entitlement to Total Disablement Benefit under this rule, and as a result of the legal action the member is awarded at least ten times the maximum level of the Total Disablement Grant, then the Total

Disablement Benefit will not be paid to the member, and will be recoverable from the member if previously paid.

CECRA11

Rule 55 (Rule 54 if CECRA9 is adopted)

Delete Clauses 2, 3 and 5

Re-number remaining clauses

Rule to read:

Rule 55 Funeral benefit

1 If a full financial member, who has been a continuous member for 8 years dies, the regional secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £300. (This person will need to show that they are responsible for paying funeral expenses.)

2 If the member owed any contributions before they died, we will take them from the funeral payment.

3 We will not pay this benefit if a member's widow, widower or relative makes a claim for fatal accident benefit under Rule 58.

CECRA12

Rule 58, Clause 4 (Rule 57 if CECRA9 is adopted)

**Line 1, Delete "assistance under Rule 26 has been granted,"
Insert "action has been undertaken"**

Line 4, Insert "the" between "of "and "legal"

Line 5, Insert "maximum" between "the" and "level"

Clause to read:

4 Where legal action has been undertaken in respect of an incident arising from which there is an entitlement to Fatal Accident Benefit under this rule, and as a result of the legal action there is an award of at least ten times the maximum level of the Fatal Accident Grant, then the Fatal Accident Benefit will not be paid, and will be recoverable if previously paid.

CECRA13

Rule 60 Clause 5 (Rule 59 if CECRA9 is adopted)

At end of clause 5 add:

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

Clause to read:

5 Where paragraph 4 does not apply, the person complaining, and any person or branch who the regional elections committee reasonably considers to have an interest in the outcome of the complaint, will have a reasonable opportunity to present their case to the committee. They can present their case direct or in writing, and will have the right to support their case with written statements or by using witnesses (or both). They will have the right to see and hear the evidence against them and any report from the returning officer (which the committee may seek), and have the opportunity to reply to it and question witnesses. The regional elections committee will, in line with normal practice, consider the matter in private. The regional elections committee may order a complaint to be struck out for scandalous, vexatious or unreasonable behaviour by a complainant or for excessive delay in proceeding with the complaint. Before making such an order the complainant will be sent notice giving them an opportunity to show why the order should not be made.

CECRA14

Rule 60 Clause 6 (Rule 59 if CECRA9 is adopted)

Line 13: Delete "regional secretary"
Insert "regional elections committee"

Clause to read:

6 If a regional elections committee accepts all or part of a complaint, it may make any order it feels is necessary in line with our rules and by-laws. In particular, it may make an order for:

- a any person to be entitled to vote or be disqualified from voting;
- b any person to be entitled to vote by post;
- c any person to be entitled to stand for election or be disqualified from standing;
- d all or any of the votes in any branch or workplace to be counted or rejected; or
- e a new election to be held.

The regional elections committee must tell the person complaining, and any person or branch with an interest in the outcome of the complaint, about what the committee have decided and any orders they have made. If, in the committee's opinion, a rule or by-law was only broken in a way that would not have affected the result of an election, it can make an order for the result of that election to stand.

CECRA15

Rule 61 Clause 2 (Rule 60 if CECRA9 is adopted)

At end of clause 2 add:

"The relevant committee of the Central Executive Council may order a complaint to be struck out for scandalous, vexatious or unreasonable behaviour by a complainant or for excessive delay in proceeding with the complaint. Before making such an order the complainant will be sent notice giving them an opportunity to show why the order should not be made."

Clause to read:

2 The national returning officer must receive any complaint under this rule in writing, within the following timescales.

- a If a member complains that the Central Executive Council has decided, under rule 15.3, that he or she is not eligible to stand as a candidate in an election, the officer must receive the complaint no later than one week after the Central Executive Council's decision.
- b In all other cases, the officer must receive the complaint no later than one month after the result of the election is announced.

A committee of the Central Executive Council will deal with any complaints under this rule. If the person complaining appeals against the decision (the national returning officer must receive the appeal, in writing, no later than one week after the decision is made), a different committee of the Central Executive Council will deal with the appeal. This committee will make the final decision, and the person complaining will not have any further right to appeal. A complaint falling within paragraph 2a of this rule will be treated as an appeal. When we refer to 'the committee' in the following clauses, we mean the relevant committee of the Central Executive Council, in line with this paragraph. The relevant committee of the Central Executive Council may order a complaint to be struck out for scandalous, vexatious or unreasonable behaviour by a complainant or for excessive delay in proceeding with the complaint. Before making such an order the complainant will be sent notice giving them an opportunity to show why the order should not be made.

CECRA16

Rule 2 Clause 5

Line 1: Delete "help"
Insert "assistance"

Clause to read:

5 To provide benefits (including legal assistance) to members in line with our rules.

CECRA17

Rule 48a Clause 4 (Rule 47a if CECRA9 is adopted)

Line 3: Delete "help"
Insert "assistance"

Clause to read:

4 A retired life member will not be eligible for any benefits we provide, except the following.

- a Legal assistance under rule 26, as long as they:
- are 60 or over;
 - have been a member for 10 years; and
 - are a fully paid-up life member.

If they meet these conditions, they will not need to pay any contributions while we are dealing with a legal claim on their behalf.

CECRA18

Rule 18 Clause 2

Delete

- General trustees

from list "a"

Clause to read:

2 During their whole term of office, the following holders in both lists 'a' and 'b' below must pay the full amount of their union contributions in line with rules 46 and 47.

- a
- President
 - Vice-president
 - Central Executive Council members elected under rule 11
 - Congress representatives
 - General member auditors
 - The regional president
 - Regional council members
 - Regional member auditors
 - Regional trustees
 - Branch presidents
 - Branch secretaries
 - Branch equality officers
 - Branch youth officers
 - Branch member auditors
 - Collecting stewards
 - Representatives going to authorised conferences
 - Candidates for public organisations
- b
- The general secretary and treasurer
 - Senior organisers
 - Organisers

EXISTING POLICY MOTIONS

In accordance with Recommendation 14 of the "Framework for the Future of GMB: Moving Forward" CEC Special Report carried by Congress 2007, Congress 2008 agreed to endorse motions that the CEC determined were already in line with Existing Policy.

The CEC has identified the Congress motions listed below as being in line with existing GMB policy. Congress 2012 will be asked to endorse these motions. If agreed, the motions will not be debated. The recommendation to Congress will be reported in SOC Report No 1 at the start of Congress.

Note: The following Existing Policy motions have been withdrawn from the Preliminary Agenda at the Regional Delegation Meetings.

- 35. ENGAGEMENT AND EDUCATING NON MEMBERS AND YOUNG PEOPLE
- 44. EQUALITY IMPACT ASSESSMENT
- 56. BULLYING AT WORK
- 62. SAVING FOR RETIREMENT
- 94. INTERFERENCE OF WORKING CONDITIONS
- 96. WORKERS' MEMORIAL DAY
- 97. COALITION SOCIAL ENGINEERING
- 99. PAY AND COST OF LIVING
- 102. BANKERS' BONUSES
- 103. BANKERS' BONUSES
- 160. SCRAPPING ELECTED MAYORS
- 204. VACANT HOUSING IN THE UK
- 213. MEANS TESTING BENEFITS
- 229. PALESTINE

CEC STANCES on EXISTING POLICY MOTIONS

The following outlines the stance adopted by the Central Executive Council towards each motion deemed as Existing Policy at its meetings in March and April.

34. EDUCATING YOUNG PEOPLE ABOUT THE TRADE UNION MOVEMENT

Existing Policy as carried by Congress 2005 Motion 293 on Education

55. STRESS AT WORK

Existing policy as per composite motion C3 Congress 2010 on Tackling Work Related Stress

223. PENSIONER POVERTY

This motion calls on Labour to oppose cuts to pensions and pensioner benefits to ensure all are able to live with dignity in retirement. This is existing policy as reflected in Motion 54 in 2010 and the CEC Statement on Pension Reform in 2006.

GMB

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Congress Guide 2012



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A DVD verbatim copy of each morning or afternoon session of Congress, supplied in a library case with a printed cover, is available for £10 including postage and packing. Contact GMB's Communications Department on 020 7391 6700. DVDs will be dispatched a few weeks after Congress.

If you require Congress photographs please email Andrew Wiard, Congress photographer on andrew@reportphotos.com

GMB Congress 2012 delegates' gifts

Your Congress credential entitles you to a GMB Congress 2012 gift t-shirt and/or a copy of the new book on the history of GMB—GMB@WORK The Story Behind The Union. Take your Congress credential to the Ethical Threads stand in the Exhibition Hall. The t-shirts come in various sizes and will be distributed on a first come first served basis, so get in quick to ensure your size is still available.

General Information



Tellers: Regional cover

Birmingham & West Midlands Region will count Yorkshire & North Derbyshire Region votes.

London Region will count Birmingham & West Midlands Region votes.

Midland & East Coast Region will count London Region votes.

Northern Region will count Midland & East Coast Region votes.

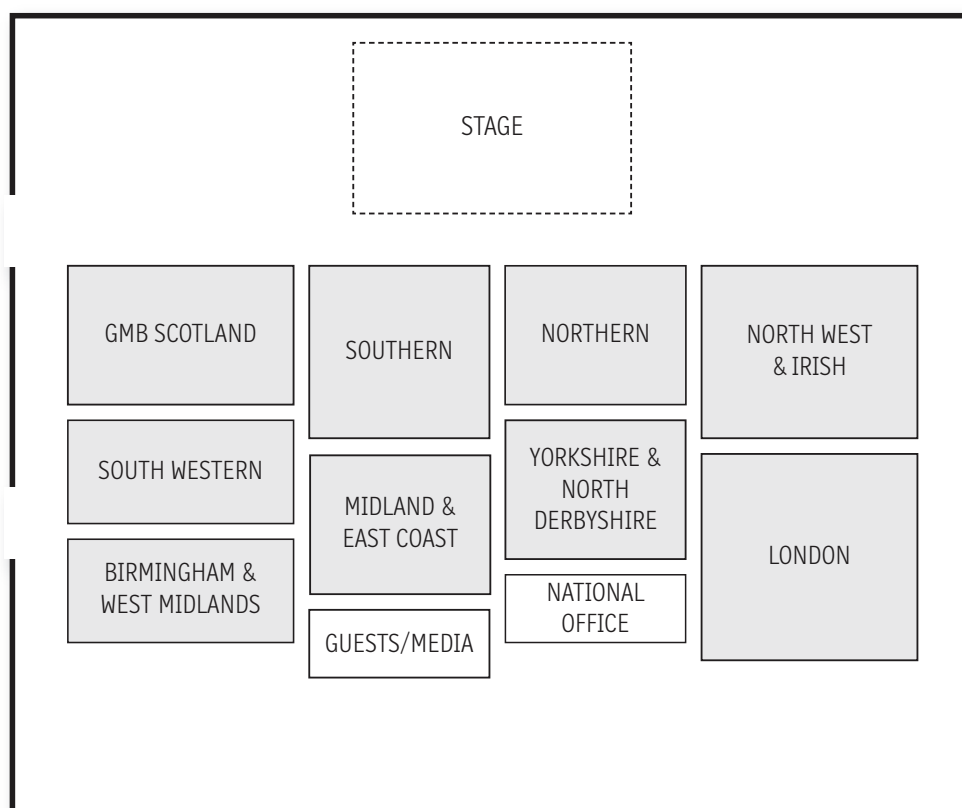
North West & Irish Region will count Northern Region votes.

GMB Scotland will count North West & Irish Region votes.

Southern Region will count GMB Scotland votes.

South Western Region will count Southern Region votes.

Yorkshire & North Derbyshire Region will count South Western Region votes.



Seating Plan

Obituary List

GMB EMPLOYEES & PENSIONERS

June Anderson
Christina Barnet
John Chadwick
Ann Clark
Barbara Cushing
Eileen Fleming
Carol Halliday
Raymond Hill
Gwendoline Jarrett
Henry Johnston
Margaret Jones
Ralph Jones
Violet Langlands
Annette Lockett
Frederick Musson
Robert Newberry
Linda Newton
James Nixon
Roberta Prout
Jennifer Read
Leslie Wallis
Kenneth Wardle
Frank Wilkinson
Eileen Williams

BIRMINGHAM & WEST MIDLANDS

Chris Butler
Manuel Fernandez-Montes
Andrew Grattage
Stuart Harrison
Mick Lilley
Malcolm Walker

LONDON

Lesley Bond
Ed Hamilton
Alan Keen
John Sim

MIDLAND & EAST COAST

Suzanne Abbott
Eric Lummus
Doug Tatton

NORTHERN

John Berry
John Boyle
Mark Brown
Brian Davidson
Audrey Ord
Davey Stephens

NORTH WEST & IRISH

Bill Billington
Tony Burns
John Cairns
Malcolm Campbell
David Carden
Dennis Dale
William Martland
Arthur Rimmer

GMB SCOTLAND

Sammy Barr
Johnny Johnson
Cathy Lavery

SOUTHERN

Frank Castle
Mrs M Evans
Mr S Garner
Mrs Alison Hewick
O'Leary
Mr R Jackson
Brian Lloyd
Gregg Matthews
William Whitbread

SOUTH WESTERN

Dennis Kenvyn

YORKSHIRE & NORTH DERBYSHIRE

Peter Barklem
Mark Ginley
Kevin Scanlon
Ivan Frank Taylor

Announcement of any additional names will be made by the President.

THE BRIGHTON CENTRE— EMERGENCY PROCEDURES FOR DELEGATES

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- **LEAVE THE BUILDING** by the nearest available exit—follow all instructions given by Brighton Centre Staff and Duty Manager.
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- **DO NOT** run or panic—there is no need. Move swiftly but calmly.
- **CLOSE THE DOOR** if you are the last to leave the room you are in.
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- **WAIT** at the assembly point for further instruction from Brighton Centre staff.
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SUNDAY 10TH JUNE 2012

GMB PENSIONS DEPARTMENT, GMB EUSTON

12.45 to 13.45

Syndicate Wing 1

PENSIONS 2012

Speakers

Naomi Cooke, GMB National Pensions Officer

Phil McEvoy, GMB Pensions Adviser

Again, your retirement is the focus of reform, cuts and flagrant attack. Employer desertion of good quality pensions and changes to regulation are leading to significant changes to pension provision for many in the private sector. Government attacks on the public sector continue to call into question the retirement futures of millions of workers.

In this fringe meeting GMB's National Pensions Department will explain all*:

(*terms and conditions apply)

Refreshments will be provided

GMB EQUALITY & INCLUSION DEPARTMENT, GMB EUSTON

12.45 to 13.45

Meeting Room 15 Fourth Floor

SHOW RACISM THE RED CARD

Chair

Kamaljeet Jandu, GMB National Equality Officer

Speakers

Leroy Rosenior, Retired Footballer West Ham & Fulham

Ged Grebby, Show Racism the Red Card

and Others

Racism in football has been in the headlines this season the Liverpool striker Luis Suarez was banned for eight matches by the Football Association for racial abuse. The Chelsea Captain John Terry is due to face trial on charges of racial abuse and it will not be a surprise if black footballers are subject to racial abuse during Euro 2012 in Poland and Ukraine.

GMB is working with Show Racism The Red Card organisation on their schools programme. What more can be done? Come and join the debate.

Refreshments will be provided

**Fringe
Events
SUNDAY**

Fringe Events

SUNDAY/ MONDAY

VENEZUELA SOLIDARITY CAMPAIGN

12.45 to 13.45
Syndicate Wing 2

VENEZUELA, CUBA & THE NEW LATIN AMERICA

Chair

Tim Roache, GMB Regional Secretary

Speakers

Colin Burgon, Venezuela Solidarity Campaign
Cuban Embassy Representative

Come to find out how joint Cuban-Venezuelan projects are bringing health & education to hundreds of people in Latin America and the Caribbean for the first time, extending people's rights and bringing hundreds out of poverty, and what trade unionists can do to offer our solidarity.

Refreshments will be provided

GMB HEALTH & SAFETY DEPARTMENT, GMB EUSTON

12.45 to 13.45
Syndicate Wing 3

ASBESTOS – AT LAST SOME GOOD NEWS

Chair

Steve Kemp, GMB National Political Officer

Speakers

Mick Antoniwi, Assembly Member for Pontypridd
Ian McFall, Thompsons Solicitors
John McClean, GMB National Health, Safety & Environment Officer

This year, finally, some good news on asbestos. Come and hear about this "trigger case", the wage proposals and the asbestos in schools campaign.

Refreshments will be provided

MONDAY 11TH JUNE 2012

PALESTINE SOLIDARITY CAMPAIGN

12.45 to 13.45
Restaurant 1st Floor

SUPPORTING PALESTINIAN RIGHTS

Chair

TBC

Speakers

TBC

Palestine Solidarity Campaign invites you to our lunchtime fringe on Monday 11 June in the 1st floor restaurant at which you will hear about our current campaigns around issues such as ethnic cleansing in Jerusalem and the mis-treatment of child prisoners.

Refreshments will be provided

GMB YORKSHIRE & NORTH DERBYSHIRE REGION

12.45 to 13.45

West Corridor Bar

LEARNING TO BUILD THE UNION – WHAT CAN YOU USE TO GET NEW REPS IN YOUR BRANCH**Chair**

Tim Roache, GMB Regional Secretary

Speakers

Colin Kirkham, GMB Regional Organiser

Two GMB Project Workers/Union Learning Reps TBC

The Region would like to invite you to attend this fringe meeting with a view to exploring the following:

- 2002 legislation attached to Union Learning Reps (ULRs)
- 2007 Congress Motion 35 (union learning projects and their potential)
- The lifelong learning agenda
- Benefits to union members
- The learning agenda supporting the organising agenda
- How to increase union membership and strength

Members of trade unions know the benefits of union membership with regard to service delivery from shop stewards and safety reps. The role of ULR's is now rapidly becoming expected as part of the union membership offer. Evidence suggests some long standing non-members have recently joined GMB, simply because of the union's strategic approach to learning. Come along and let's discuss further.

Refreshments will be provided**NATIONAL PENSIONERS CONVENTION**

12.45 to 13.45

Old Box Office Corridor

FAIR CARE CAMPAIGN**Speakers**

Dot Gibson, NPC General Secretary

Justin Bowden, GMB National Officer

The way we care for older people is a mark of how civilised we are as a society. Sadly, the current social care system is in crisis. Nearly 1 million older people are not getting the support they need. The system is riddled with rationing, poor standards, low pay, lack of proper regulation and unfair means-testing. The government is trying to find a solution to the way in which care is funded – looking to individuals to use the value of their homes or private insurance to pay the bills. This will not solve the problems. The Fair Care Campaign calls for a National Care Service funded through general taxation, that can improve the care given to older people and raise the terms and conditions of those who deliver that care.

Refreshments will be provided

Fringe Events

MONDAY



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GMB EQUALITY & INCLUSION DEPARTMENT, GMB EUSTON

12.45 to 13.45

Meeting Room 15

WORLD PRIDE & INTERNATIONAL LGBT RIGHTS

Chair

Brian Shaw, PCS Officer

Speakers

From The International Lesbian and Gay Association and Jamaican Federation For Lesbians and Gays

The battle for sexuality and trans equality continues around the world. The International Lesbian and Gay Association (ILGA) and Jamaican Federation for Lesbians and Gays (JFLAG) are organisations at the forefront of these campaigns. With World Pride in London on the 7th July, GMB will have its largest presence yet at the event, joining the call for international rights for LGBT members.

Refreshments will be provided

Fringe Events

MONDAY/
TUESDAY

TUESDAY 12TH JUNE 2012

GMB EQUALITY & INCLUSION DEPARTMENT, GMB EUSTON

12.45 to 13.45

Meeting Room 15 Fourth Floor

YOUNG MEMBERS

Chair

Nadine Houghton, GMB Regional Organiser

Speakers

Keir Greenaway, GMB Branch Secretary & Young Member Activist

Matthew Smith, GMB Branch President & Young Member Activist

A Student Worker Activist TBC

Bringing young workers into GMB is vital to ensure the future of our trade union. We have a duty to tap into the growing movement of unemployed youth, politicised students campaigning against student fees and young exploited workers, to ensure that young people are able to look to the labour movement as a force for social change. GMB Southern Region Young Members' Network will be hosting this meeting to discuss how we mobilise these groups and develop strong young member's structures within GMB.

Refreshments will be provided

Fringe Events

TUESDAY

BANANA LINK

12.45 to 13.45

The Restaurant

FRUIT AND FASHION – WOMEN’S EXPLOITATION ALONG INTERNATIONAL SUPPLY CHAINS

Speakers

Banana Link

War On Want

GMB

and Others

This is a chance to hear about the challenges facing trade unions and their members in Central America. GMB visited Honduras last year and it seems that there has not been much improvement in the last 12 months. Find out more about the role of international solidarity in the struggle for workers’ rights and dignity.

Refreshments will be provided

GMB NATIONAL ORGANISING DEPARTMENT, GMB EUSTON

12.45 to 13.45

West Corridor Bar

ALTERNATIVES TO AUSTERITY

Chair

Mark Ferguson, Labour List Editor

Speakers

Owen Jones, Author of Chavs and writer for the Independent

Ellie Hagan, Activist and writer contributor to the Guardian & New Statesman

Jo, UK Uncut Activist

As the UK enters a double-dip recession, people are asking whether there are any alternatives to the current austerity programme. The speakers at this fringe will present alternative forms of actions & activism, social & economic policies and reporting & media. It aims to remind delegates and visitors that there is life in our movement, and an alternative worth organising around.

Refreshments will be provided

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Fringe Events

WEDNESDAY

WEDNESDAY 13TH JUNE 2012

GMB HEALTH & SAFETY DEPARTMENT, GMB EUSTON

12.45 to 13.45

Syndicate Wing 1

OCCUPATIONAL CANCER – DETAILS ON EXPOSURE AT WORK AND HOW TO ACCESS BENEFITS WHEN SUFFERING

Chair

Dan Shears, GMB National Health & Environment Research and Policy Officer

Speakers

Dr Andrew Waterson, University of Stirling

Tommy Gorman, MacMillan Cancer Support

Occupational Cancer is more common than official figures reveal. Come and hear details on where exposures occur and how to access help when needed.

Refreshments will be provided

GMB SWINDON OFFICE

12.45 to 13.45

Syndicate Wing 2

BLACKLISTING

Chair

Carole Vallelly, GMB Organiser

Speakers

Andy Newman, PAULO

Dave Smith, Carillion Blacklisted Worker

Jeanette Sainsbury, Thompsons Solicitors

If you thought employers, the secret service and the police conspiring together against trade unions and employees was a story of dramatic fiction, think again. Private contractor Carillion employs 156 GMB members who are currently in dispute over allegations of bullying, harassment and bribery at Great Western Hospital, Swindon. Carillion has also been found guilty at Employment Tribunal of blacklisting workers. In fact the HR manager responsible for Great Western Hospital was also directly involved in Carillion's blacklisting activities. In March the Observer reported that the police and the secret service supplied information to an illegal blacklist. Come along and find out how GMB Southern Region is battling against these issues which highlight the anti-union culture of the company and their willingness to do anything to prevent their employees getting the Respect@Work that they are entitled to.

Refreshments will be provided

JUSTICE FOR COLOMBIA

12.45 to 13.45

Syndicate Wing 3

COLOMBIA: THE STRUGGLE FOR TRADE UNION RIGHTS

Chair

Bert Schouwenburg, GMB International Officer

Speakers

Victoria Phillips, Thompsons Solicitors

Edward Marnell, GMB Executive Member

Miguel Beltran, Colombia Trade Unionist and Former Political Prisoner

Colombia continues to be the most dangerous country in the world to be a trade unionist, with 29 of our colleagues assassinated in 2011 and 6 killed so far this year. Trade unionists and Civil Society Activists also face false imprisonment, death threats, and are forced to flee their homes, as a result of their work. The abuses take place against the backdrop of a 60 year long armed conflict, which has caused the forced displacement of over 5 million Colombians, the majority of them women and children. Virtually nobody is ever brought to justice for these crimes, and those who speak out about the violations are often imprisoned to silence them.

However, international pressure, including from JFC, has had concrete results –former political prisoner and trade unionist Miguel Beltran is here to speak with us today, after being released from jail in 2011, following a JFC campaign.

The Colombian trade union movement is now calling for peace process to end the armed conflict, and we are supporting their calls. Come and hear what you can do to help.

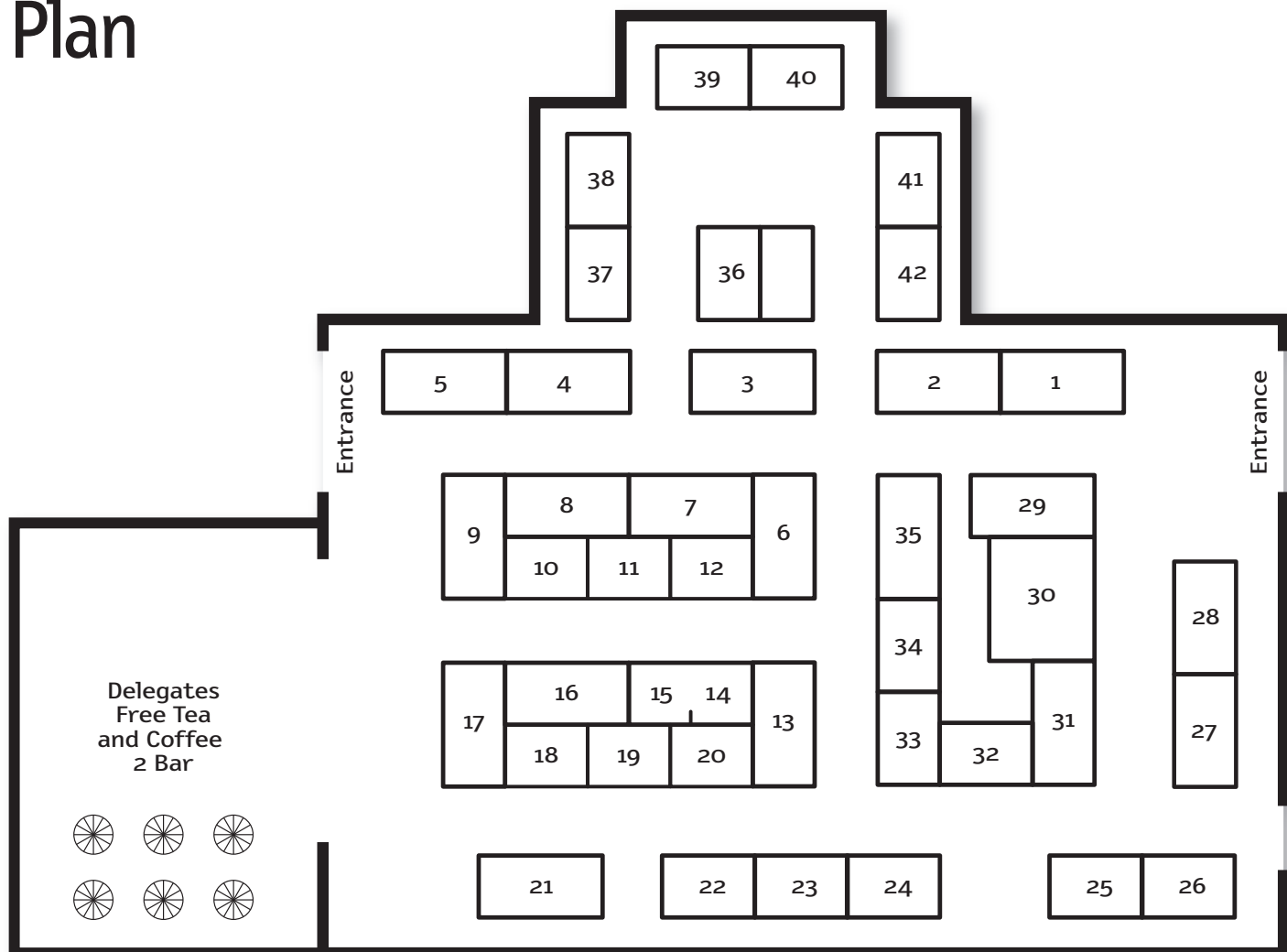
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Fringe Events

WEDNESDAY

Exhibition Plan



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PROUD TO REPRESENT TRADE UNIONS IN FIGHTING FOR MEMBERS RIGHTS

**Cheadle Hulme
0161 485 6030**

&

**Liverpool
0151 236 4312**

law@simpsonssolicitors.co.uk

**Solicitors to the GMB North West & Irish
Region for legal services including:**

- Personal Injury
- Work related disease
- Employment rights
- Family
- Probate





ableandwilling Stand 18

ableandwilling is a supported employer, sponsored by Brighton and Hove City Council. We support people with all sorts of disabilities. Without assistance, some of our hardworking staff would never experience the dignity

of work that many take for granted. Our aim is to help staff to move towards mainstream employment.

Our services include Screen and Digital print, Pad print and Embroidery. We also carry out bespoke assembly. With a workforce of 20, we are very adaptable, efficient and effective.

Over the last 8 months we have undergone a major refurbishment and investment. Our new machinery allows us to work faster, smarter, greener and more efficiently.

Please visit our stand, or go to our website at www.ableandwilling.org.uk. You can also contact us at info@ableandwilling.org.uk telephone +441273296095.

The Exhibitors

Abortion Rights



Abortion Rights Stand 27

Abortion Rights is the national pro-choice campaign for the UK. We support the provision of free, safe and

legal abortion services for all women as required, and campaign to defend and extend current UK abortion legislation. This year Abortion Rights is working with trade unions to protect public services and oppose cuts, particularly in women's healthcare. We look forward to meeting with delegates to take forward our work together, campaigning for a woman's right to choose. To find out more about our work visit www.abortionrights.org.uk

ASDA

Community Life

Supported by the **ASDA** Foundation

ASDA Stand 1

Making a difference in your local community—Community Life is about making the communities around our Asda stores and depots better places to live and work for our colleagues and customers.

We want every Asda store to be at the heart of our local communities. A hub for ideas, involvement, and innovation that will deliver long-term, positive benefits that help people live healthier, happier, and more sustainable lives and make their communities stronger. That's the vision behind Community Life.

The Exhibitors



Bananalink Stand 41

Banana Link works in close partnership with trade unions organising plantation workers in Latin America and Africa. Workers producing the bananas and pineapples sold on supermarket shelves earn poverty wages, are exposed to toxic agrochemicals and suffer from appalling working conditions. Banana Link encourages British trade unions, including the GMB—and their members—to work in solidarity with unions organising in these sectors to lobby supermarkets, fruit companies and governments to secure decent work for hundreds of thousands of plantation workers. Supermarkets can make millions of pounds profit from selling bananas and need to accept responsibility for improving the conditions along their supply chains.

Take action online with www.makefruitfair.org.uk

GMB and Banana Link launched the International Solidarity Fund at last year's Congress—come and find out how monies are being invested and how your branch can donate to support our union partners in Latin America.



Bookmarks the Socialist Bookshop

Stand 28

Bookmarks is the UK's leading socialist bookshop. Our range includes politics, labour history, the environment, women's liberation, black struggle, culture, and radical kids' books.

We are appointed sellers to the TUC and provide bookstalls for union and campaign meetings around the country. Join our email list to receive news and special offers: events@bookmarks.uk.com



Burma Campaign UK Stand 36

Burma Campaign UK is part of a global movement working for the promotion of human rights, democracy and development in Burma. We play a crucial role in coordinating the international campaign to free Burma and work closely with the Burmese democracy movement in Burma and in exile.

As part of a global campaign, we persuaded the United Nations Security Council to discuss Burma for the first time. As a result, the Security Council demanded the release of all political prisoners. We persuaded the British government to double aid to Burma and to fund cross-border aid in order to reach ethnic people that the regime doesn't allow aid to be delivered to, which will save and improve the lives of hundreds of thousands of people. We have generated thousands of stories about Burma in the media, ensuring the world does not ignore the crisis in Burma.



Class Stand 15

Class is a new trade union based think tank established this year by GMB, Unite the Union and the Institute of Employment Rights to provide a forum for those on the left to address some of the key issues of our time. Acting as a focus for left debate and discussion, Class aims to bring people from all strands of progressive opinion together in one place. The goal is the formation of an influential policy hub which can provide a cogent, non-sectarian articulation of left-wing policy in line with trade union values.

Class is working with a range of academics and policy experts to produce pamphlets, think pieces and policy positions spanning a broad policy field which includes economic strategy; welfare and democracy; housing and equality; work and pay and much more.

Visit our stand or our website www.classonline.org.uk to find out more and see our growing list of supporters.



Cuba Solidarity Campaign (CSC) Stand 37

The Cuba Solidarity Campaign works in the UK to raise awareness of the illegal US economic blockade of Cuba and defend the Cuban people's right to self-determination.

CSC organises public events, study tours and work brigades to Cuba, lobbies MPs and the British government, and provides information explaining the reality of the situation in Cuba which is rarely reported in the media.

Visit our stand to find out more about Cuba's many social achievements—both domestically and internationally—and learn how Cuba's unique achievements in healthcare are being threatened by aggressive US policy. You can also join CSC, get information on events, campaigns and study tours, or buy from our range of t-shirts, Cuban music, books and magazines.

Dan Smith, Campaigns Officer, Cuba Solidarity Campaign, c/o Unite Woodberry, 218 Green Lanes, London N4 2HB. Tel: 0208 800 0155 Fax: 0208 800 9844
www.cuba-solidarity.org.uk campaigns@cuba-solidarity.org.uk

The Exhibitors

The Exhibitors



Digby Brown Solicitors—Supporting GMB in Scotland Stand 29

Digby Brown Solicitors is today Scotland's largest specialist personal injury practice with offices in Glasgow, Edinburgh, Dundee, Glenrothes and Inverness.

Digby Brown is proud of its long association with the trade union movement and is the sole legal services provider to GMB in Scotland. Voted litigation firm of the year 2010 and highly commended in 2011, Digby Brown has assisted many thousands of members with industrial accident, disease and employment tribunal claims, and is at the forefront of pursuing mass equal pay litigation for GMB members in Scotland.

GMBLaw is the free legal advice service run by Digby Brown for GMB members and their families. In addition, Digby Brown provides advice clinics, equal pay roadshows and training sessions for members and organisers.

Digby Brown is rated Band 1 by the leading independent publications, Chambers Guide to the UK Legal Profession and The Legal 500.



Ethical Threads Stand 35

If you care about what you wear, who made it and where it came from then call in to our stand. Ethical Threads produce t-shirts and other clothing from ethical sources.

Get some for your branch or campaign.

Visit our website www.ethicalthreads.co.uk or call us on: 020 8457 4117 or 07957 261137 for general enquiries and sales.

Collect your free GMB Congress t-shirt at our stand by producing your credentials.



FuturePlus GMB Congress Sponsor Only—No Stand

FuturePlus is the publisher behind your GMB members' magazine, bringing you the latest news from your region and around the UK. We are proud to support GMB at

Congress 2012.

Since 2007, we have worked closely with the regional offices to create content you will want to read and to keep you up-to-date with the information you need to know. We are always listening to members' opinions, and a national survey last year led to a major redesign that has left the magazine looking bolder and brighter than ever.

If you have a story that you think other GMB members should know about, get in touch with your magazine via the regional editor, or contact your regional office for more information. If you are interested in advertising in the magazine, regionally or nationally, call our advertising manager, Debbie Blackman, on 01225 822 849.



GMB Equality Through Inclusion Stand 26

On the Equality and Inclusion (E&I) stand you will find a range of equality related publications, freebies and contacts.

You will find copies of the GMB strategy for delivering equality in GMB and in the workplace, as well as information on the equality structures and Respect@Work literature.

In addition to the equality related information from the regions, there will be published information on the key equality related campaigns, including the Public Duty to Promote Equality and Equality Impact Assessments.

There will be material available from external legal and equality organisations including the Equality and Human Rights Commission (EHRC), Labour Research Department, the Equality and Diversity Forum and others.

The Exhibitors



GMB Health & Environment Stand 31

The past year has seen a number of changes, and new proposals, which could have a major impact on GMB representatives and their members on how they approach workplace Health, Safety and Welfare. In addition there are growing concerns on a wide range of environmental issues which could affect workers, employers and households. With GMB reps under so much pressure in facing economic problems it can be difficult to keep up with all the changes. Use your time at Congress to come to the GMB Health and Environment stand to talk through those areas of concern.



GMB – Helping To Save The Medway Queen Stand 22

“Heroine of Dunkirk” saving 7000 troops from the beaches. On her seventh trip across the Channel she was badly damaged and reported lost. But Medway Queen survived.



The paddle steamer Medway Queen was built in 1924 by the Ailsa Shipbuilding Company for the New Medway Steam Packet Company of Rochester; just one of the many pleasure steamers operating around

our coasts. The ship called regularly at Chatham, Sheerness, Herne Bay and Southend. She was powered by a diagonal compound steam engine, originally coal burning but converted to oil in 1938. This engine is still intact and will be restored.

Trade Union Solicitors

Representing Working People for over 100 Years

- Personal Injury Claims
- Employment Law
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- Wills & Probate
- Industrial Disease Claims
- Financial Services
- Clinical Negligence Claims
- Judicial Review Proceedings
- Family Law
- Human Rights
- Education, Health & Social Care Law



Call 0808 145 1354



GMB Internet Café Stand 30

Want to know what's happening back at the workplace?
Need to keep up to date with your email, browse the
Internet or write your speech?

Visit GMB's Internet Café for free internet access—

Sponsored by



The Exhibitors



GMB Retired Members Association—The Golden Years Stand 34

Since 1985 GMB's Retired Members Association (RMA) has continued to grow. Retired members and their partners are urged to maintain an active interest in the activities of the RMA. All but one branch are affiliated to the RMA.

The four key objectives of the RMA Constitution are as follows:

The GMB RMA aims to provide practical assistance in the recruitment, retention and organisational objectives of GMB wherever and whenever possible.

The GMB RMA aims to campaign on behalf of retired GMB members, and thus bring about dignity in retirement.

The GMB RMA will work in partnership with like-minded pensioner groups whenever it is appropriate to do so.

The GMB RMA aims at all times to comply with the Equal Opportunity policies of GMB.

These aims and objectives are about furthering the interests and aspirations of retired members and their partners, building and maintaining the goals of our thousands of retired members, and developing a seamless link with the working membership of GMB.

Britain has a growing and influential pensioner movement, which is campaigning to have the freedom to live in dignity and not the fear of need. The GMB RMA is part of the larger pensioner movement and politically campaigns at all levels of Government, Europe and in the UK.

You joined GMB to protect and advance your interest at work. The same criteria apply in retirement. If you are interested, or about to retire, and would like to stay active and involved in GMB, please contact your Regional Secretary or the appropriate RMA Co-ordinator.

The Exhibitors



GMB Southern Region Equality Forum Stand 25

The GMB Southern Region Equality Forum is extremely active in promoting equality and diversity within GMB, in workplaces and in local communities. We have a very active forum which meets bi-monthly with representatives from all of the equality strands. We are involved in industrial campaigns like the campaign for Respect@Work in Carillion. We support community events including a large number of Pride events across the Region. We produce a regular newsletter which includes myth busters on issues like cuts to disability benefits and the threat to abortion rights from US style anti-choice campaigners. We also keep members up to date on equality and disability cases that GMB pursue and win and give advice to reps and activists who may be running cases in their workplaces. We have an extremely active Young Member's network which has recently organised a Young Workers Solidarity Conference looking at how to organise workers on campus and in their workplaces.

Please visit our stand in the exhibition area to find out more and pick up more information about the work that we do.



GMB Southern Region Skills For The Future Stand 12

Learning and skills are fundamental to a member's progression at work offering better life opportunities. In the current economic climate transferable skills are vital to member's career prospects. Furthermore the GMB Rulebook states that the GMB's purpose is to "Improve the quality of life for all our members and their families". It goes on to state that "every GMB member should have the opportunity to discover and develop his/her talents."

With an estimated one in every five adults having problems with basic literacy and/or numeracy, coupled with a vibrant migrant population in need of language courses to aid their communication skills, there is a real challenge for unions to give support to their membership as they strive to achieve personal development goals.

Learning can also play an important part in strengthening union organisation and increasing membership. Membership retention can also be improved through a structured and planned lifelong learning strategy.



GMB Target BNP/HOPE not hate Stand 24

Searchlight and the HOPE not hate campaign have a long and proud relationship with GMB, working with activists across the country to defeat the politics of hate, racism and extremism. Searchlight is the oldest anti-racism organisation in Britain.



Searchlight Magazine has provided analysis and inside information on the far right for nearly 50 years. The 'HOPE not hate' campaign, working closely with GMB and other trade unions, succeeded in defeating the BNP in local elections in 2010—notably in Barking and Dagenham—as well as preventing it from gaining parliamentary seats, and took the fight to the

BNP in Stoke. But the BNP and the far right is still a real threat, taking advantage of the misery caused by the recession—the campaign continues.



Holocaust Memorial Day Trust Stand 20

The Holocaust Memorial Day Trust co-ordinate the UK's annual commemoration of Holocaust Memorial Day.

Each year, on or around 27 January, thousands of communities across the UK come together to remember the victims of the Holocaust, Nazi persecution and subsequent genocides in Cambodia, Rwanda, Bosnia and Darfur. By

learning the lessons from the past, communities in the UK can create a safer, better future.

Throughout their history, trade unions have a proud tradition of opposing discrimination in all its forms. Since the inception of Holocaust Memorial Day in 2001, unions have demonstrated their commitment to ensuring the past is not forgotten by their involvement and support.

We provide free workshops, posters, booklets and other free materials to allow Holocaust Memorial Day to be marked in offices, schools, public spaces and other venues. To find out how we can help you mark 27 January 2013 (and to claim your free materials), visit the Holocaust Memorial Day Trust stand.



IBB Solicitors Stand 2

At IBB, we pride ourselves on our understanding of our clients. Our range of legal services means we can offer expert advice on the things that affect you and your family, making life a little less stressful.

Our personal injury experts can help you or members of your family deal with accidents and work-related illnesses or injuries. We are used to dealing with complex, high value claims that make a real difference to the lives of victims and their dependants. We advise on all aspects of motoring law—from penalty notices for speeding, to the aftermath of road traffic accidents—and our employment team provides support on workplace issues. We also have expertise in a number of other areas including matrimonial, childcare and wills, trusts and probates.

We have years of experience in bringing peace of mind to our clients. Visit us at Stand 2 to speak to one of our experts.

The Exhibitors

The Exhibitors



The Institute of Employment Rights/United Campaign Stand 14

The Institute of Employment Rights is an independent think tank supported by the trade union movement. IER brings together academics, lawyers and trade unionists to inform the debate around fair rights and free unions. The United Campaign is a sister organisation that uses IER's educational materials to develop grass roots campaigns amongst activists. Visit our stand. Pick up some literature, check out our publications and join us in the struggle to secure fairness at work.



International Brigade Memorial Trust

International Brigade Memorial Trust Ground Floor Foyer

The International Brigade Memorial Trust preserves the memory and values of the 2,500 men and women from the British Isles who joined the legendary International Brigades to defend democracy during the Spanish Civil War of 1936–39. More than 500 of them died fighting the fascist-backed military uprising against Spain's elected government.

We organise educational and commemorative activities to remember the volunteers and support historical research into their extraordinary story.

Most International Brigaders were trade union and political activists who saw the necessity of defeating fascism at a time when their government was still appeasing Europe's fascist dictators. As the first generation to oppose modern fascism, they wrote a unique chapter in radical working-class history and remain an inspiration for all those who believe in international solidarity and anti-fascism.

We welcome affiliations and support from unions. Find out more from our website www.international-brigades.org.uk



Justice for Colombia (JFC) Stand 40

Justice for Colombia is the British trade union NGO that campaigns for human rights, workers' rights and the search for peace with social justice in Colombia.

JFC was established in 2002, in response to the appalling human rights crisis in Colombia. While international pressure, including from JFC, has led to some improvements in the situation, Colombia remains the most dangerous country in the world to be a trade unionist, with 29 of our colleagues assassinated in 2011 and six killed so far this year. Many more trade unionists and civil society activists are falsely imprisoned, threatened and forced to flee their homes.

JFC continues to work tirelessly to support our colleagues in Colombia, with targeted campaigns in opposition to the EU-Colombia Free trade agreement, for the freedom of Colombia's political prisoners and for a lasting peace process.

Come and see how you can lend your support.

www.justiceforcolombia.org



LV= Liverpool Victoria Stand 9

As one of the proud sponsors of Congress 2012 LV= would like to offer a warm welcome to all GMB delegates. LV= is GMB's approved supplier for car and home insurance and has been giving members preferential, discounted rates for a number of years. As well as cheaper prices, our insurance includes great quality cover with both our car and home insurance being awarded the highest 5 Star Rating by independent financial research company, Defaqto.

At LV=, we're all about helping people protect and provide for the things they love. This is something we care passionately about and is one of the reasons we are recommended by GMB. Being the UK's largest friendly society we can concentrate on looking after our customers.

Come and Visit the LV= stand where we will be pleased to provide further information.

Registered address: County Gates, Bournemouth BH1 2NF. Tel: 01202 292333



Founded 1933

Marx Memorial Library Stand 13

The word 'unique' is often misused but when applied to the Marx Library it is entirely appropriate. The Library is the only centre in Great Britain wholly dedicated to Marxist research.

The grade II listed building was home to the first Socialist press in the country, at the end of the 19th century Lenin, Eleanor Marx, William Morris and James Connolly all worked there.

Since its foundation in 1933, the Library has been the intellectual home of generations of activists and scholars studying Marx and Marxism. With the status of a charity, the Library exists for the advancement of education, learning and knowledge for anyone desiring to use its resources.

Together with GMB, the Library has produced the 'Art of Revolution' and a range of high quality poster prints and T-shirts available on the stall. Come and say 'hello' and, who knows, maybe even change the world.



National Pensioners Convention (NPC) Stand 32

The National Pensioners Convention is Britain's biggest pensioner organisation, with 1.5m affiliated members spread across 1000 groups nationwide. GMB has long been an affiliate and its retired members play an active role in the Convention's work. The NPC is keen to establish the principle of solidarity between the generations, in the understanding that today's campaigns for better pensions, proper care and end to fuel poverty will benefit tomorrow's pensioners as well. Please come and visit our stand.

Contact details: NPC Walkden House, 10 Melton Street, London NW1 2EJ T: 020 7383 0388 www.npcuk.org

The Exhibitors

The Exhibitors



OH Parsons Solicitors Stand 8

We are a specialist employment and personal injury solicitors practice which was set up by

Owen H. Parsons, a radical socialist, in 1946 to act exclusively for trade unions and their members. We have continued in his footsteps, acting solely for trade unions and their members to achieve safety at work and justice in employment. Much has changed over the years, but our commitment to socialist and trade union values remains as strong as ever. We act for workers across a wide range of industries and aim to offer them all the highest standards of fairness and integrity at all times. We have a strong reputation in Personal Injury, Clinical Negligence and Employment Law. As a GMB member you are entitled to free legal advice and if you succeed in a claim you keep 100% of your compensation. O.H Parsons wish all delegates a successful and campaigning Congress.



Palestine Solidarity Campaign (PSC) Stand 38

The Palestine Solidarity Campaign calls for justice for all Palestinians—an end to Israel's illegal occupation, self-determination and dismantling the apartheid wall. Our most recent focus is on the ethnic cleansing of east Jerusalem and the treatment of child prisoners. Eighteen major unions, representing 80% of trade unionists in Britain, are already affiliated to PSC. Recent trade union conferences have supported the campaign for boycott, divestment and sanctions called for by Palestinian civil society which includes trade unions. Come to our Congress fringe meeting on Monday 11th June at 12.45 in 'The Restaurant' which is inside the Brighton Centre to hear Palestinian and UK trade union speakers. Delegates and visitors are also invited to come to our stand throughout the conference to learn more about our activities.



Pellacraft Limited—Promoting GMB Stand 3

Pellacraft has been established for over 20 years and over this time, has become one of the leading suppliers in the quality Business Gifts and Corporate Promotional Merchandise sector. Our aim is to provide your organisation with the material to help promote GMB throughout industries all over the UK.

We offer a wide variety of products and have put together a brochure showcasing our most popular ranges. These items can be used during recruitment drives, updating current members or simply to help raise awareness of GMB. The effective use of promotional merchandise will leave members with a positive image of you and your union and as a promotional and advertising vehicle this route can prove to be very cost effective.

For more help and ideas, please call Sam on 01623 636602 to discuss your requirements. Pellacraft will be happy to produce ideas, quotations and any samples required in order to enable you to plan your promotion efficiently.

Pellacraft Ltd, Hermitage House, Hermitage Way, Mansfield, Notts NG18 5ES
t 01623 636602, f 01623 635881, e sales@pellacraft.com, www.pellacraft.com



Ruskin College Working With The Unions Stand 11

Ruskin College is a small and friendly residential adult community of learners of all ages. From the College's foundation in 1889, it has enjoyed a close and rewarding relationship with the trade union movement at both national and international levels. We offer a variety of programmes from Level 1 short courses through to Level 6 and 7 (graduate and post-graduate degrees.) Amongst this range of provision the Certificate of Higher Education (CertHE) in Law and the Certificate of Higher Education, and the BA degree in International Labour and Trade Union Studies are particularly relevant to trade unionists who may wish to progress their careers within the trade union and labour movement.

The Masters in International Labour and Trade Union Studies enables a unique opportunity to study trade unionism at a post graduate level. The Masters programmes can be studied either full time or on a part-time, block-residential basis, over weekends, starting in October.

The Certificate of Higher Education and the BA in International Labour and Trade Union Studies can be studied on a part-time block-residential basis over weekends.

The College is opening a redeveloped site in October 2012, with state of the art teaching and learning facilities.

The Exhibitors

Show Racism the Red Card

Show Racism The Red Card Stand 23

Show Racism The Red Card is an anti-racist educational charity. We aim to combat racism through enabling role models, who are predominately but not exclusively footballers, to present an anti-racist message to young people and others.

Show Racism The Red Card acknowledges that racism changes, as do the experiences of Black and Minority Ethnic communities in the UK. Our message and activities therefore

need to be able to respond to such changes as and when appropriate.

We achieve this through:

- Producing educational resources.
- Developing activities to encourage people, including young people, to challenge racism.
- In parts of the UK, challenging racism in the game of football and other sports.

The Exhibitors



Simpson Millar LLP Solicitors Stand 4

In 1919 members of the Post Office Workers Union were in dispute. Having nowhere to turn they walked into the offices of local solicitors, Simpson Millar, who took up their case and have been standing up for the rights of trade unionists and individuals ever since.

Today, lawyers clamour to attract your business. With nearly a century of representing trade unionists, Simpson Millar is no longer just another high street firm. We deliver an exceptional service nationally whether our client is a million people strong trade union or one person needing someone to fight their corner.

We offer:

- Plain, simple and understandable legal advice
- A fighting spirit when our clients need a champion
- A commitment to justice and equality shared with our trade union partners
- A passion to impress every client

Please visit us at stand 4 and let us find out what we can offer you.



Simpsons Solicitors With GMB North West & Irish Region Stand 6

Simpsons Solicitors are proud to be associated with the GMB trade union. We currently act for the North West & Irish Region in relation to personal injury claims and employment matters.

We are a practice employing lawyers who have many years experience in dealing with claims for trade union members and their families.

The principle of our practice is that we are supportive of the trade union movement and our staff are all members of the GMB trade union. We can assure members that we have

the interest of not only their individual claim at heart, but the interest of GMB trade union.

We are involved in assisting the Region's Education Officer in training new Shop Stewards in health and safety matters.

We have lawyers who address various trade union conferences and have a particular presence at the annual GMB North West & Irish Regional Womens Conference.

Please feel free to come to our stand to discuss any legal matters that may affect you or your family as don't forget your membership also covers family members.

We now have offices in both Cheadle Hulme and Liverpool and you can contact us on telephone numbers 0161 485 6030 (Cheadle Hulme) or 0151 236 4312 (Liverpool), or you can email us at law@simpsonssolicitors.co.uk





The Peoples Charter Stand 10

The Peoples Charter is a set of six major economic, political and social reforms to reverse the crisis and the government's austerity policies. They are policies taken from across the trade unions, brought together by leading figures from the labour and trade union movement in 2008. They

provide a progressive alternative for the 99% who know that we're not all in it together. GMB has supported the Peoples Charter from the start. Now the Peoples Charter has been adopted across the trade union movement as the unions lead in the building of an opposition movement against this Government and for an alternative to austerity. Support a peoples charter for change.
www.peoplescharter.org



Thompsons Solicitors Stand 17

Thompsons is the most experienced personal injury and trade union law firm in the UK.

We deal with all kinds of accident and disease cases. We have specialist teams including:

- Brain and spinal injuries
- Road accidents
- Accidents at work
- Asbestos diseases

Our Serious Injuries team goes from strength to strength, and has secured several multi-million pound settlements for our clients in the past year alone.

And our dedicated employment lawyers are proud to work with GMB to protect you at work.

With a network of offices around the UK, Thompsons has provided the very best legal advice and representation to union members and their families for 90 years.



Towergate Insurance Stand 7

Towergate Insurance has been handling GMB's general insurance needs for over fifteen years.

We are experienced in providing personal insurance solutions and we don't believe in the one size fits all approach. We work with some of the biggest unions in the country to provide their members with products precisely focussed on their needs.

Whatever your insurance requirements might be, talk to Towergate.

For further information please contact 01708 333887.

The Exhibitors

The Exhibitors

TRADE UNION FRIENDS of ISRAEL

Trade Union Friends of Israel Stand 19

TUFI was established to strengthen the links between the Histadrut (the Israeli TUC), the Palestinian General Federation of Trade Unions (PGFTU) and the British trade union movement.

TUFI aims to:

- Build support for the Middle East peace process in the UK labour movement;
- Promote efforts towards finding a just and lasting peace settlement for Israelis and Palestinians;
- Initiate dialogue by taking British delegations to meet with both Israeli and Palestinian trade unionists.



TU Fund Managers

TU Fund Managers Ltd Stand 16

TU Fund Managers is one of the oldest Unit Trust investment companies in the UK having celebrated its 50th anniversary in 2011. Founded by the trade union movement back in 1961, unlike most other investment houses, TU is wholly owned by a charity, the TUUT

Charitable Trust, which has over the years supported a diverse range of worthy charitable causes.

You too could invest with TU, from as little as £50 a month. ISA investments are well worth considering to complement pension funds.

For full details, visit the TU stand during GMB Congress.



TUC Playfair 2012 Campaign Ground Floor Foyer

In the run up to the London 2012 Games, the GMB backed Playfair 2012 campaign will be stepping up pressure on the major sportswear brands and Olympic Movement to ensure that the human rights of workers making their goods in global supply chains are respected.

Workers making goods for London 2012 were found to be working in exploitative conditions, and the major brands still aren't paying workers a living wage, or taking a positive approach to trade unions.

The campaign has had some success, but your action is needed now to push the brands and Olympic Movement to do much more to end exploitation.

Visit the Playfair 2012 stand and leave a message for the major brands and Olympic Movement and view the exhibition of the lives of Cambodian garment workers who make sportswear for Adidas. Playfair 2012 is coordinated by the TUC and Labour Behind the Label.



Union Income Benefit Stand 5

FREE £5,000 Personal Accident & Accidental Death cover for all GMB members.

Visit our stand today to register and for your chance to WIN a bottle of champagne.

Plus find out how our range of affordable, easy-to-set-up insurance plans, including Life Insurance, Income Protection, Critical Illness and Personal Accident Cover, can provide GMB members and their families with financial peace of mind.

- All plans include guaranteed acceptance for UK residents within specified age range
- No medical questions & first month FREE
- Life and Critical Illness plans feature No Claim Cash Back

Call free 0800 026 1101 or visit us at www.GMBprotect.com

GMB is an Introducer Appointed Representative of Union Income Benefit Holdings Ltd (UIB) who arrange and administer these policies.

UIB is authorised and regulated by the Financial Services Authority, FSA registration number 307575. You can check this by calling 0300 500 5000.



Venezuela Solidarity Campaign (VSC) Stand 39

There are 20 major trade union affiliates to the VSC, which seeks to raise awareness of the amazing social changes taking place in Venezuela, where millions are enjoying free health and education for the first time.

Workers' rights have also been strengthened, including the right to strike and the illegalisation of outsourcing plus privatisation, and millions of new people are now entitled to a pension. This social change has been endorsed in a record number of national elections and referenda, of which the government led by President Hugo Chavez have won 15 out of 16. Despite this, the resurgent Republican Right in the USA is spearheading an international campaign to isolate Venezuela internationally, and urging further external intervention into the country.

In response to this, VSC campaigns to defend the people of Venezuela's right to self-determination.

Come to our stand to take advantage of our special membership offer.

Address: Po box 56210, London, N4 4XH Email: info@venezuelasolidarity.co.uk

Web address: www.venezuelasolidarity.co.uk

The Exhibitors

The Exhibitors



War on Want Stand 42

Poverty is not an accident—poverty is political. The decisions of politicians in rich countries can mean life or death for people in developing countries. War on Want tackles the root causes of global poverty, and challenges those institutions of the world's economic system that perpetuate that poverty.

War on Want works with some of the bravest and most inspiring groups in Asia, Africa and Latin America. In rural communities, factories, sweatshops, in conflict zones or on the margins of society we believe the best way to tackle poverty is to support those organisations that are best placed to find their own solutions for social change.

As part of Playfair 2012, we have been campaigning to stop the exploitation of garment workers making the Olympics branded sportswear that top athletes will be wearing. With our trade union partners in Bangladesh, we have also exposed the exploitation of workers producing goods for Olympic sportswear companies.



WORTLEY HALL

Wortley Hall Workers Stately Home Stand 33

Wortley Hall, situated between Barnsley and Sheffield, was the ancestral home of the Earls of Wharnccliffe. Everything changed in 1951, when a group of socialists had a vision to transform the semi-derelict building into an "Oasis of Socialism" providing education and holidays for working people.

Wortley Hall, has for sixty years provided facilities to the broad trade union, labour and co-operative movement.

Additionally we offer bed and breakfast, short breaks, two self-catering cottages, a Caravan Club Certified Location site and weddings to the general public.

Today the facilities are impressive, testimony to an ongoing investment programme. What has not changed are the founders' core values, with rank and file shareholder control, and a not-for-profit ethos.

Wortley Hall, Wortley Village, Sheffield S35 7DB Telephone 0114 288 2100

E-Mail info@wortleyhall.org.uk; www.wortleyhall.org.uk



York Disabled Workers Co-operative Ltd Stand 21

We are a workers cooperative—a non-profit company run by disabled people.

Our mission is to employ disabled people providing high standards of employment and offering pay above the national minimum wage.

We encourage everyone to contact us either by phone on 01904 421 091 or by email: sales@yorkdwc.co.uk

Visit our website www.yorkdwc.co.uk

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www.gmbScotland.org.uk

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fight for Equal Pay

Protecting member's



safety at work and beyond

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legal benefits to members

Digby Brown is proud of its long association with the trades union movement and is the sole legal services provider to the GMB in Scotland.

For further information call: Fraser Simpson on **0141 566 9507**
fraser.simpson@digbybrown.co.uk **www.digbybrown.co.uk**





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FINAL AGENDA

COMMERCIAL SERVICES SECTION CONFERENCE 2012

Syndicate Wing 3 & 4
The Brighton Centre

MONDAY 11 JUNE
2.00 pm - 5.00 pm

TUESDAY 12 JUNE
9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

COMMERCIAL SERVICES SECTION CONFERENCE

NATIONAL OFFICE

SMITH, GARY	<i>National Secretary</i>
BRIMBLE, JUDE	<i>National Officer</i>
RIX, MICK	<i>National Officer</i>
BALFOUR, MICK	
HARDING, KERRI	

SECTION NATIONAL COMMITTEE

ADAMS, BRIAN	Birmingham & West Midlands
CLEMENTS, DAVE	Southern
DUNNETT, ROY	London
EVANS, GWYN	South Western
FLANAGAN, KEVIN	North West & Irish (Section President)
FOSTER, JEAN	Southern
GREGG, MARGARET	North West & Irish
JUSS, WARINDER	Birmingham & West Midlands
KANE, PETER	Northern
MURPHY, CATHERINE	GMB Scotland
RYAN, LISA	North West & Irish
SAGE, MALCOLM	Midland & East Coast (Section Vice President)
SLATER, KATHLEEN	Midland & East Coast
SHARP, LENA	London
SHARPE, NICOLA	Yorkshire & N Derbyshire

BIRMINGHAM & WEST MIDLANDS

CARSON, WILLIAM	Securitas
CLARKE, MARGARET	ASDA
DALEY, ELAINE	Citizens Advice Bureau
DUGGAN, JIM	Retired
GHAJ, ANIL	Yodel
HARVEY, GLYN	Border Automatics Ltd
ROBERTSON, STEPHEN	DHL Supply Chain

LONDON

BAKER, ELEANOR	TSSA
BATSON, JUDITH	Tristar Cars
BOWMAN, MAVIS	ASDA
CARTER, JOHN	Yodel Transport
CHOLERTON, ANTHONY	London Zoo
CONWAY, WILL	House of Commons
COUSIN, ALISON	ASDA
FAITH, DANNY	British Airways
HAMBROOK, LESLEY	UNITE The Union
HARRIS, IAN	Unemployed
KENDRY, KIM	PCS
ISAACS, JOE	Ex British Gas
LANCASTER, MICHAEL	ASDA
MOORE, STEVE	RCN

PITTAWAY, CHARLIE
PURCELL, HELEN
ROBINSON, PAUL
RONEY, CLIFF
ROWLEY, KEITH
SAYWALL, MATT
TAYLOR, MELANIE
WALKER, MARTIN
WALTON, MICHAEL
WOODS, GERARD

G4S Guarding
PCS
DHL Exel
Thames Water
Self-employed
British Medical Association
TSSA
British Gas Service
Unspecified
Chubb Security

MIDLAND & EAST COAST

ABLETT, ALAN
BURKETT, IAN
CLARKSON, CAROL
EVANS, JASON
GOLDING, JIMMY
LASCELLES, DAVID
MASON, CATHY
NEWBY, NATALIE
PETERS, LONE
MARTIN, ANGIE

Unemployed
Central Networks Ltd
ASDA
Severn Trent Water
Ikea Furniture
OCS Group
Wilkinsons
Big About Music
ASDA
ASDA

NORTHERN

DAVISON, VERONICA
DUNCAN, PAUL
KANE, SAMANTHA
LAYLAND, DARREN
MANUEL, GRAHAM
MASON, COLIN
McCARRY, PATRICK
MORRIS, YVONNE
NELSON, DAVID
PIERCE, PAUL
RAMSEY, PAUL
SCURR, RAYMOND
SERRECHIA, LINDA
STOBART, ETAIN

Retired
Reliance Security
Sellafield Ltd
NPower Metering
Retired
N Power
Sellafield Industrial
Retired
G4S Security Services
John Flowers Limited
Northumbrian Water
John Flowers Limited
TATA Global Beverages
Northumbrian Water

NORTH WEST & IRISH

ASHWORTH, TRACEY
CAMPBELL, ROBERT
CLEARY, BERNARD
DAVENPORT, JOHN
DONLEY, JAMES
EVANS, PAUL
HOMER, BRIDGET
HUGHES, IAN
LARKIN, TONY
McCARTNEY, JAMES

Servisair
Resource Group
Servisair
Retired (CVIT)
Unemployed
Retired (Transport)
ASDA
National Grid
USDAW
ASDA

NICHOLLS, SAMANTHA
PATRICK, TRACY
REID, STEVEN
SUTTON, CATHERINE
WALKER, DENISE
WAITE, DEREK

Wilkinsons
Northgate
United Utilities
ASDA
Creations Cons. Financial
British Gas

GMB SCOTLAND

ALEXANDER, FRANK
GAULD, JULIE
GREENHORN, ANDREW
McCULLOCK, MARTIN
MOTHERWELL, SUZANNE

EDF Energy
ASDA Stores
G4S
Yodel
Scottish TUC

SOUTHERN

DANIELS, TOBY
DICKINSON, KAREN
GARDNER, CHARLOTTE
GIGG, DAVID
GOODACRE, PAUL
GROAT, ANGUS
HUTCHINGS, STEPHEN
LANGLOIS, TIM
MASKELL, MARTIN
NEWMAN, ANDY
PUTNAM, STEVE
SMITH, MATTHEW
SUCKLING, DOUG
VALLELLY, CAROLE

Wilkinsons
Centrica
Centrica
G4S
P & O
G4S
ASDA
Jersey Telecom
Yodel
Motorola
Western Power
Gourmet Burger Kitchen
EDF Energy
Self-employed

SOUTH WESTERN

BAKER, ADIE
BRADY, JULIA
DAVIES, HELEN
HUNT, PAUL
JENKINS, KEITH
JONES, STEPHEN
SAMUEL, STEVE
WILSON, MIKE

ASDA Distribution
Welsh Water
Association of Teachers & Lecturers
Welsh Water
Western Power Distribution
Yodel
Western Power Distribution
Welsh Water

YORKSHIRE & NORTH DERBYSHIRE

BAGNALL, PETER
FAWCETT, MICHELLE
GREEN, MARIE
HUNTER, MOIRA
KNOWLES, RITA
SHEPHERD, JEMMA
SIM, DAVID
WALKER, SUSAN

Retired
ASDA
Wilkinsons Hardware
ASDA
ASDA
Wilkinsons Hardware
G4S Care & Justice
ASDA

COMMERCIAL SERVICES SECTION CONFERENCE PROGRAMME

Syndicate Wing 3 & 4, The Brighton Centre

MONDAY 11TH JUNE

14.00 Conference Opens

Chair's welcome, announcements and opening remarks

Kevin Flanagan, Section President

The GMB Malawi Project

Dave Gigg & Brian Terry, Southern region

Campaigns and Action

Reports from Conference delegates on their campaigning, industrial and organising activity

Motions

CS6 Re-Invigorating TUPS

CS7 PUBCO

Address to Conference

Paul Kenny, General Secretary

Presentation of the "Dave Lyons Award" to the Commercial Services Section Outstanding Activist

Closing Remarks

Gary Smith, National Secretary

17.00 Conference Adjourns

TUESDAY 12TH JUNE

09.30 Conference resumes

Motions:

CS1 Private Hire Licence Limitation

CS2 Private Hire Minimum Fares

CS3 No Heading

CS4 Commercial Sector

CS5 Decent Living Wage for All

Industrial Report

Mick Rix, National Officer

Motions:

CS8 Supporting Members Holding SIA Licences

CS9 Zero Hours Contracts

CS10 Changing Contractual Hours to Zero Hours Contracts
CS12 Access and Parking Restrictions in CVIT
CS13 Stab Vests for Security Guards
CS14 Police and Private Security Industry

Industrial Report

Jude Brimble, National Officer

GMB@Olympics

Bob Crosby, Lead Organiser

Motions:

CS15 OfWat, Water Industry Economic Regulator
CS16 Employing Young People in the Gas Industry
CS17 Recruitment - British Gas
CS18 Recruitment – National Grid
CS19 Nuclear
CS20 Renewables
CS21 Solar Power – Tariff On Panels
CS22 Clean Coal – CCS (Energy Policy)
CS23 Coal Industry (Energy Policy)
CS24 Clean Coal
CS25 Severn Barrage Project

12.30 **Conference Adjourns**

14.00 **Conference resumes**

Industrial Report

Gary Smith, National Secretary

GMB@Work

Martin Smith, National Organiser

Health and Safety Report

Dan Shears, Health, Safety & Environmental Policy Officer

15.00 **Panel Debate: Affordable Energy for All**

A debate between invited MPs and other speakers on meeting future energy needs, followed by a Question & Answer session

Election of Section President and Vice-President

Section Conference - Summary

Gary Smith, National Secretary

Closing Address

Kevin Flanagan, Section President

17.30 **Conference Closes**

COMMERCIAL SERVICES SECTION

INDEX OF CONFERENCE MOTIONS

CS12	ACCESS AND PARKING RESTRICTIONS IN CVIT
CS10	CHANGING CONTRACTUAL HOURS TO ZERO HOURS CONTRACT
CS24	CLEAN COAL
CS22	CLEAN COAL – CCS (ENERGY POLICY)
CS23	COAL INDUSTRY (ENERGY POLICY)
CS4	COMMERCIAL SECTOR
CS5	DECENT LIVING WAGE FOR ALL
CS16	EMPLOYING YOUNG PEOPLE IN THE GAS INDUSTRY
CS3	NO HEADING
CS19	NUCLEAR
CS15	OFWAT, WATER INDUSTRY ECONOMIC REGULATOR
CS14	POLICE AND PRIVATE SECURITY INDUSTRY
CS1	PRIVATE HIRE LICENCE LIMITATION
CS2	PRIVATE HIRE MINIMUM FARES
CS7	PUBCO
CS17	RECRUITMENT - BRITISH GAS
CS18	RECRUITMENT – NATIONAL GRID
CS6	RE-INVIGORATING TUPS
CS20	RENEWABLES
CS25	SEVERN BARRAGE PROJECT
CS21	SOLAR POWER – TARIFF ON PANELS
CS13	STAB VESTS FOR SECURITY GUARDS
CS8	SUPPORTING GMB MEMBERS HOLDING SIA LICENCES
CS11	THIRD PARTY PRESSURE IN PRIVATE SECURITY INDUSTRY
CS9	ZERO HOURS CONTRACTS

COMMERCIAL SERVICES SECTION

MOTIONS

CS1. PRIVATE HIRE LICENCE LIMITATION

Conference calls for a change in legislation to enable limitations on the numbers of Private Hire Licences issued by licensing authorities.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

CS2. PRIVATE HIRE MINIMUM FARES

This Conference agrees that Private Hire Drivers should have the ability through legislation to set minimum fares nationwide.

This will allow them to earn a living closer to the national minimum wage this is necessary to enable drivers to earn a living wage, pay income tax and maintain the vehicles, and of course obtain a reasonable standard of living, similar to that of workers on the minimum wage.

Fares will be set on a Local Authority basis, however a minimum fare based upon the economy of the area must be imposed and it must be illegal to charge less.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

CS3. NO HEADING

Bank holidays recognise specific times when schools are closed and families of working parents in particular are hard hit.

We in Adsa have seen a steady erosion of bank holiday premiums, lieu time and new bank holidays which saw workers having to work New Year's Day night, Boxing Day night and even Christmas Day night.

This Conference calls upon the National Officer to mount a campaign that recognizes the importance of these days and times to workers and establish that in future all bank holidays as appearing on calendars are recognised and paid at appropriate rates.

A56 BRANCH
North West & Irish Region

CS4. COMMERCIAL SECTOR

With continuing job losses both in Manufacturing and now Public Services, the only game in town seems to be service industries, i.e. jobs that cannot be exported, in particular in retail.

Whilst any provision of employment is to be welcomed, full time well paid jobs being replaced with part time low paid ones is clearly a situation ripe for exploitation.

We should not become part of a race to the bottom in low wages, removal of break entitlements, and no recognition of Bank Holidays and so on.

To that end, Conference calls upon the National Secretary to compile a league table of figures for the four big supermarkets, showing by comparison day rates, night rates, premiums/shift allowances, break allowances, bonuses/share schemes, uniform provisions (including free safety footwear) and recognition of payments for Bank Holidays. Thereby arming activists with legitimate arguments to improve the lives of members rather than preside over any decline.

P42 BRANCH
North West & Irish Region

CS5. DECENT LIVING WAGE FOR ALL

This Conference calls for a decent living wage for all and to take this into consideration the large supermarket chains who pay their staff poverty wages whilst making huge profits. We demand that £7.20 an hour be paid to all workers allowing them a substantial standard of living.

A15 ASDA BRANCH
Birmingham & West Midlands Region

CS6. RE-INVIGORATING TUPS

This Conference recognises that workers employed by Trade Unions experience workplace issues no different to those in the workplaces of every other sector and recognises the old maxim "there is no such thing as a good employer, only employers, some of whom may not be as bad as others". Whether this maxim is true or not, we need to make sure workers employed by the trade union movement are well prepared to deal with issues, some of which are unique to the sector, in a way that doesn't bring our movement into disrepute.

We therefore call on the GMB to reconvene regular meetings and seminars of those Reps and Activists within the Trade Union and Political Societies section of the Union.

HOLBORN APEX BRANCH
London Region

CS7. PUBCO

This Conference will continue to support tied Licencees in their fight against the injustices forced upon them by pub companies.

BUXTON BRANCH
Midland & East Coast Region

CS8. SUPPORTING GMB MEMBERS HOLDING SIA LICENCES

This Conference is asked to support GMB members holding SIA licences by ensuring that the proposed regulatory changes do not result in a self regulating Security Industry.

The GMB supported the creation of the Private Security Act in order to improve and regulate the Security Industry, the present government has demonstrated a fatal lack of understanding of both the industry and regulatory needs. The GMB is asked to continue to support it's members and oppose these deeply flawed proposals.

G36 SECURITY BRANCH
Southern Region

CS9. ZERO HOURS CONTRACTS

This Conference is asked to attack the practice of so called Zero Hours Contracts. This is where companies bully or cajole our members into signing contracts that in essence are part time with no specified hours.

Companies who defend the practice of demolishing established practice and conditions as *market led practice* are to be prevented from furthering the erosion of hard fought for benefits.

These Contracts need to be opposed at all levels of GMB organisation and a return to a defined working week providing a living wage needs to be pursued.

G36 SECURITY BRANCH
Southern Region

CS10. CHANGING CONTRACTUAL HOURS TO ZERO HOURS CONTRACT

This Conference is deeply concerned that some security companies are changing Static Guards contractual hours to zero hour's contract.

If our Security Guards don't agree, they terminate their contract (by giving 4 weeks notice) and offer our security guards a new one including the revised terms – effectively sacking our Security Guards and taking our Security Guards back on. This may be due to cost cutting or wilful disregard. This seems on the surface a small matter, but cause Security Guards stress and in some instance terms and conditions are amended to change without employee consent.

GMB LONDON SECURITY BRANCH
London Region

CS11. THIRD PARTY PRESSURE IN PRIVATE SECURITY INDUSTRY

Conference 2012/Commercial Services Conference resolves that in this time when much work is contracted out to either agencies or contracting companies particularly within the security industry, that the Government should strengthen the clauses whereby a worker is removed from site due to pressure from the client upon the contracting company.

There are many instances where the reasons for removal from site at client request would not be sufficient under Employment Law to dismiss. Yet, especially in the present economic climate and with a zero hour contract this is in effect what happens to the worker when they leave the site of their employment. We feel that the reasons for a worker to be requested to leave a site by the client should at least be as strong as those required for dismissal for gross misconduct otherwise they could be dealt with by the disciplinary procedure of the contracting company.

GMB LONDON SECURITY BRANCH
London Region

CS12. ACCESS AND PARKING RESTRICTIONS IN CVIT

Conference acknowledges that there has been a massive reduction in the number of attacks on Cash in Transit vehicles in recent years. This is mainly down to the splendid work by the GMB assisted by G4S.

Many members of the general public still believe this to be a victimless crime. Unfortunately this is not the case, and more needs to be done in an attempt to further reduce and eliminate this particular crime.

To this end we would ask the GMB along with other involved groups to launch a campaign aimed at removing the many parking and access restrictions that expose our members to greater danger because of the distances between the transit vehicles and the final destination.

SECURICOR 1 BRANCH
London Region

CS13. STAB VESTS FOR SECURITY GUARDS

Conference recognises that recent violence at Jobcentres, Retail Departments and Hospitals included thefts, attacks by alcohol-intoxicated people, male/female visitors being assaulted in the Accident and Emergency Department and Security staff being spat at and verbally and racially abused, while carrying out their duties.

The Corporate Manslaughter and Corporate Homicide Act 2007, recent violent attacks on security professionals and the noticeable increase in lack of respect and anti social behaviour should be reasons enough for security providers to issue their staff with stab vests.

If a security professional is getting stabbed with any edged weapon, he or she will have legal grounds to take legal action against the employer. Some G4S Security Guards are using their own personal stab vests for protection on Jobcentre sites in Greater London.

We don't know if the UK Government is trying to support the individual. However, too many security companies still try to get out of it.

A building company would have to pay for hard hats and steel toecap boots and high viz jackets..... why not the security industry is still a mystery!

GMB LONDON SECURITY BRANCH
London Region

CS14. POLICE AND PRIVATE SECURITY INDUSTRY

This Conference should note that massive contribution made by the private security industry during the riots, in Greater London.

We ask the GMB to campaign that lessons should be learnt from what happened recently and if anything, the Government, the Police and the Private Security Industry should be working far more closely together in ensuring that combined public and private sector resources are being deployed when these sort of troubles are taking place. It should not just be left to the police or as a last resort, the Army to be deployed. After all Security Officers have the experience to operate at least to the standard of Special Constables and they should be a useful additional trained resource which should not be ignored as and when required.

GMB LONDON SECURITY BRANCH
London Region

CS15. OFWAT, WATER INDUSTRY ECONOMIC REGULATOR

Conference we deplore the reduction in pay terms and conditions of UK water company employees.

Every 5 years, (the amp period) OFWAT the Industry Regulator introduces artificial competition to drive down costs, the last determination reportedly saved we the consumers an average of £3 per year but the cost to employees was the loss of jobs, outsourcing and/or reductions in pay, conditions and pensions.

Congress calls on the GMB to campaign for OFWAT to have to take account of what their determinations will have on employees and employment. At present their impact assessments lists customers, companies and the environment and the UK economy nowhere do they mention the impact on employees.

THAMES GENERAL BRANCH
London Region

CS16. EMPLOYING YOUNG PEOPLE IN THE GAS INDUSTRY

This Conference recognises that there is a problem because of the age profile of the current workforce in the gas industry. That there will soon be a serious shortage of directly employed skilled workers, as many experienced employees with long service retire over the next five to ten years.

Conference calls upon the companies in the gas industry to invest in the future of the industry and in our young people by providing more apprenticeships and high quality training schemes which will lead to skilled jobs in direct employment. Conference condemns the drift towards contractorisation, especially amongst the Gas Distribution Networks, which make plenty of money from UK consumers.

These companies must put something back into the economy by investing in young people, and Conference calls upon the union to press the network operators, the Government and Ofgen to act now

before the gas industry is completely taken over by contractors, with nobody training tomorrow's workforce.

Conference also condemns this Government for the huge rise in young unemployment and sees this as a way of getting some of our young people back to work and off of benefits.

BEDS COUNTY BRANCH
London Region

CS17. RECRUITMENT - BRITISH GAS

We the members of North West Gas, Branch L34 call on the GMB to obtain full commitment of the Government and British Gas to the (Green Deal). This proposal is to scrap old and inefficient boilers with financial support for the customer. This will bring about a cleaner more cost effective service and create a work load for our members.

L34 BRANCH
North West & Irish Region

CS18. RECRUITMENT – NATIONAL GRID

We the members call on GMB and National Grid to recognise the ageing profile of the direct workforce and recruit employees from long term contractors and promote a recruitment campaign for apprentices to ensure a highly trained committed and skilled workforce to maintain standards of service and safety.

L34 BRANCH
North West & Irish Region

CS19. NUCLEAR

This Conference calls on the Coalition Government to reaffirm its commitment to a Nuclear Industry that is part of a balanced and safe Energy Policy.

Conference believes that with energy costs going through the roof, there has never been a stronger case for Nuclear Energy, and calls on the Government to publicly support the Nuclear Industry, so that some certainty can be given to medium and longer term investment decisions.

Furthermore, this Conference calls on the Labour Party to give a full commitment to Nuclear Energy to be an integral part of its energy-policy as part of its manifesto development.

SELLAFIELD IND BRANCH
Northern Region

CS20. RENEWABLES

This Conference calls on all parties at Westminster to publicly support the renewable energy sector, to pledge to provide monetary incentives to enable the sector to grow and to ensure renewables take an important role in a balanced UK Energy Policy based on domestic production and not reliant on foreign companies and countries.

NEWCASTLE AND NORTH TYNE GENERAL BRANCH
Northern Region

CS21. SOLAR POWER – TARIFF ON PANELS

This Conference condemns the halving of the 'lead in' tariff for electricity generated from solar power by the coalition Government and the thousands of manufacturing jobs that have been put in jeopardy as a result.

Furthermore, it exposes the Green credentials of the present Government as a sham.

The feed in tariffs programme, people in Britain with solar panels are paid for the electricity they generate. The new tariff of 21p per kilowatt/hour, down from the current 43p, had been expected to come into effect from April, but in October the UK Government said it would be paid to anyone who installed their solar panels after 12th December. The tariff for surplus electricity exported to the national grid will remain at 3.1p per kilowatt/hour.

The UK Government had said the subsidy cut would ensure the scheme carried on in the future.

The decision was made while a consultation progress on changes was still underway, which the High Court concluded was legally flawed.

The UK Government has said it would defend a challenge at Judicial Review. A spokesman said it believed the changes were needed and that solar projects would still be an attractive investment.

We ask this Conference to keep their MP members alert to this scandal.

ALFRETON NO.1 BRANCH
Midland & East Coast Region

CS22. CLEAN COAL – CCS (ENERGY POLICY)

This Conference exhorts the government to urgently implement the projects to build clean coal power stations with carbon capture and sequestration (CCS).

YORKSHIRE COAL STAFFS BRANCH
Yorkshire & North Derbyshire Region

CS23. COAL INDUSTRY (ENERGY POLICY)

This Conference acknowledges that in order to maintain an indigenous coal industry of a viable size, government intervention may be necessary.

YORKSHIRE COAL STAFFS BRANCH
Yorkshire & North Derbyshire Region

CS24. CLEAN COAL

This Conference calls on the Government to set up an investment programme into clean coal technology.

After the decimation of mining extraction in the UK, Conference is appalled that the UK imports coal, instead of investing in the sort of environmentally friendly clean coal techniques that would help transform UK industry.

This Conference calls on the coalition Government to act immediately to enable clean coal industry to develop and calls on the Labour opposition to commit clean coal technology to be part of its Industrial and Regional Policy.

NORTH TYNE MANUFACTURING BRANCH
Northern Region

CS25. SEVERN BARRAGE PROJECT

Conference notes that the coalition government cut funding to feasibility studies into the Severn Barrage project in October 2010, for generating electricity by tidal power.

The last Labour government had launched a two year study in 2009. The study was led until the 2010 General Election by Ed Miliband, as Secretary of State for Energy and Climate Change.

There are several competing solutions within the Severn Barrage scheme that offer enormous potential advantages. For example, 5% of the UK's output would come from the 10-mile version. The barrage

could continue to operate for around 120 years compared with 30-40 years for nuclear power plants. Construction of the scheme could guarantee skilled engineering jobs for up to 20 years, in South Wales and the West Country, and construction of the turbines could benefit UK manufacturing.

Conference resolves to call for restored government funding of the feasibility study; and support in principle the construction of a major tidal power scheme in the Severn Estuary.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

FINAL AGENDA



MANUFACTURING SECTION CONFERENCE 2012

Syndicate Wing 1 & 2
The Brighton Centre

MONDAY 11 JUNE
2:00pm - 5:00pm

TUESDAY 12 JUNE
9:30am – 12:30pm/2:00pm – 5:00pm

SECTION NATIONAL COMMITTEE

<i>Vacancy</i>	<i>Birmingham & West Midlands</i>	<i>Manufacturing Section</i>
FRASER, BRENDA	London	Manufacturing Section
HARRY, AUDREY	Midland & East Coast	Race Reserved
WHEATLEY, PAUL	Midland & East Coast	Manufacturing Section
HUTCHINSON, MARY	Northern	Women's Reserved
EMMERSON, GEORGE	Northern	Manufacturing Section
FERGUSON, GERRY	Northern	General Seat
WAUGH, RON	North West & Irish	Section President
MARNELL, EDWARD	North West & Irish	General Seat
MCDONNELL, JOHN	North West & Irish	General Seat
MCGIVERN, ANDY	North West & Irish	General Seat (N Ireland)
<i>Vacancy</i>	<i>GMB Scotland</i>	<i>Manufacturing Section</i>
MCLAREN, ANN	GMB Scotland	Women's Reserved
HULLEY, BRYAN	Southern	Manufacturing Section
BEARCROFT, SHEILA	South Western	Women's Reserved
FARR, BRIAN	South Western	General Seat
LEADER, ANN	South Western	Manufacturing Section
STRIBLEY, JAMES	Yorkshire & North Derbyshire	Manufacturing Section

NATIONAL OFFICE

DAVIES, PHIL	National Secretary – Head of Manufacturing Section
HAZLEWOOD, KEITH	National Secretary
BLACK, ALLAN	National Officer
WHITEHURST, PHIL	Lead Officer – Engineering Construction
WARE, AURIOL	Section PA
ODLIN, KASIA	Section PA

CONFERENCE SPEAKERS

HAGGLUND, SAM	EFBWW General Secretary
NICHOLLS, DOUG	GFTU General Secretary
JOHNSTON, ROB	IMF
WILSON, JOHN	UKft (retiring Chairman)
MILN, JOHN	UKft Chairman
MULHEARN, TONY	Liverpool City Council
MCDONNELL MP, JOHN	

BIRMINGHAM & WEST MIDLANDS REGION

CORBETT, ANDREW	Doosan Power Systems	D40
EVANS, STEVE	Landrover	R50
INGLEY, JACKIE	GMB	T10
JONES, ROGER	Retired	T36
LAL, MADAN	Proactive	W70
LEESE, KENNETH	JCB	R35
NIXON, TONY	MoD	S60
POSTON, DAVID	Eaton	B76

LONDON REGION

GAGLANI, SHAILESH	Katsouris	Central Wembley
KENNETT, DIANNE	Hain Frozen Foods	Kings Lynn No 1
KHAN, SHAHIDA	EAT Foods Ltd	Central Wembley
PRESHAW, MICHAEL	Ford Motor Company	Dagenham Motor Industries

MIDLAND & EAST COAST REGION

ALLINSON, SHANE	Crown Paints	Hull Paint & Engineering
BELL, PAUL	British Aerospace	British Aerospace Apex Brough
BREARLEY, DAVID	Retired	Derby Tec
LOWERY, MARYANN	Moy Park	Grantham Community
MCCROSSAN, JAMES	DHL	Scunthorpe Food & Allied
MILLS, DOROTHY	Retired	Alfreton No.1
MORGAN, RICHARD	AMAC	Derbyshire Community
SOPER, PHILIP	Almor Group	Nottingham Tec
STOKELEY, MELVYN	Duresta Upholstery Ltd	Long Eaton CFTA
WHILDING, ROB	Tarmac Quarry Prods	Buxton

NORTHERN REGION

DONOGHUE, WAYNE	Princess Eden Valley Water Co	East Cumbria General
EBDEN, MICHAEL	George Smith Ltd	Newcastle 71 FTAT
HEWITSON, JAMES	Elddis Caravans	Durham General
HUGHES, WILLIAM	Retired	Sunderland 9 Engineering
KENT, MICHAEL	Liebherr Cranes	Sunderland 9 Engineering
NELSON, PHILIP	George Smith Manufacturing	Newcastle 71 FTAT
SAWDON, PETER	Retired	Stockton 3 Engineering
SISTERSON, MARK	Haraeus Quartz UK Ltd	Newcastle & Nth Tyne Gen
SPEAKMAN, RICHARD	North Yorkshire Timber	Stockton FTAT
STUBBS, KENNETH	Remploy Ltd	Remploy North
TAYLOR, COLIN	Liebherr Cranes	Sunderland 9 Engineering
TAYLOR, BERNARD	Tees Valley Housing	Middlesbrough Engineering
ANTHONY WINTER, JOHN	Contractor	South Shields 2

NORTH WEST & IRISH REGION

BARTON, JAMES	Self Employed	Z15
DAVIES, BRIAN	Remploy	R01
GRAY, DAVID	Becker Ind Coatings Ltd	G40
GUNN, BOB	Retired	F72
HURLEY, LEE	Nestle Purina	S42
LLOYD, KEVIN	Cereal Partners	V15
LOWDEN, RAYMOND	Retired (Shorts)	X02
RAWSTHORNE, BARBARA	Retired (C&T)	Y03
RICKARD, LEO	Dublin Port Co.	Z33
SMITH, JOE	Remploy	Ro1
TOOMEY, JOHN	Retired (Engineering)	Z32
WELHAM, BOB	Crown Paints	C51

GMB SCOTLAND

CARSON, BRENDA	The Edrington Group	Clyde Bonding
COWAN, JOHN	Carron Phoenix	Falkirk FI Engineering
DOLAN, JOHN	BAE Systems Surface Ships	Clydebank 3
LOGAN, ALEXANDER	Ferguson Shipbuilders	Port Glasgow No 4
MCNEILL, FRANCIS	BAE Systems Surface Ships	Glasgow 66 Eng
MOOHAN, MARY	Chivas Brothers Ltd	Dumbarton 2
PATTERSON, ROBERT	Interfloor Ltd	Heathhall
RIDDELL, PHYLLIS	United Biscuits	Tollcross Biscuits
WALKER, DUNCAN	Unemployed	Grangemouth 583 (CFTA)

SOUTHERN

BRADFORD, WILLIAM	BAE Systems	Southampton No. 1 Z42
BURTON, BRIAN	Self-Employed	North Kent Eng. Z39
DE-BANKS, AARON	Babcock Marine	North Devon 686 Z27
LEAK, DAVID	New Medway Steam Packet Co	N Kent Engineering Z39
PALMER (JNR), GARY	Vi Spring	Plymouth P20
POWELL, JOHN	Retired	Weymouth W27
STEVENSON, JOHN	BAE Systems	Southampton No 1 Z42
WARN, NIGEL	Babcock Marine	Devonport D19

SOUTH WESTERN

BEATON, WENDY	Dewhirst Ladieswear Ltd	Dewhirst Capel Hendre
HARRISON, SHARON	Kautex Cvs Ltd	Hengoed Engineering
KINSON, MARTIN	Saica Pack Ltd	Newport 7
LEGG, BRIAN	Retired	Swansea BMS
PICKSTOCK, SHARON	Thermo Fisher	Motil Plastics
REES, MARTYN	Tata Steel Uk	Port Talbot BMS
SMITH, JENNY	Unemployed	Mid Glamorgan C&T
WILLIAMS, GARY	Wilkinsons	Newport 6
WOODWARD, LES	Remploy	Swansea Remploy

YORKSHIRE & NORTH DERBYSHIRE

BARNES, KEVIN	BASF Performance Products	CIBA Chemicals
EARLY, JOHANNA	BASF Performance Products	CIBA Chemicals
GILBERTHORPE, KENNETH	Firth Rixon Metals	Sheffield Boilermakers
GLEDHILL, ANTHONY	Remploy Ltd	Leeds Central & Symphony
GOLDING, BRIAN	Nestle	Rowntree & Associated
HIRST, MICHAEL	Tangerine Confectionery	Pontefract Central
JARVIS, GRAHAM	Windowstyle Uk	Barnsley Manufacturing
KEMP, IAN	Tata Steel Ltd	Parkgate
PLUMB, TERRY	ARLA Foods	Asdair
POLLARD, TERENCE	London & Scandinavia	Rotherham Chemicals
PUGH, MORGAN	Retired	Yorkshire Copper Works
SHIELD, JAMES	Tangerine Confectionery	York General
TAYLOR, MAUREEN	Ronseal Ltd	Chapelton
THORPE, DAVID	Remploy Ltd	Remploy Yorkshire

MANUFACTURING SECTION CONFERENCE PROGRAMME

MONDAY 11TH JUNE 2012 2PM-5PM

Welcome and announcements
Appointment of tellers

National Secretary's Report: Phil Davies

Motion 1	Offshore Manufacturing
Motion 2	Manufacturing Decline
Motion 3	Recession and UK Manufacturing
Motion 4	Manufacturing
Motion 5	Support for Manufacturing

Steve Kemp – GMB Political Officer

Paul Kenny – GMB General Secretary

Speakers:

John Miln – Ukft Chairman

John Wilson – Ukft Chairman (retiring)

National Officer's Report – Allan Black

Motion 17	Defence
Motion 22	Bombardier and UK Rail Manufacturing

National Secretary's Report: Keith Hazlewood

Speaker:

Rob Johnston – IMF Executive Director

Announcements
Conference Adjourns

TUESDAY 12TH JUNE 2012 9:30AM-5PM

Announcements

Motion 6	Manufacturing Devastation in the UK
Motion 7	Manufacturing Jobs
Motion 8	UK Manufacturing Growth
Motion 9	Manufacturing
Motion 19	British Standards on Furniture

Paul Clarke – GMB National Lead Organiser

Motion 16	Site Organisation NJCECI
Motion 18	Construction

Motion 21 Defence of Construction Industry Agreements

Phil Whitehurst – GMB Lead Organiser Engineering Construction

Speaker:

Tony Mulhearn – Liverpool City Council

Denny Hurst Award

Ben Rubner Award

Jim Kooyman Award

Kathleen Walker Shaw – GMB European Officer

Speaker:

Sam Hagglund – EFBWW General Secretary

Lunch break (12:30pm-2pm)

Announcements

Election result for Section President/Vice President

Speaker:

Doug Nicholls – GFTU General Secretary

Motion 10 Political

Motion 11 Sayce

Motion 12 The Sayce Report

Motion 13 Remploy

Motion 14 Keep Remploy Open and Under Public Control and Ownership

Motion 15 Support Remploy

Motion 20 Apprentices

Speaker:

John McDonnell MP

Les Woodward – Remploy Convenor

Phil Davies – GMB National Secretary

Speaker:

Justice for Colombia

Announcements

Vote of thanks

Conference Closes

MANUFACTURING SECTION

SECTION CONFERENCE MOTIONS

MF20	APPRENTICES
MF22	BOMBARDIER AND UK RAIL MANUFACTURING
MF19	BRITISH STANDARDS ON FURNITURE
MF18	CONSTRUCTION
MF17	DEFENCE
MF21	DEFENCE OF CONSTRUCTION INDUSTRY AGREEMENTS
MF14	KEEP REMPLOY OPEN AND UNDER PUBLIC CONTROL AND OWNERSHIP
MF4	MANUFACTURING
MF9	MANUFACTURING
MF2	MANUFACTURING DECLINE
MF6	MANUFACTURING DEVASTATION IN THE UK
MF07	MANUFACTURING JOBS
MF1	OFF SHORE MANUFACTURING
MF10	POLITICAL
MF3	RECESSION AND UK MANUFACTURING
MF13	REMPLOY
MF11	SAYCE
MF16	SITE ORGANISATION NJCECI
MF5	SUPPORT FOR MANUFACTURING
MF15	SUPPORT REMPLOY
MF12	THE SAYCE REPORT
MF8	UK MANUFACTURING GROWTH

MANUFACTURING SECTION

MOTIONS

MF1. OFF SHORE MANUFACTURING

This Conference calls upon the Government to stop the continual transfer of manufacturing jobs overseas to low wage economies.

Y03 BRANCH
North West & Irish Region

MF2. MANUFACTURING DECLINE

This Conference expresses concern and disappointment with the last Labour Government's continuation of the Tory policy of allowing manufacturing in Great Britain to decline to such an extent that it led to millions of job losses with the migration and re-settlement of major manufacturing companies to low paid, under developed countries which have allowed the exploitation of their own citizens for corporate greed. This was and is global exploitation, not globalisation.

We therefore call on the GMB and all trade unions involved in manufacturing to work with the Labour Party to encourage companies re-invest in Great Britain and use the skills that have been allowed to stagnate.

MID GLAMORGAN C&T BRANCH
South Western Region

MF3. RECESSION AND UK MANUFACTURING

Conference continues to be concerned that the present government is determined to continue with its policy of reducing the public sector and public sector jobs which will result in a further recession in the UK. Even though the recession is worldwide, Germany which has kept a viable manufacturing sector, is going doing far better than most other economies in Europe including the UK.

Many commentators from the left and right believe that the only way to secure a route out of recession is to strengthen the UK Manufacturing sector. Although the government has talked encouraging words on manufacturing it has done little to actually assist it.

This Conference is concerned that the GMB's voice on manufacturing is not heard loud enough and calls on the GMB to improve the strength of its manufacturing section in order to put the GMB's full weight behind manufacturing in the UK.

C60 CROYDON BRANCH
Southern Region

MF4. MANUFACTURING

This Conference is appalled at the deeply unpatriotic way that the Tory-Lib Dem Coalition Government is running down UK manufacturing, in favour of foreign companies, using free market globalisation as the reason.

Conference believes that the UK Government across Whitehall should ensure, through its own procurement, but also giving a lead through a drive to buy British, that all must be done to reinvigorate and restore UK manufacturing.

Conference, further, calls on the Labour Party to give an unequivocal commitment that it will reverse Coalition procurement methods where everything is based on price and for Labour to commit to processing goods and services in government from companies based in the UK.

SUNDERLAND 9 ENG BRANCH
Northern Region

MF5. SUPPORT FOR MANUFACTURING

This Conference calls on the government to support the manufacturing industry. The policy of pure competition in the world market is leading to a decline in UK manufacturing. Other countries across the world offer support to their manufacturing industries. UK manufacturing with the right level of support and investment would be in a better position to stop companies from making our products abroad. If the current government's policy continues it will lead to a massive reduction in jobs for our members.

YORK GENERAL BRANCH
Yorkshire & North Derbyshire Region

MF6. MANUFACTURING DEVASTATION IN THE UK

This Conference calls on the present Labour Party to challenge all attempts by manufacturers to outsource or move, lock stock and barrel, their businesses abroad.

There is a massive decline in UK manufacturing, and if this decline isn't stopped, the UK won't have a recognised manufacturing base, and generations of skilled jobs will be lost forever.

HULL PAINT & ENGINEERING BRANCH
Midland & East Coast Region

MF7. MANUFACTURING JOBS

This Conference, we call upon the CEC and the Manufacturing Section Committee to come up with a strategy plan to prevent the decline in jobs.

700,000 jobs lost in the UK since 2006, with an average of 4,000 per week.

The British economy can't afford to keep losing clusters of jobs every week.

We need to support manufacturing in the UK.

REMPLOY YORKSHIRE BRANCH
Yorkshire & North Derbyshire Region

MF8. UK MANUFACTURING GROWTH

This Conference calls on the Government for a dedicated bank for industry to boost the Lacklustre investment in plant that will soon bring manufacturing growth to a standstill.

NOTTINGHAM TEC BRANCH
Midland & East Coast Region

MF9. MANUFACTURING

This Conference calls on the Government to explain why they are ignoring Manufacturing. In Paul Kenny's words "the most tragic economic story in recent years."

NOTTINGHAM TEC BRANCH
Midland & East Coast Region

MF10. POLITICAL

This Conference calls on the government to continue support and funding for Remploy factories, thus enabling workers with disabilities respect, dignity in the workplace and the choice to work in a modern working environment that is fully supportive of some of the most vulnerable in our society.

KIRKLEES BRANCH
Yorkshire & North Derbyshire Region

MF11. SAYCE

This Conference is disgusted and shocked that the Sayce report, written by someone who has a vested interest in the outcome, is being used by the Coalition Government to run down Remploy.

Conference notes that such a conflict of interest would not be allowed to go undeclared in Local Government and notes that there is a separate rule, yet again, for Whitehall.

Conference believes that such a hypocritical approach to an important area of policy is disgraceful.

Conference believes that Remploy is as relevant today as when it was set up and calls on the Government to scrap Sayce and look proactively at securing Remploy's future through improved public procurement and better strategic management.

REMPLOY NORTH BRANCH
Northern Region

MF12. THE SAYCE REPORT

This Conference, we call upon and the CEC to strongly oppose the Sayce Report and keep supporting our Remploy members in both the factories and in Remploy Employment Services.

Disabled people deserve employment choices.

The report was never independent as its author, Liz Sayce has previously campaigned for the closure of Remploy.

It is also based on the false premise that there are jobs in the open market for disabled people. This is not the case.

Please keep up the political fight.

NO SURRENDER. NO CLOSURES. NO PRIVATISATION.

REMPLOY YORKSHIRE BRANCH
Yorkshire & North Derbyshire Region

MF13. REMPLOY

This Conference calls on Congress to support our disabled workers by supporting Remploy to stay in the public eye and remain a specialised service for disabled people in work. We appeal to GMB members to resist the Coalition cuts against Remploy. It is essential that disabled people have support to gain employment and to stay employed by a specialist service that enables people with disabilities to live independent and constructive lives.

A08 BRANCH
North West & Irish Region

MF14. KEEP REMPLOY OPEN AND UNDER PUBLIC CONTROL AND OWNERSHIP

This Conference recognises the value of Remploy to the nation and to the taxpayer, in the provision of employment and training for people with disabilities. Conference is vehemently opposed to any moves to either privatise or close down Remploy.

Conference applauds the campaign by the Remploy Consortium of Trade Unions in resisting the privatisation and outright closure of Remploy factories, sites and branches as outlined by the infamous Sayce report.

Conference also applauds the Central Executive Council and the National Secretary in providing resources to the members to maintain that struggle.

Conference notes with concern and anger, the attempts by Remploy Management to introduce a two tier system of the pay and the terms and conditions within Remploy. This Conference calls on the

Manufacturing Section of the GMB to mount and lead a campaign to stop the introduction of the two tier system and the back door privatisation of Rempjoy factories.

Conference also calls on the Central Executive Council to continue to support Rempjoy workers in their struggle to keep Rempjoy open and under public control and ownership, by continuing to provide the necessary resources to oppose any moves to privatise or close down Rempjoy.

REMPLOY SWANSEA BRANCH
South Western Region

MF15. SUPPORT REMPLOY

This Conference calls again to oppose the closure of Rempjoy factories, as Derby is the only Rempjoy factory that supports disabled workers within the Branch of Long Eaton CFTA.

LONG EATON CFTA BRANCH
Midland & East Coast Region

MF16. SITE ORGANISATION NJCECI

This Conference notes that it is anticipated that there will be four or five category one sites starting in the Northern Region in 2012.

This Conference requests that regular contact will take place between GMB members working on these sites and the union Organisation Officers.

MIDDLESBROUGH ENGINEERING BRANCH
Northern Region

MF17. DEFENCE

This Conference believes that the Tory/Lib-Dem Coalition Government's decision to favour foreign companies in procuring defence contracts, using the price mechanism only, has led to a massive reduction in work for the indigenous UK defence sector.

This Conference calls on the Coalition Government to clearly signal its intention in defence procurement matters, so that workers, their families and local communities reliant on the defence sector can see the Government is serious about supporting UK indigenous defence firms.

This Conference calls on the Labour Party to give a clear commitment to UK defence procurement and for this position to be maintained by the Central Executive Council.

NORTH TYNE MANUFACTURING BRANCH
Northern Region

MF18. CONSTRUCTION

This Conference calls on the Government to recommence the programme of public infrastructure projects that it scrapped in 2010.

At a time when the UK Construction Industry, a key engine of the UK economy, is going through a brutal downturn, Conference believes that investment in construction work projects is one of the fundamental ways in which the UK economy is going to move into a path to higher growth.

Conference calls on the Labour Party to state clearly its intentions on such projects and for progress on such a Policy to be reported back at a future Congress.

SOUTH SHIELDS 2 BRANCH
Northern Region

MF19. BRITISH STANDARDS ON FURNITURE

This Conference, we call upon the GMB to start making people aware of fire retardant furniture and stop furniture that doesn't meet the British standards coming into the UK, which includes the foam where hundreds of people die every year through furniture that is not up to British standards and for the GMB to look at working with the FBU union on this matter.

REMPLOY YORKSHIRE BRANCH
Yorkshire & North Derbyshire Region

MF20. APPRENTICES

This Conference calls for an immediate programme of apprentice development and employment in the manufacturing sector, through financial incentives to employers, to improve practical and skilled apprenticeships that will develop the next generation of skilled workers.

Conference calls on the Labour opposition to commit to a similar manufacturing policy.

SOUTH SHIELDS 2 BRANCH
Northern Region

MF21. DEFENCE OF CONSTRUCTION INDUSTRY AGREEMENTS

This Conference recognises the attacks that are being mounted by the employers and supported by the Con-Dem Government in all sections of the Construction Industry on long standing negotiate National Agreements. This Conference also notes the attacks made by the Engineering Construction Association and the Thermal Insulation Contractors Association on the long standing Agreements on terms and conditions of our members employed in those industries.

This Conference also notes with concern the complete move by the employers towards bogus employment and away from directly employed labour.

Conference notes also with anger and concern, the withdrawal from the National Agreement for the Engineering Construction Industry (The Blue Book) in favour of the inferior terms and conditions of the Building Engineering Services National Agreement for those employed in the Electrical and Plumbing trades.

This Conference also notes that employers in all sectors of the Construction Industry are imposing wage freezes alongside the blacklisting of Trade Union Activists employed in those sectors.

Conference re-affirms the traditional trade union position of an injury to one is an injury to all and calls for the provision of any support deemed necessary and appropriate, by the Manufacturing National Secretary and the Manufacturing Section Committee, for our members and those members of our sister unions in struggle, to defend terms and conditions for those members employed in the Engineering Construction Industry.

We ask the Central Executive Council and the National Secretary responsible for Manufacturing Section to mount a campaign to stop the bogus employment within all sectors of the Construction Industry and be replaced with direct employment.

REMPLOY SWANSEA BRANCH
South Western Region

MF22. BOMBARDIER AND UK RAIL MANUFACTURING

This Conference welcomes the government's order for an additional 130 train carriages for the Southern Railway from Bombardier in Derby. As good as this is, it will not sustain all the jobs in the UK train building in Derby.

This Conference believes that the GMB should campaign along with other unions to ensure that future large train orders such as Crossrail go to UK based manufacturers such as Bombardier. In the meantime other such orders such as the additional coaches to convert Voyager trains to dual fuel electric and diesel should be placed with Bombardier as soon as possible. This should be followed by an order to convert the rest of the Voyager/Meridan fleet to dual fuel. In addition the London Mayor should be made to bring forward the order to build additional coaches for the London Overground now.

C60 CROYDON BRANCH
Southern Region

FINAL AGENDA



PUBLIC SERVICES SECTION CONFERENCE 2012

Auditorium 1 The Brighton Centre

MONDAY 11 JUNE
2.00 pm - 5.00 pm

TUESDAY 12 JUNE
9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

NATIONAL OFFICE

STRUTTON, BRIAN
HOLDER, SHARON
AZAM, REHANA
BOWDEN, JUSTIN
HAZELDINE, TOM

National Secretary
National Officer
National Officer
National Officer
Research & Policy Officer

SECTION NATIONAL COMMITTEE

BERWICK, SANDRA
BLACKMAN, ELIZABETH
BRUNO, DANA
CLARKE, RICHARD
DANIELS, KEN
FRASER, GEORGE
GIBBS GORDON
HALL, JOHN
HARDING, SHARON
HOPE, DAVID
JACKSON, MARTIN
JONES, JAMES
LOCK, MICHAEL
MARTIN, EVELYN
MINNERY, JUNE
MODLOCK, BILL
NOBLE, DAVID
PARKER, LORRAINE
SMART, VIVIEN
TURNER, MARY
DOW, PETER
STARR, HEATHER
RICE, STEVE
LAMBERT, BARRY
HILL, RONNIE

Yorkshire & North Derbyshire
Midland & East Coast Region
North West & Irish Region
Birmingham & West Midlands Region
South Western Region
London Region
Birmingham & West Midlands Region
Midland & East Coast Region
Birmingham & West Midlands Region
North West & Irish Region
Yorkshire & North Derbyshire
Northern Region
Southern Region
London Region
GMB Scotland
Southern Region
Yorkshire & North Derbyshire Region
Southern Region
Birmingham & West Midlands Region
London Region (Section President)
MPO
MPO
ASU Representative
HE Representative
Schools Representative

BIRMINGHAM AND WEST MIDLANDS REGION

CHESTER, KEVIN
DAVIES, DIANE
DUDSON, ALAN
EDGE, TREVOR
ELSON, STACIE
ENGLAND, ARNOLD
HACKETT, TONY
HORTON, STEVE
JACKSON, BRIAN
JAMES, DARREN
KIBBLE, REBECCA
MAYBURY, SALLY
SMITH, MARK

Nuneaton & Bedworth B.C
Stoke On Trent City Council
Retired
Quadron Services
Walsall Council

UHB
Dudley MBC
Retired
Sandwell MBC
Unemployed
Birmingham City Council
Enterprise

LONDON REGION

BENHAM, BARBARA
BURGESS, HARRY
BYRNE, DANNY
COLE, WILLIAM
COLES, JONATHAN
DUFFIELD, BRENDAN
FOSTER, MARTIN
FRANKLIN, FRANCES
GREEN, DAVID
HAYWARD, CHRIS
HIOM, JIM
HOLLAND, CATHY
HURLEY, SARAH
JAMES, MARC
JENKINS, KATE
KERR, COLIN
MULLANE, DIANE
OSBORNE, JAMIE
PARSONS, JEAN
PETERSON, DOTT
RICHMOND, JIM
RIGBY, DOUG
ROBERTS, KEVIN
SHARKEY, GEORGE
SMITH, ANDERSON
SMITH, JAN
SMYTH, RICHARD
STEWART, EUTON
STREET, STEVE
THOMPSON, ALLAN
WEST, VAUGHAN
WHITTINGTON, WENDY

LB Brent
Enterprise
City of London
SITA BFI
LB Redbridge
LB Barking & Dagenham
Central Beds Council
Retired
LB Hammersmith & Fulham
Thomas Gamuel Primary School
Milton Keynes BC
Essex County Council
LB Hammersmith & Fulham
Unspecified
LB Tower Hamlets
LB Havering
Luton Borough Council
LB Islington
LB Newham
LB Camden
LB Newham
Braintree District Council
City of Cambridge
Homes for Islington Ltd
LB Enfield
Retired
LB Redbridge
LB Brent
LB Barking & Dagenham
Hazeley School
LB Islington
LB Havering

MIDLAND & EAST COAST REGION

BURGIN, ANDREW
CLARKE, JIM
COPPIN, MICK
EWAN, HELEN
GRAHAM, TONY
GUBB, LAINE
HELEY, BILL
JOBSON, DAVID
JOHNSON, HELEN
MATTHEWS, JOANNE
MOULAVASSILIS, JANET
ORTEGA, SHONA
RALSTON, MATT

Ashfield District Council
North Kesteven Council
Unemployed
Southern Cross
Hull City Council
Leics County Council
Unemployed
Leicester City Council
City Healthcare
Nottm City Council
Hull City Council
Retired
Notts County Council

SHORT, MILES
WILLIAMS, DEBRA

North Lincs Council
Nottm City Council

NORTHERN REGION

BRYAN, ALYSON
CLAYTON, RICHARD
CLEGG, DAVID
COLLINSON, NEIL
FORSTER, ALLAN
HENWOOD, COLIN
HUNTER, THOMAS
JEPSON, JANETTE
LINES, CAROLE
LINFORD, CATHERINE
MALE, MAUREEN
MURRAY, GEORGE
RIDDLE, DAVID
STEWART, WYN
STEWART, ALMA
TIMBREY, LESLIE
WALKER, ALAN

City of Sunderland
South Tees Hospital
Durham County Council
Tees Esk & Wear Valley NHS Trust
The Riverside Housing Group
Retired
Unemployed
Retired
Durham County Council
North Tees & Hartlepool NHS Trust
Fabrick Housing Group
Unemployed
City of Sunderland
Northumberland County Council
Newcastle Upon Tyne NHS Trust
Durham County Council
Barchester HealthCare Goup

NORTH WEST & IRISH REGION

BOYLAN PAUL
CLARKE MICHAEL
COYLE FRANK
DANIELS ROBERT
DAVIES JAYNE
DAVIES VERONICA
DUFFY JAMES
HENRY DOUG
IRVINE DONNA
KEIGHT JEFF
KELLY JOAN
LALKHAM BERNARD
LISNEY SUSAN
LOWES IAN
MERCER LINDA
MCGRANE VINCENT
MCMURRAY PETER
MOSS ARTHUR
RICHARDS PAUL
SMITH GRAHAM
SMITH KELVIN
SMITH NEIL
WALL NICHOLAS
WESTERN ANDREW
WINSON LORRAINE

DOA Drainage,N. Ireland
Liverpool CC
WELB
Liverpool CC
Liverpool CC
Retired (NHS)
Chester West & Chester Council
Retired (NHS)
Belfast Health & Social Care Trust
Enterprise
Sefton New Directions
John Moores University
Avarto
Retired (Local Authority)
Tameside MBC
Enterprise
NEELB
Liverpool cc
Knowsley MBC
Enterprise
St Helens MBC
Manchester CC
Legal Services Commission
Unemployed
Manchester CC

WORSLEY JAMES

Halton BC

GMB SCOTLAND

ARCHIBALD, BRUCE
BRESLIN, PATRICK
CAIRNS, PETER
CARR-POLLOCK, THOMAS
COOPER, JOYCE
COTTLE, ANDREW
DEAN, ANNE
DRYLIE, ANNETTE
FINN, MARY
LABRUM, JAMIE
MARTIN, ELIZABETH
MCARTHUR, JOHN
MCCALLUM, WILLIAM
MCINTYRE, KIMBERLEY
MCKENZIE, JOHN
MIDDLETON, MICHAEL
MILLAR, LINDA
QUIGLEY, ROSEMARY
ROBERTSON, CHARLES
ROSS, STUART
STRAITON, DAVID
WATSON, MARY
WATSON, ROBERT

Robetson Facilities Management
NHS Greater Glasgow & Clyde
North Lanarkshire Council
West Lothian Council
Fife Council
City of Edinburgh Council
NHS Greater Glasgow & Clyde
Fife Council
NHS Greater Glasgow & Clyde
Grampian NHS Board
Countrywide
Glasgow City Council
NHS Greater Glasgow & Clyde
Argyll & Bute Council
Glasgow City Council
Aberdeen City Council
North Lanarkshire Council
Cordia
Dundee College
East Ayrshire Council
Falkirk Council
Scottish Ambulance Service
Retired

SOUTHERN REGION

ADIGWE, JOE
ADJE, CHARLES
BOWERS, TERESA
BUTLER, MICHAEL
CHESHIRE, TIM
COLLINS, JULIE
COTTERELL, CAROLYN
DALY, SUE
ERVINE, ROBIN
EVERS, JOHN
FALCONER, CARROLL
GREENAWAY, KEIR
JACKSON-AMPAW, NANA
KING, DAVID
LEWIS, JOHN
MEMMOTT, SAMANTHA
MENDES, TONY
MERRETT, KIERON
MOORE, LINDA
MURPHY, PETER

LB Merton
London Fire
Surrey CC
London Ambulance
Environment Agency
Bournemouth BC
Slough BC
Dorset CC
L.B. Lambeth
Kingston College
L.B. Lambeth
L.B. Merton
L.B. Croydon
Surrey CC
Retired
Windsor & Maidenhead BC
London Fire
European Parliament
Retired
L.B. Greenwich

NEEDLER, SUSAN
ODUMOSU, DOTUN
OKOTURO, JOYCE
PATTISON, GARY
PETRIE, NINA
RAOUX, ANASTASIA
REEVES, ROY
SMITH, HOLLY
STEWART, RAY
THEAKER, EILEEN

L.B. Greenwich
L.B. Lewisham
L.B. Wandsworth
Dorset CC
L.B. Wandsworth
East Sussex CC
Retired
Brighton & Hove CC
Plymouth NHS
L.B. Croydon

SOUTH WESTERN REGION

BRACEGIRDLE, BARRY
BRINKWORTH, GWYLAN
CLARKE, LYNDON
DANIELS, ROBERT
DAVIES, HELEN
EVANS, NEIL
FUNNELL, NEIL
GRIFFITHS, JACKIE
JONES, CRAIG
JONES, KEVIN
JONES, MARTYN
KEMPTON, PAUL
LOCK, SIMON
POUNDER, SHIRLEY
PUCKETT, COLIN
THOMAS, PAUL

Gwynedd Council
South Wales Police
Newport City Council
Cardiff County Council
South Wales Police
Merthyr Tydfil CBC
Caerphilly CBC
Swansea County Council
Rhondda Cynon Taff CBC
Merthyr Tydfil CBC
Stagecoach (South Wales)
Cardiff County Council
Newport City Council
Pembrokeshire County Council
North Bristol NHS Trust
Stagecoach (South Wales)

YORKSHIRE & NORTH DERBYSHIRE REGION

BALANCE, DONNA
BOOTH, STACEY
BURTON-KEEBLE, ALEXANDRA
BUTTERLEY, JAMES
CARTER, SHELAGH
CHESTER, KEVIN
CRUMMEY, KEVIN
CROSS, ANDREW
DONNELLY, SINEAD
HINCHLIFFE, MICHAEL
MCLEAN, DAVID
O'BRIEN, PAUL
O'NEILL, MOYA
PARKINSON, TRACY
ROSS, PAMELA
STEVENSON, JOHN
WARWICK, GARRY
WHITAKER, JULIE

Garforth Academy
Leeds MDC
Barnsley District General Hospital
Doncaster Academy
Sheffield MDC
West Yorkshire Police Authority
Ministry of Justice
West Yorkshire Police Authority
Leeds MDC
Veolia
Leeds MDC
Doncaster MBC
Leeds MDC
Barnsley MBC
Retired
Sheffield MDC
Retired
Sheffield MDC

PUBLIC SERVICES SECTION CONFERENCE PROGRAMME

MONDAY 11 JUNE 2012

1400	Welcome	Mary Turner, President
1410	SPEAKER : PAUL KENNY, General Secretary	
1420	Overview of Public Services Section and Questions	Brian Strutton, National Secretary
	Motions in order	Delegates
1530	SPEAKER: RT HON ED BALLS MP Shadow Chancellor Followed by Q&A	
	Motions in order	Delegates
1700	European Championship Football England v France	Conference Hall Screen

TUESDAY 12 JUNE 2012

0930 Conference reconvenes

Announcements

0935 National Officer Report and Questions Justin Bowden
National Officer

Motions in order Delegates

1130 SPEAKER: LIAM BURNS
President of the National Union of Students
Followed by Q&A

Motions in order Delegates

1210 National Officer Report and Questions Sharon Holder,
National Officer

1230 Lunch

1400 Conference Reconvenes

Announcements

1415 SPEAKER: RT HON DANNY ALEXANDER MP
Chief Secretary to HM Treasury
Followed by Q&A

Motions in order

Delegates

1530 National Officer Report and
Questions

Rehana Azam,
National Officer

1600 National Organising Department

Paul Clarke/Avril
Chambers

Motions in Order

Delegates

Closing Business

Mary Turner, President
and Brian Strutton,
National Secretary

PUBLIC SERVICES

SECTION CONFERENCE MOTIONS

PS2	ACADEMIES
PS3	ACADEMIES
PS4	ACADEMIES
PS09	CARE HOMES
PS10	CARE HOMES
PS34	COMMUNITY SERVICES
PS20	CONSULTATION ON LOCAL GOVERNMENT PAY AWARDS
PS16	CONTRACTORS FORUM REGIONAL ORGANISATION
PS17	CO-ORDINATED PAY CLAIMS CONTRACTORS
PS38	COUNCIL HOUSE BUILDING
PS28	COVER BY LEVEL 3 TEACHING ASSISTANTS
PS39	DECIMATION OF THE NHS
PS15	GMB MEMBERS WORKING FOR PUBLIC SECTOR CONTRACTORS
PS22	KEEP THE GREEN BOOK
PS6	MINIMUM STAFFING LEVELS
PS18	MOD TO SACK INJURED SERVICE PERSONNEL
PS7	NATIONAL ADVISORY GROUP
PS29	NATIONAL TERMS, CONDITIONS AND PAY FOR SUPPORT STAFF IN SCHOOLS
PS40	NHS
PS26	NO TO REGIONAL PAY IN THE PUBLIC SECTOR
PS11	OFFSHORE TAX HAVENS IN THE CARE HOME SECTOR
PS21	PENSIONS
PS37	PUBLIC PROCUREMENT
PS19	PUBLIC SECTOR PAY
PS8	QUALITY CONTROL FOR CARE HOMES RESIDENTS AND STAFF
PS14	RAISING PROFILE OF NATIONAL AND REGIONAL CONTRACTORS FORUMS
PS27	RECOGNITION
PS24	RECOGNITION AT CARILLION
PS25	REGIONAL PAY
PS13	RETREAT FROM SOCIAL PROVISION
PS12	SOCIAL CARE
PS23	THE FUTURE OF THE NJC
PS31	TORY ATTACK ON TRADE UNION WORKPLACE REPRESENTATIVES IN PUBLIC SERVICES
PS30	TRADE UNION FACILITY TIME
PS32	TRADE UNIONS
PS36	TRAINING FOR PUBLIC SECTOR
PS5	TUPE TRAINING IN RESPECT OF ACADEMIES
PS35	UNRECOGNISED TEMPORARY AND FULL TIME WORKERS
PS1	UNWARRANTED ATTACK ON PUBLIC SERVICE WORKERS
PS33	WORKING WITH CO-OPERATIVES

PUBLIC SERVICES

MOTIONS

PS1. UNWARRANTED ATTACK ON PUBLIC SERVICE WORKERS

This Conference is disgusted at the way public service workers are being attacked by Politicians from all Parties.

Our only crime is to protect our hard won terms and conditions and the services we provide to the most vulnerable and needy in the community, many of us on low pay, often doing unpaid hours.

Conference, the GMB has a proud record of defending jobs and the services we provide to do so no matter where the attacks come from.

HENDON BRANCH
London Region

PS2. ACADEMIES

This Conference is concerned at the increase in the number of academies that have emerged following the 2010 Academies Act which make it easier for publicly funded schools in England to become academies.

This a worrying process as once a school has made the decision to convert to academy status, this decision is irreversible and unions face an up-hill battle to keep their schools in the local community and that they are not forced to become academics.

We call on the GMB campaign their opposition to this academy programme as this can only lead to selective admissions policies and leave many families with fewer rights.

BRISTOL PUBLIC SERVICES BRANCH
South Western Region

PS3. ACADEMIES

This Conference calls on all main Parties at Westminster to signal the end of the Academies programme, a programme that is not supported by research or evidence, and which is being used as a means of taking power away from Town Halls and to water down terms and conditions of the school workforce.

In particular, Conference calls on the Labour Party to signal that it will not sanction any more new academies being set up should it return to Office.

SUNDERLAND CITY LA BRANCH
Northern Region

PS4. ACADEMIES

This Conference notes that more and more schools are being fast tracked into academies without proper consultation with the community, staff and unions.

We call on Congress to support Regions in their fight to stop this unauthorised rip off from state education and their assets and to make sure that education is free for all children and all backgrounds and that they are returned to Local Authority regulation as soon as possible.

M15 BRANCH
North West & Irish Region

PS5. TUPE TRAINING IN RESPECT OF ACADEMIES

This Conference calls upon the GMB to set up without delay training for branch representatives across all regions to deal with all issues arising from schools who choose to convert to academies. This training should be targeted to ensure representatives are fully equipped with the knowledge needed to deal with such a transfer. This would mean covering all aspects of a TUPE Transfer and how to negotiate transfer terms including how to best protect the GMB position in relation to facilities and negotiation rights.

In the meantime, Conference agrees that branches with representatives who are experienced in academy transfers should assist those in their region without any, until this training has been delivered.

BEDS COUNTY BRANCH
London Region

PS6. MINIMUM STAFFING LEVELS

This Conference requests the CEC to use whatever resources that are required to put pressure on the Government to introduce statutory minimum staffing levels in care homes and not leave it to a verbal agreement between home managers and the Commission for Quality Care.

MIDLAND HEALTHCARE BRANCH
Midland & East Coast Region

PS7. NATIONAL ADVISORY GROUP

This Conference asks the CEC to establish a National Advisory Group for the social care sector, with the breakup of Southern Cross into numerous other operators and the continued privatisation of the Public Sector and continued erosion of terms and conditions through stealth.

It is now time to have in place a group to cover all aspects of social care in order that we, as a Union, can be kept updated of events in this sector and plan an active campaign effectively for the benefit of not only our members but those vulnerable people relying on social care establishments.

MIDLAND HEALTHCARE BRANCH
Midland & East Coast Region

PS8. QUALITY CONTROL FOR CARE HOMES RESIDENTS AND STAFF

Conference calls upon the CEC to use the GMB political machinery to actively campaign for more resources, both financial and personnel, to be given to the Quality Care Commission. The debacle over the failure of Southern Cross and the many cases of abuse of vulnerable residents highlights the need for a robust inspection regime.

Adequate resources that will protect residents and ensure that staff are properly trained and remunerated can only achieve this.

CAMBRIDGE 2 BRANCH
London Region

PS9. CARE HOMES

This Conference is called upon to lobby politicians to put tighter controls on private equity companies that run care homes for the most vulnerable in our society.

The absolute catastrophe that was Southern Cross was allowed to strip the assets, ripping the heart out of the business which should have been there to provide quality care, provided big fat bonus to the directors and left thousands of our members and vulnerable adults, with the uncertainty of knowing if their jobs and homes would be lost.

We must push for tight regulations on the way public money is spent in care and the conditions that come with being issued a licence to provide care, companies financial viability needs to be assessed.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

PS10. CARE HOMES

This Conference calls on the GMB to campaign vigorously to support the most vulnerable people in our society who reside in care homes. After the Southern Cross debacle it has become evident that some of those companies that have taken over from Southern Cross have equal or even more financial difficulties.

This is of great concern as this has once again caused anxiety for many residents and their relatives. Some of these residents could be retired members of the GMB and also current members who have parents and grandparents in residential care and the foreboding sense of insecurity for the future is inexcusable not only to them, but for the staff who work in these homes who are facing an uncertain future.

We believe that all care homes should be financially viable and regular financial checks should be made on companies that run residential homes in the United Kingdom to prevent another 'Southern Cross'.

We call on the GMB to enlist the Labour Party's help for them to lobby the Government to ensure that all care homes are suitably funded and provide suitable services for our growing elderly population.

BRISTOL PUBLIC SERVICES BRANCH
South Western Region

PS11. OFFSHORE TAX HAVENS IN THE CARE HOME SECTOR

This Conference recognises the collapse during 2011 of Southern Cross Care Homes and the anxiety, concern and outrage from the residents, general public and those staff employed by Southern Cross over the obscene structures of assets being syphoned off into offshore tax havens.

Conference, thousands of GMB care workers are now employed by Four Seasons Health Care Ltd, who have taken over 63 homes in Scotland as a result of the collapse of Southern Cross.

Conference, Britain's care home companies relying on public money must not be allowed to hold assets in offshore tax havens risking a new Southern Cross situation.

Conference therefore calls on the Executive to campaign through the Government to bring about pressure on care home companies and a change in the law outlawing these companies from holding assets in offshore tax havens bringing us a step forward towards responsible capitalism

PRIVATE CARE BRANCH
GMB Scotland

PS12. SOCIAL CARE

This Conference demands that the government reverses the trend in Local Government Adult Social Care financing over the last thirty years, of centralising priorities in Whitehall.

In particular, Conference calls on government to provide the necessary resources and grants to support the powers of providing a mixed economy of Adult Social Care Homes in communities in England, rather than the predominant Private Sector provision as has become the norm.

This Conference calls on the Labour Party to adopt this policy as part of its wider Social Care Policy position

DURHAM LA BRANCH
Northern Region

PS13. RETREAT FROM SOCIAL PROVISION

This Conference is concerned at the retreat from social provision by Local Authorities which will inevitably lead to care of the elderly, disabled and vulnerable being either in the hands of private profit or voluntary services.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

PS14. RAISING PROFILE OF NATIONAL AND REGIONAL CONTRACTORS FORUMS

Conference we ask that more credence and priority is given to National and Regional Contractors Forums and that Conference give the importance due to enhancing these Forums.

More and more Public Services are being outsourced to Contractors.

We need these Forums to enable problem Contractors to be highlighted and action taken. Too many of our members who are transferred under TUPE Regulations feel they have problems that need resolving but also feel they are the forgotten members although I am sure branches, as with ours, treat them no differently that before they were transferred out.

Only at the Contractors Forums can our Reps discuss common experiences and help solve the problems and thus target problem Contractors.

CAMDEN APEX BRANCH
London Region

PS15. GMB MEMBERS WORKING FOR PUBLIC SECTOR CONTRACTORS

Conference instructs the CEC to look at ways in which members and activists, who work for public sector contractors, can be more involved within the democratic processes of the Union and then bring back a report to the next Congress on their findings.

ISLINGTON APEX BRANCH
London Region

PS16. CONTRACTORS FORUM REGIONAL ORGANISATION

This Conference is aware that the decision by the CEC to adopt a Contractor's Forum clearly relies on the success in recruitment, retention and organising within the contracted areas.

This Conference is concerned at the lack of consistency within regions and branches at co-ordinating recruitment within the areas of private contractors in the NHS and Local Government.

Some regions and branches have developed regional strategies on organising recruitment, retention, and getting back out to our members in the contracted areas who felt isolated since transferring from Local Government into the private contracted areas, however this is not consistent across regions.

To improve the organising, recruitment and retention in the contracted areas it is essential for regions to formally set up the Regional Contractors Forums, develop mapping of contracted areas, move transferring members onto direct debit, organise facility time, continue to give information out to contracted members, and to include a proportion of those working within the contracted areas at Conferences and meetings within regions.

Conference also agrees that while it is important to set national targets (which have not been a success at regional level), each region now sets out proposals on their own regional targets, using freedom of information requests templates within the contracted areas and develop recruitment, servicing and retention strategies.

We also ask Conference to instruct regions to develop a clear structure that ensures that those members within the contracted areas are represented proportionately at regional, sectional, national conferences and meetings.

ISLINGTON 1 & HARINGEY BRANCH
London Region

PS17. CO-ORDINATED PAY CLAIMS CONTRACTORS

This Conference agrees that where private contractors are undertaking work in more than one local authority, there should be a co-ordinated approach to pay and condition claims.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

PS19. PUBLIC SECTOR PAY

Conference is appalled that following a 2 – 3 year pay freeze, a 1% maximum increase has been proposed by the Government. This is an absolute disgrace and an affront to hard working Public Sector staff.

ESSEX PUBLIC SERVICES BRANCH
London Region

PS20. CONSULTATION ON LOCAL GOVERNMENT PAY AWARDS

This Conference recognises that there are thousands of GMB members working for Private Contractors providing Local Government services who are still entitled to receive Local Government Pay awards through the NJC.

Conference notes with concern that our own Union has disenfranchised those members by:

1. Refusing to allow Branches who represent those members to send delegates to the National conference which formulates the pay claim
2. Refusing to allow members covered by the pay award to vote on the employer's offer.

Conference calls on the Union to allow members working for Private Contractors providing Local Government services who are covered by the NJC pay awards the same consultation rights on pay awards as members directly employed in Local Government.

L50 BRANCH
North West & Irish Region

PS21. PENSIONS

This Conference notes that the Local Government Pension Scheme (LGPS) is in surplus, can meet all of its liabilities, and invests in many sectors of the UK economy; without the LGPS many UK firms would find access to finance even harder to reach.

Conference finds it utterly disgraceful that George Osborne is raiding the LGPS like a latter-day Robert Maxwell to fund tax cuts before the next General Election.

Conference calls on all the main UK Parties to reaffirm their total commitment to the LGPS and its future and to announce that they do not intend to revisit employee contributions to the scheme for at least four full UK Parliaments (20 years).

Conference calls on the Central Executive Council to monitor this policy and for progress to be reported back to the 2013 Congress.

NEWCASTLE GENERAL APEX BRANCH
Northern Region

PS22. KEEP THE GREEN BOOK

This Conference believes that the present system for National Agreements on pay and conditions of service in Local Government also known as "The Green Book" should be retained.

Conference is aware that there are moves from LGA/LGE to capitalise on the current economic situation to break up the solidarity that national negotiations create, and we as a Trade Union need to resist this action.

This motion calls on Conference to instruct the GMB Public Services Section to mount a campaign to keep "The Green Book".

BOSTON GENERAL BRANCH
Midland & East Coast Region

PS23. THE FUTURE OF THE NJC

This Conference is to explore the benefits of continuing with the National Joint Council (NJC). In recent years the impositions directly from successive government's concerning public sector pay awards and pensions has clearly interfered in the employers side of the National Joint Councils ability to negotiate with the national trade union officials.

It is becoming clear that all political parties in Local Government are simply toeing the central Government's line, and using this position to stop local Trade Unions from negotiating outside the NJC.

We therefore ask this Conference to explore as to whether it's now time to organise, campaign and look at moving away from the NJC, and to look at negotiations at regional or local authority level when mainly negotiating pay and conditions.

This will allow us to push further our GMB@Work policy to include local negotiations on pay and conditions with each local authority, and to organise any disputes at short notice, and control our own regional independence.

ISLINGTON 1 & HARINGEY BRANCH
London Region

PS24. RECOGNITION AT CARILLION

This conference notes that although GMB has a national recognition agreement with NHS, this recognition was not automatically carried over the Carillion Facilities Management when they took over portering, housekeeping and property maintenance services at several hospitals.

This conference believes that is a significant threat to trade unionism in the public services if employment becomes fractured across several private sector companies, who then cherry pick which unions they wish to deal with; undermining the scope, strength and unity of the national recognition agreements.

This conference does not believe that private companies should be able to deny recognition once they inherit services previously run by NHS, where GMB already have recognition. It should be a matter of trade union principle that we don't accept management deciding which unions to recognize, against the wishes of their staff and our members. This is particularly the case where de-recognition is associated with privatization.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

PS25. REGIONAL PAY

This Conference is concerned that the issue of Regional Pay is back on the agenda of this Government. The Chancellor in his 2011 autumn statement not only announced a 1% Public Sector pay cap, but stated there was to be an investigation into Regional Pay differentials.

This would be implying that this would bring an end to national Public Sector wage bargaining and inevitably lead to a reduction of pay in the poorer areas thereby increasing social division and exacerbating regional poverty. The already low pay areas such as Wales, North East, Scotland, West Midlands and Yorkshire would further slip down the low pay league tables and this policy would be ruinous for many areas of the United Kingdom.

It is appalling that someone doing the same work Wales will receive less money than someone in the South East, this is against all Socialist principles and we must send a clear message to the Government that this is an unprincipled attack on certain areas of the United Kingdom.

PONTYPRIDD GENERAL BRANCH
South Western Region

PS26. NO TO REGIONAL PAY IN THE PUBLIC SECTOR

This Conference believes regional pay is part and parcel of the capitalist systems race to the bottom to reduce terms and conditions of hard working public sector workers and a blatant attack on the public sector in favour of the private sector and should be resisted by this Union.

This motion calls on Conference (GMB Public Services Section) to ensure that no future public sector pay negotiation deals include regional variations, with the exception of the London area allowances.

BOSTON GENERAL BRANCH
Midland & East Coast Region

PS27. RECOGNITION

This Conference calls for all Public Services employers to recognise the GMB Trade Union. The GMB will pursue an active campaign of engagement with every employer where we have GMB membership. Every GMB member should have full protection at work including, where possible, GMB negotiating rights.

MANSFIELD CENTRAL BRANCH
Midland & East Coast Region

PS28. COVER BY LEVEL 3 TEACHING ASSISTANTS

This Conference calls on the GMB to undertake research into the current practice of head teachers requiring level 3 teaching assistants to undertake cover in its absence of teachers.

The WAMG guidance on short-term cover is as follows:

6 a) supervising work that has been set in accordance with the school policy

b) Managing the behaviour of pupils whilst they are undertaking this work to ensure a constructive environment

8) Cover supervision should only be used for short-term absences. These might be known in advance (e.g. where a teacher has a medical appointment or is undergoing professional development) or unexpected (e.g. absence through illness). Longer term absence e.g. due to long-term sickness or maternity should be covered by a teacher.

It is increasingly common for head teachers to expect level 3 teaching assistants to cover more than one teacher a week.

SHEFFIELD LOCAL GOVERNMENT STAFF BRANCH
Yorkshire & North Derbyshire Region

PS29. NATIONAL TERMS, CONDITIONS AND PAY FOR SUPPORT STAFF IN SCHOOLS

This Conference calls for the GMB to press the Labour Party to adopt as policy, the previous Labour Government's policy, on national pay, conditions and pay for support staff in schools.

SHEFFIELD LOCAL GOVERNMENT STAFF BRANCH
Yorkshire & North Derbyshire Region

PS30. TRADE UNION FACILITY TIME

This Conference believes that the views expressed in Parliament by Coalition Parties in relation to trade union facility time in Public Sector Organisations, demonstrates how out of touch Coalition MPs are from the modern workplace.

Conference further notes that the views expressed in Parliament are anti-trade union ideology and have nothing to do with practical resolutions to workplace problems.

Conference calls for a campaign against such outdated views, to promote the virtues of facilities agreements in the workplace and for the Labour Party to confirm this as part of its policy-making proposals.

DURHAM COUNTY LA BRANCH
Northern Region

PS31. TORY ATTACK ON TRADE UNION WORKPLACE REPRESENTATIVES IN PUBLIC SERVICES

This Conference opposes the Tory attack on trade union workplace representatives in Public Services via the formation of a group called the Trade Union Reform Campaign (TURC). This group has set out to achieve the following:

No to taxpayer funded trade union activity
Commercial rents for union use of public buildings
Public bodies should not collect trade union dues
Scrap trade union modernisation and learning funds
Transparency of any public funding for trade unions

They are quick to point out the amount of money used for the so called subsidies to the trade unions. They will never mention the figure which trade unions save public sectors.

This is a blatant smokescreen to ensure public support through the right wing media in making sure they can finish off what Maggie started to smash the unions and end the organisation of working people once and for all.

We need to campaign and counter-publicise against the vicious group and show our widespread support of trade union representative. If we don't we are finished!

LEEDS SCHOOL SUPPORT STAFF BRANCH
Yorkshire & North Derbyshire Region

PS32. TRADE UNIONS

This Conference deplores the attack made by the union bashing group called Trade Union Reform Campaign which David Cameron has written in support. The TURC published a report on the amount of work time taken up by trade unionists in Government departments, agencies and guanos; its main focus is to restrict Public Sector union's ability to support their members. As well as campaigning to ban facility time it says public bodies should charge commercial rates for trade union usage of facilities and stop public bodies from collecting trade union subscriptions and scrap the Trade Union Modernisation and Trade Union Learning Fund.

We call on the GMB condemn this assault on trade unions and Cameron's support of this obnoxious attack on hard won facilities to support members in their day to day employment.

BRISTOL PUBLIC SERVICES BRANCH
South Western Region

PS33. WORKING WITH CO-OPERATIVES

This Conference, 2012 is international year of the co-operative and we note the political and economic role that the co-operative movement has played in the Labour and trade union movement. We also note the increase of new workers and consumer co-operatives in the area of public services, particularly health and education, and the encouragement from both government and opposition to this. We call on the CEC to bring forward a report as soon as possible on the role of Co-operatives in public services and advice to officers and members on the implications of this development.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

PS34. COMMUNITY SERVICES

This Conference calls on the Coalition Government to commit to the preservation of local community services, through its grant awards to local authorities, and to devolve more powers and finance away from Whitehall to enable this to happen.

Conference calls on the Labour Party to commit to decentralise power and influence away from Whitehall to local authorities and communities and for the Labour Party to take this forward as a manifesto commitment.

NEWCASTLE 71 FTAT BRANCH
Northern Region

PS35. UNRECOGNISED TEMPORARY AND FULL TIME WORKERS

This Conference should request the CEC to fight for the rights of temporary in-house Bank workers. These workers are not recognised by the temporary workers regulations and therefore have little or no employment rights.

Many of these colleagues are employed for years on zero hour contracts that give them no rights in the workplace. They are expected to fight on a weekly basis to secure any hours of employment.

Some employers are now using this as a means of avoiding the hard fought rights gained under the Temporary Workers' Regulations. We have examples of colleagues employed for years under Bank contracts yet they have no right to occupational sick pay. Not for them any chance of a tribunal if unfairly dismissed as they will be told sorry, no work for you this week. No matter how long they are employed they will never accrue any redundancy rights and will be let go at a moment's notice. Many of them work a full week, every week, yet are unable to secure mortgages etc as their employment is temporary and not recognised for gaining credit. They cannot come to the Union to complain because suddenly there are no shifts available.

We ask Conference to recognise that this is an unacceptable anomaly and they should be covered under the Temporary Workers' Regulations.

NORTH BRISTOL NHS BRANCH
South Western Region

PS36. TRAINING FOR PUBLIC SECTOR

Congress calls upon the CEC to develop and design public sector training programmes that are relevant to the public sector such as TUPE, redundancies, Job Evaluation etc.

CAMBRIDGE 2 BRANCH
London Region

PS37. PUBLIC PROCUREMENT

This Conference calls on all companies and organisations bidding for work for Public Sector contracts, to have to show that they have equality policies and practices to match those of the Public Sector.

Conference also calls on all companies and organisations bidding for work to demonstrate that they recognise trades unions and have facilities to deduct trades union contributions from pay (check-off).

Conference further calls on the Labour Party to confirm that it will, if necessary, legislate for this eventuality should it return to Government and for this position to be monitored by the Central Executive Council

DURHAM COUNTY LA BRANCH
Northern Region

PS38. COUNCIL HOUSE BUILDING

This Conference notes the disastrous affects of the fundamentally flawed Coalition cuts programme designed to make ordinary working people pay for the irresponsible and profligate behaviour of the Banking and Finance Industry.

Only massive investment in infrastructure projects and improved public services has any chance of stimulating the economy.

Central to any such programme must be a massive Council house building policy designed to put affordable and secure rented accommodation back on the agenda. Such a scheme should involve proper apprenticeships and should be under the control of Local Authorities and co-operative enterprises.

Conference instructs the CEC to ensure that motions to this effect are submitted to this year's TUC and Labour Party Conferences.

SOLO BRANCH
London Region

PS39. DECIMATION OF THE NHS

Conference is deeply concerned at the prospects for the NHS following the various confusing policy statements and claims by Andrew Lansley, the Secretary of State.

Most, if not all of the Royal Colleges together with many eminent professionals and all involved trade unions have expressed grave concern not only in opposition to his various proposals, but also and more importantly that our National Health Service would not be able to continue in its present form answerable to Parliament via a Minister of State as is currently the case.

The piecemeal hiving off of key sections to Private Health Care establishments, some foreign owned is frightening in the extreme. Contrary to Cameron's elected pledges, and must be opposed by all means.

To this end we urge the General Secretary and the CEC to join with all trade unions, the Royal College and all concerned parties to launch a concerted high profile campaign, maximising every opportunity to expose the shallow dangerous policies currently being pursued by Lansley, Cameron and Clegg.

ISLINGTON 1 & HARINGEY BRANCH
London Region

PS40. NHS

This Conference believes that the NHS is the jewel in the UK's Public Services crown.

With the Coalition Government's health policy, which fundamentally alters the structure of the NHS and service delivery, this Conference is extremely concerned that at a time when resources are being squeezed within the NHS, the Coalition Government is concentrating on the free market structures within the NHS, instead of delivering services for the public.

Conference, therefore, calls on the Coalition government to scrap these proposals and concentrate on giving value for money to the taxpayer for Public Sector delivery and provision of the NHS.

Conference calls on the Labour Party to pledge to repeal this costly legislation and for the Central Executive Council to monitor progress and report back to the 2013 Congress.

NORTH CUMBRIA GENERAL BRANCH
Northern Region

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