



**MAKE
WORK
BETTER**

GMB CONGRESS 2025

FINAL AGENDA

FINAL AGENDA

GMB CONGRESS 2025

SUNDAY 8TH – THURSDAY 12TH JUNE

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

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

PERIVALE BRANCH
London Region

GMB ZERO TOLERANCE STATEMENT

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

Any such behaviour will not be tolerated within our union.

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

As contained within our Rule Book our 'Aims and Objectives' are: To ensure equal opportunities within the Union, the workplace, and wider society; and to end harassment, prejudice and discrimination at work on the grounds of gender, gender identity, race, ethnicity, nationality, religious beliefs, disability, age, marital status, sexuality, or social class.

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

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

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

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

This statement applies to:

GMB members

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

**Adopted by GMB Congress 2014 as part of the GMB Women's Project CEC Special Report
Updated by the Taskforce for Positive Change (and endorsed by the CEC on 1 February 2022)
Updated following amendments to Rule 2: Aims and Objectives (adopted by Congress 2023)**

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CENTRAL EXECUTIVE COUNCIL AND NATIONAL OFFICE

GENERAL SECRETARY & TREASURER

SMITH, GARY

NATIONAL SECRETARIES

HARRISON, RACHEL
PRENDERGAST, ANDY

GENERAL MEMBER AUDITORS

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

CENTRAL EXECUTIVE COUNCIL LAY MEMBERS (55)

AKBAR, MO (LO)
Public Section

CLEGG, DAVID (NEYH)
Public Section

HARRIS, GARY (LO)
Public Section

ALI, KAMRAN (NWI)
Private Section

CLEMENTS, DAVE (SO)
Private Section

HUNT, PAUL (WSW)
Private Section

ASHTON, TRACEY (MI)
Public Section

COLBERT, JOHN (LO)
Private Section

HUTCHINSON, MARY (NEYH)
Private Section

BARWISE, JAMES (MI)
Private Section

COOPER, ROSEMARY (MI)
Public Section

JONES, CATHRINE (LO)
Private Section

BEESON, TRACY (LO)
Private Section

DALEY, ELAINE (MI)
Private Section

JONES, KEVIN (WSW)
Public Section

BRINKWORTH, GWYLAN (WSW)
Public Section

DAVIS, SONYA (SO)
Public Section

JUSS, WARINDER (MI)
Private Section

BUCHANAN, KEVIN (SC)
Private Section

DAY, SIMON (MI)
Public Section

LOVATT, DAWN (MI)
Public Section

BUOEY, JANET (NWI)
Public Section

DOHERTY, KAY (NWI)
Public Section

MACVICAR, GERALDINE (SC)
Public Section

BURKE, DIAN (NEYH)
Public Section

DOUGLAS, DAVE (NEYH)
Private Section

MARINOV, LYUBOMIR (LO)
Private Section

BUTLER, MAXINE (WSW)
Public Section

DWUM, FRANCIS (SO)
Public Section

MCGAFFIN, LYNETTE (NWI)
Public Section

CARR-POLLOCK, LINDA (SC)
Public Section

FLANAGAN, DAVID (NWI)
Private Section

MEYRICK, PETER (MI)
Private Section

CARSON, BRENDA (SC)
Private Section

FOGGIN, CONNOR (NEYH)
Private Section

MURPHY, JACQUELINE (MI)
Public Section

CLARKE, IAN (MI)
Private Section

GIBBS, GORDON (MI)
Public Section

OLIVE, JOE (WSW)
Private Section

CLARKE, MARGI (MI)
Private Section

GILLIGAN, DEAN (LO)
Public Section

PITCHFORD, RUTH (NWI)
Public Section

CLARKE, RICHARD (MI)
Public Section

GOLDING, CHRISTINE (SO)
Public Section

PLANT, BARBARA (SO)
Public Section

CLARKSON, CAROL (NEYH)
Private Section

GUNTER, COLIN (MI)
Private Section

RAZA, SYED (SO)
Private Section

ROBINSON, PENNY (LO)
Public Section

SPICER, DONNA (SO)
Public Section

SUTTON, CATH (NWI)
Private Section

TETTEH, NATHANIEL (NWI)
Public Section

TURNER, PAUL (NWI)
Public Section

WILLIAMS, MATHEW (WSW)
Private Section

CONGRESS CO-CHAIR
SAGE, MALCOLM (MI)

NATIONAL OFFICE

BARNES, ANNA

BARTLAM, WENDY

BARTLETT, MEL

BEAN, EMMA

BETTERIDGE, MARK

BOOTH, STACEY

BRUMPTON-CHILDS, CHARLOTTE

CALLOW, JOHN

CAMPBELL, ANN

CARTER, GARY

DALTON, WILL

FARMER, CASSIE

FISHER, MEGAN

GANNON, PAT

GEORGIU, GEORGE

GIBSON, JOHN

GILANI, SANGEETA

GRAYSON, NATALIE

HANLEY, JAMIE

HOLDEN, ROSS

HOUGHTON, NADINE

JOHNSON, EMMA

LAWSON-FOLEY, ANNIE

MANN, LYNSEY

MARSHALL, SAM

MORAN, MICHAEL

NOSAKHERE, TYEHIMBA

OGLIVIE, GILL

O'NEILL, KEIRAN

PANTON, KEVIN

PARKER-DEAN, JON

PERRIN, HILARY

ROBERTS, MATT

ROGERS, SCOTT

SAUNDERS, ELEANOR

SHEARS, DAN

SHORT, STEVE

SIBTHORPE, GAVIN

SMITH, BARRY

SMITH, KAREN

SMITH, LACEY

STRAIN, LAUREN

TINNEY, LAUREN

TURTLE, ALISON

WELSH, PETER

WILDE, SHARON

WILKINSON, MARK

WOLFSON, RHEA

CONGRESS 2025 LAY DELEGATES GENDER BREAKDOWN

REGION	NOMINATED *			ELECTED AND APPOINTED**		
	MEN	WOMEN	NON-BINARY & OTHER	MEN	WOMEN	NON-BINARY & OTHER
LONDON	32	28		32	28	
MIDLANDS	52	22		42	22	
NORTH EAST, YORKSHIRE & HUMBER	44	27		40	22	
NORTH WEST & IRISH	42	20		35	20	
GMB SCOTLAND	20	22		21	21	
SOUTHERN	25	31		25	30	
WALES & SOUTH WEST	27	16		27	16	
TOTALS	242	166		221	160	

*as advised by Regions, as at close of nominations on 31/12/2024

**as advised by Regions, as at 31/03/2025

DELEGATE EQUALITY MONITORING DATA

(BELOW DATA SHOWS SUMMARY, OF ALL REGIONS, OF COMPLETED AND RETURNED MONITORING FORMS
- 325 of 378 Delegates completed a monitoring form)

What is your gender?

177 Man
125 Woman
1 Non-binary
Other – Self Defined
22 Prefer not to say / did not answer

Do you identify as trans or have a trans history?

1 Yes
237 No
87 Prefer not to say / did not answer

What is your sexual orientation?

9 Bisexual
7 Gay Woman / Lesbian
5 Gay Man
267 Heterosexual / Straight
1 Self Define
36 Prefer not to say / did not answer

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

88 Yes
206 No
31 Prefer not to say / did not answer

What is your age group?

1 Under 20
12 20-29
34 30-39
66 40-49
101 50-59
72 60-69
16 Over 70
23 Prefer not to say / did not answer

What is your ethnicity?

4 Asian / Asian British-Bangladeshi
1 Asian / Asian British - Chinese
4 Asian / Asian British-Indian
6 Asian / Asian British-Pakistani
5 Any other Asian Background
9 Black / Black British-African
16 Black / Black British-Caribbean
2 Black / Black British- Any other black background
3 Mixed / Multiple ethnic groups – White and Black Caribbean
238 White – UK / English / Welsh / Scottish / Northern Irish / British
6 White – Irish
1 White - Gypsy or Irish Traveller
7 Any other White background
23 Prefer not to say / did not answer

LONDON REGION (LO)

REGIONAL SECRETARY

KENNY, WARREN

SENIOR ORGANISERS

BANGS, LISA
COLQUHOUN, JOHN

MEMBERSHIP DEVELOPMENT OFFICERS

ROBERTS, PETER

NON-ELECTED ORGANISERS

ADILYPOUR, DANNY
DEANS, JASMIN

REGIONAL STAFF

BAJAJ, AMITA
CLEMO, IDA
FRASER, LIZZIE
HALL, PETER
TISDALL, ROSE

LAY DELEGATES (60)

ADJEI-KYEM, BARBARA H55 Harrow Pub Serv

ATKINSON, LUCY X20 Labour Party

BLUNDELL, ALASTAIR E20 Edmonton

BURGIN, RACHEL X58 London Central Gen

CHANA, TARANJIT E10 Ealing

CHAUDHURY, MIZAN TH1 Tower Hamlets

CHOLERTON, ANTHONY L39 London Zoo

CLARKE, TERRY S71 Stansted Airport

COLES, JONATHAN R27 Redbridge

CUNNINGHAM, ALISON I35 Islington & Haringey

DESAI, UNMESH P17 Plaistow

DOWNEY, GAVIN B10 Barking

DSOUZA, SUNIL C47 London NW Healthcare

DUDLEY, KAREN B44 Beds

DUFFIELD, BRENDAN B11 Barking & Dag

FERDOUS, SHANZIDA P17 Plaistow

GABLE, MERLIN B33 BMA

GAGLANI, SHAILESH C22 Central Wembley

GENTRY, ALISON G50 Evri

GUNNING, BEVERLEY P06 Barnet Public Services

HENDRY, KIM X34 PCS

HOLLAND, CATHY C35 Essex Public Services

IKANIK, STELLA N26 Newham

JONES, STEPHEN R27 Redbridge

KATARIA, MOHINDER N26 Newham

KITCHINER, JENNIFER B44 Beds

LAW, ALAN K17 Kings Lynn

LEVY, DAVE X58 London Central Gen

LOVELL, LISA M20 Milton Keynes

LUKASIEWICZ, ADRIAN P35 Peterborough

MERTENS, ELLIE E20 Edmonton

MILLWARD, JORDAN X34 PCS

NAZIR, SHAISTA X83 Tower Hamlets

NWAGAGBO, FUNMI H55 Harrow Pub Serv

OBADINA, OMOTAYO E20 Edmonton

O'CONNELL, PETER G56 Professional Drivers

OSWICK, WAYNE S71 Stansted

PICU, CRISTINA C33 Central West NHS

RALPH, ANN L54 London Stores

RICHARDSON, BEN G20 Energy Central

ROLLES, JAMES X59 NW London

RONEY, CLIFF E15 Thames General

RUSH, SIMON G56 Professional Drivers

SCOTT, ROBBIE X20 Labour

SHARKEY, GEORGE I35 Islington & Haringey

SHERPA, JANGMU C47 London NW Healthcare

SHRIMPLIN, PETE S44 Southend

SMITH, JAN E12 East Dereham

STOHR, ADRIAN B22 Braintree & Bocking

TIMMINS, DIANE C30 City of London

TOMA, DENISA L54 London Stores

UDDIN, ABEDA L45 Luton

VOLLER, STEVEN A37 Aviation

WACLAWCZYK, ADAM W61 Walthamstow 1

WALKER, JAMIE M23 Unite

WATSON, MARK B11 Barking & Dag

WEEKES, ANN C46 Central North NHS

WHEELER, ROBERT H30 Hendon

WILMOT, BRUCE X31 BA Hatton Cross

WOOD, JOHN X19 Camden

MIDLANDS REGION (MI)

REGIONAL SECRETARY

ALLEN, MARTIN

SENIOR ORGANISERS

WAUDBY, LESLEY

ELECTED ORGANISERS

EDWARDS, IAN
MITCHELL, CAMERON
WARWICK, DAVE
WHYATT, COLIN

NON-ELECTED ORGANISERS

UDDIN, FERDOUSARA

REGIONAL STAFF

ATKISS, ADELE
CASTLEDINE, DAVID
CASWELL, KATE
GARLAND, LEE
HACKNEY, KIRSTY

LAY DELEGATES (64)

ALLEN, KEIFA X10 Birmingham General
ALEXANDER, STEPHEN L10 GMB Leicestershire
ALMQVIST, JENS C36 Coalville
BARNES, SHAUN B01 Bassetlaw & Worksop
BROWN, ANDREW N58 Nottingham No.8
BROWN, ANTHONY N67 Notts County Tram
BROWN, ROBERT R36 Rocester / JBC General
BURKETT, IAN R25 GMB Energy & Utilities
BURNETT- PITT, JACQUELINE X53 Unspecified
BURTON, IAN EM1 EMAS
CHRUSTEK, DOROTA G35 Gas Branch - East
COOKE, BYRON W60 Wellington
COORE, CHRISTOPHER M50 Midlands Healthcare
COUSTON, ELIZABETH P42 Professional Drivers
COWLISHAW, SAM N64 Notts Vox
DAVIDSON, YVONNE N81 Midlands Police Staff
DINGLEY, TERRY B02 Birmingham Public Serv
DRAPER, SHANE M03 Matlock
EVANS, JASON L50 Leicester Water
FRANCIS, ADRIAN N67 Notts County Tram
GARDNER, REBECCA X10 Birmingham General
GREEN, ASHTON S01 Sherwood Forest
GREENWOOD, ANNETTE S85 Sandwell
HARRISON, BEN D44 Derbyshire Community
HEELEY, JAKE M15 Mansfield Central
HOLLAND, THOMAS L27 Leicester Health Care
HORROCKS, MARTIN Z63 Nottingham Tec
HOWELL, NICOLA L10 GMB Leicestershire
HUGHES, ASHLEY G34 Gas - West
HUMPHRIES, ANDREW M15 Mansfield Central
HUSSAIN, ARSHAD N64 Notts Vox
IQBAL, LOUVEZA A25 Amazon Workers'
JAMES, DARREN S85 Sandwell Community
JESSON, ANNA-MARIE B43 Birmingham City
KPITANEC, ALEXANDER A02 Ambulance
KEIGHTLEY, NATHAN C36 Coalville
KIDGER, WAYNE N55 Nottingham City
LONG, JULIA A01 GMB Acorn
LONGDON, CHARMAYNE N55 Nottingham City
MABBOTT, SIMON R25 GMB Energy & Utilities
MAKUCH, DAWID M12 Magna Park
MCCREADY, LISA S75 Stoke Unity
MCMAHON, JAMIE X20 Midlands Apex General
MOHAMMED, MOHAMMEDNUR A25 Amazon
MORRELL, KAREN G50 Grantham
NICHOLS, JAMES G34 Gas - West
PICKERILL, PAUL N46 Newcastle & Chesterton
POOLE, IAN A17 Asda
PREECE, IAN W60 Wellington
RATH, TIMOTHY C80 Dudley
ROCHE, CHRISTOPHER B48 Birmingham Water
SEMMENS, CLARE W57 Worksop
SHARPE, HOLLY EM1 EMAS
SHINER, STEPHEN P42 Professional Drivers
SHORT, MILES S30 North Lincs
SOMES, HELEN S01 Sherwood Forest
SPENCER, ROB B02 Birmingham Public Services
THOMAS, YVONNE C40 B&WM Care Sector
VENNELL, SANDI JEAN NT1 Nottingham Education
WALLACE, DAVID C41 Chesterfield No.1
WASS, VICKY B01 Bassetlaw & Worksop
WHILDING, ROBERT B26 Buxton
WILLMOTT, PATRICIA C51 Northants Community
YATES, SHARON S75 Stoke Unity

NORTH EAST, YORKSHIRE & HUMBER REGION (NEYH)

REGIONAL SECRETARY

BELFIELD, ANDY

SENIOR ORGANISERS

WYNN, JULIE
FLETCHER, KAT

ELECTED ORGANISERS

CLARKSON, SHAUN
FERGUSON, DEANNE
FOSTER-WILSON, LOUISE

REGIONAL STAFF

LAW, KATRINA
PALEY, LIZ
PRESTON, CHRIS

LAY DELEGATES (57)

AHMED, HAFSHA B24

ATKINSON, SUSAN D30

AUSTIN, TRACEY Y28

AVERY, GRAHAM W22

BUTLIN, CLAIRE S15

CAMERON, RONALD R40

CLAPHAM, NEIL P45

COOPER, AITHON D19

CURTIS, ANGELA D43

DAMESTANI, KAVEH D43

DEXTER, KARINA W45

DOYLE, HAYLEY L10

ELLINGER, PETA H77

EQUIANO, ATU HASHIM L27

ESHELBY, DEAN Y10

FOSTER, SUZANNE N39

GREGSON, JONATHAN B30

HARRIS, PHILLIP R62

HARRISON, LISA L27

HAZEL, SHARMANYE L18

HINCHCLIFFE, MICHAEL S08

HODGKINSON, RYAN X20

HULL, DANIEL Z22

HUNT, MICHELLE, A13

INGLIS, KIMBERLEY W22

JACKSON, ANTHONY D30

JOHNSON, KEITH S30

JUMMA, FARZANA X20

KELLY, SARAH Y28

KHAN, MUHAMMAD B06

KITCHEN, JACQUELINE N39

LAWS, DUNCAN H36

LOFTUS, DAVID H35

MARSHALL, RICHARD S40

MCKENNA, ROSALEEN L10

MCLAUGHLIN, PETER B03

MUNRO, FRAZER R40

NEIL, CRAIG A13

PAYNE, NEIL H35

PERKINS, ANDREW S15

PERLESI, MAJLINDA S38

PRUDEN, PAUL N29

RAZACK, SALLY R40

RHODES, PAUL W81

RIDDLE, DAVID W22

RYAN, SALLY L18

SATTI, AMJAD B24

SHAW, JULIE H72

TATE, JAMES N64

THOMAS, MATTHEW K40

THOMSON, MICHAEL R75

TIMBEY, LESLIE D43

TUKER, CRAIG K55

VRIELING, LINDA L29

WAITE, MARCUS Z22

WHISSON, MICHAEL T25

WILSON, JOHN S38

WITHINGTON, CRAIG A40

YOUNG, SARAH S30

NORTH WEST & IRISH REGION (NWI)

REGIONAL SECRETARY

WALKER, DENISE

SENIOR ORGANISERS

EVANS, MICHAEL

ELECTED ORGANISERS

CLEARY, LEIGH
MACKLIN, PETER
SMITH, NEIL

REGIONAL STAFF

DAVIES, JANET
FARRINGTON, ROSS
NASH, SHAUN

LAY DELEGATES (52)

BAUGH, CHRIS P42

BRADY, MICHAEL U88

BURGESS, LEE L06

BURKE, PAUL J05

CAHOON, MARK A76

CAIRNS, GILL A56

CAMPBELL, ROBERT S70

CLIFTON, JOE G40

COOPER, ANDY N45

CULBERT, MARK GMP1

DOHERTY, PHILIP W80

DURKIN, STEPHEN L33

EBBRELL, CLARE A56

ENABULELE, KELVIN C17

FINCH, JAYNE C15

FLANAGAN, KEVIN Q22

FLATLEY, ALAN B16

FORSHAW, GRAHAM A08

GOULDING, BILLY M35

GREGG, MARGARET X07

GUNN, BOB F72

HALLIWELL, CHRIS W79

HELLON, RICHARD L06

HOPE, DAVID S66

JOHNSON, MELISSA A62

LALKHAM, BERNARD J01

LONG, BETH N30

LYONS, LOUISE N30

LYTOLLIS, JACQUI C15

MALTHOUSE, DANIELLE M15

MASON, LINDSEY M15

MCARDLE, EILEEN W80

MCCORRY, DAVID B91

MCGAHAN, ELAINE E76

MCCLLENAGHAN, ROBERT Q78

MCMONAGLE, ELIZABETH W80

MERCER, LINDA A08

MORRIS, JAMES L25

ONIGBANJO, ISLAMIAT GMP1

PAXFORD, SUSAN B23

PAYNTER, WILLIAM S02

PITCHFORD, JO B23

RAWSTHORNE, BARBARA Y03

REID, BARRY H74

RICHARDS, PAUL K28

SHARKEY, ROBERT B80

SHIELDS, JEFFREY J06

SMITH, JOE W87

TIMSON, PATRICK A62

TRICKETT, ANDREW B16

WILSON, KEIR L06

WELHAM, BOB B16

GMB SCOTLAND (SC)

REGIONAL SECRETARY

GILMOUR, LOUISE

NON-ELECTED ORGANISERS

STEVENSON, CARA

REGIONAL STAFF

RICHARDSON, THEO

STEEL, RORY

WILSON, JIM

SENIOR ORGANISERS

GREENAWAY, KEIR

LAY DELEGATES (42)

AIRNS, ELIZABETH NHS Lanarkshire - N30

BALLANTYNE, JACKIE ASDA - A79

BOYD, MARGARET Glasgow Nurses - G95

CARR POLLOCK, TOM Bathgate 34

CHANNON, JOHN SGN E41

CUCERENCO, CRISTINA Private Care S14

DAVIDSON, MICHAEL U13

DEAN, ANNE Clydebonding 34

DOLAN, JOHN Upper Clyde

DRYLIE, ANNETTE Fife Public Services K53

FERGUSON, DAVID Nuclear H60

FINN, MARY Primary Care Nursing S11

GALE, MELANIE Glasgow Apex G87

HENNEBRY, NATHAN Shieldhall Diageo S04

HERBERT, ROSS Glasgow SAS A33

KYLE, DREW East Ayrshire Public Services

LOGAN, LYNNE Dunbartonshire PS D61

LOGUE, PAULA Glasgow 1

MACKENZIE, RODERICK Dunbartonshire 22

MCARTHUR, ROSS Glasgow 29

MALLON, GERALD East Dunbartonshire S86

MALONE, MARTIN Scottish Gas U11

MARTIN, ELIZABETH Private Care S14

MCCLUSKEY, WILLIAM Brewing Glasgow 05

MCFARLANE, JILLIAN Fife Public Services K53

MCQUISTON, META East Ayrshire Public Ser K21

O'BRIEN, FIONA Renfrewshire 11

REICHLIE, CIORSTADH Glasgow Nurses G95

RICHARDS, JANE Glasgow Education Branch

RITCHIE, KEVIN Aberdeen 23

ROBERTSON, CHARLIE L51 LA Staff

SCOTT, HARRY Lanarkshire S51

SMITH, ANNE MARIE Glasgow SAS A33

SMITH, RAYMOND Falkirk Public Services

SNEDDON, ELSIE NHS Lanarkshire N30

SONKAR, SID Edinburgh and Lothians

STEWART, CAROL ANNE Highlands 52

THOMPSON, ANDREW Scottish Water

VINCENT, MARK Inverness and Highland 51

WADE, JOHN Dundee 71

WILL, TERESA Glasgow Health Service G89

WILLIS, DAVID Aberdeen City A13

SOUTHERN REGION (SO)

INTERIM REGIONAL SECRETARY

DAVIES, GAVIN

SENIOR ORGANISERS

ALLISON, ASIA

MEMBERSHIP DEVELOPMENT OFFICERS

FEIGHAN, KATIE

ELECTED ORGANISERS

GARDNER, CHARLOTTE

GORDON, MICHELLE

SIMPKIN, MICK

SMITH, CLIVE

REGIONAL STAFF

CARLSON, ROB

SHURGOLD, JULIE

SHURGOLD, LAUREN

LAY DELEGATES (49)

ADJE, CHARLES X98 LFB

ALLAM, TRACEY L32 LB Sutton

ASIIMWE, STELLA G38 Surrey

BARTLETT, DAVE K14 Kent CC

BEDDOE, JACK L17 LB Lewisham

BENNETT, ZEHRINE J11 Jersey

BLAIR, STACEY X23 Dover Ferries

BUTLER, CHRIS S35 Spearpoint

CHARLES, MARIA L26 Richmond & Wandsworth

COATS, EWAN L26 Richmond & Wandsworth

DAVIES, TINA K14 Kent CC

DIXSON, GARY L25 LB Southwark

EDWARDS, LISA K19 South London General

FERGUSON, MICHAEL B50 Sussex

FREWIN, JANET G38 Surrey

GOMEZ, JOSE B40 Bournemouth

GRIFFITHS, RHIAN G36 Security

GROVER, TERENA D11 Southern Healthcare

HART, JULIE S69 SECAMB

HAYDOR, ALI S37 Southampton

HIBBERD, CHRIS W27 Tolpuddle

HITTER, ALEX X96 South London Universities

IJEH, SYLVESTER G50 St. George's

INOKOBA, JOHN G50 St. George's

KELLY, KARIMAH X17 Medway General

KETTELL, KATHY L26 Richmond & Wandsworth

LANGLOIS, TIM J11 Jersey

LOPEZ IMEDIO, INMIA L25 LB Southwark

LUNN, CHARLOTTE L32 LB Sutton

MAHMOOD, AYSHA E41 East Sussex

MURTON, CLIVE G36 Security

NEWMAN, ANDY W15 Three Shires

O'BRIEN, CORNELIUS X17 Medway General

OMOTOSO, ABIODUN M27 LB Merton

PEMBERTON, ALISON C60 Croydon

PILCHER, HELENA K14 Kent CC

POLLARD, LYNN W15 Three Shires

ROACH-MCFARLANE, ASHLEY C60 Croydon

SCOTT-MCDONALD, DENISE L16 Greenwich

SMITH, CARINA S37 Southampton

UMAR, GEZALA D11 Southern Healthcare

WALKER-POWELL, JOAN L09 LB Lambeth

WATTS, JONATHAN W15 Three Shires

WEBBER, RACHEL A10 ASDA Retail Area 1

WILLIAMS, GRAHAM A21 ASDA Retail SW London

WONGSOSAPUTRO, CHRISTOPHER K19 South London

WOODS, MICHAEL B50 Sussex

WOODWARD, ASHLEA S35 Spearpoint

ZBOROWSKA HUGGETT, MARZENA M27 LB Merton

WALES & SOUTH WEST REGION (WSW)

REGIONAL SECRETARY

BRADY, RUTH

SENIOR ORGANISERS

BAKER, ADIE
BROAD, ROSEMARY
DARCY, KATHERINE
HOYLES, TOM
HUGHES, NICK

REGIONAL STAFF

BRADY, JULIA
HAYES-MORGAN, SOPHIE
PERRY, MELISSA
PETTY, CERI
PROSSER, EMMA
TODD, JOANN

LAY DELEGATES (38)

BALL, JASON C31

BENDELOW, KATE D24

BETHELL, PAUL M18

BROMHALL, GARETH W17

BUTLER, MARTYN C33

CAUSER, EMMA C10

CHEDZEY, GEORGIA C48

COLE, ADRIAN W23

DAVIES, IAN J15

FORROW, JAYSON E02

GRIFFITHS, NICOLA M18

HARRISON, CARL C55

HARVEY, DEBRA S62

HEALY, YVONNE M58

JAMES, EMMA A55

JAMES, JONATHAN C50

JONES, ALLISON P72

JONES, CRAIG R45

JONES, LEON W71

JONES-WESTCOTT, REBECCA C31

KENWOOD, ROBERT E35

LIPPIAT, GARETH A50

MARSH, CHRISTOPHER X45

MILLS, ANDREW B96

MINARDS, IAN P19

MOSS, JACQUELINE R01

NICHOLSON, VIRGINIE D24

PANDEY, SUNIL W23

PRICE, JOHN S09

SHORTE, JACQUELINE C22

SUTTON, JEFFREY A55

VRAJITORU, MARTINA H03

WHELAN, ANDREW S62

WILLIAMS, CLIFF D15

WILLIAMS, MATHEW H03

WILLIAMS, RYAN D19

WILLIAMS, SUZANNE C48

WILSON, MICHAEL D15

GUIDELINES FOR CONGRESS BUSINESS

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

1. CONGRESS

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

Sunday 8 June
9.30am – 12.30pm, 2.00pm – 5.30pm

Monday 9 June – Tuesday 10 June
9.00am – 12.30pm, 2.00pm – 5.30pm

Wednesday 11 June
9.00am – 12.30pm, 2.00pm – 2.30pm

Thursday 12 June
9.00am – Lunchtime

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

2. STANDING ORDERS COMMITTEE

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

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

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

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

3. GENERAL MOTIONS AND RULE AMENDMENTS

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

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

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

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

If a Motion comes within any of these categories, it shall be ruled “out of order” by

the Standing Orders Committee, and the Committee shall recommend to Congress accordingly.

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

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

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

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

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

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

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

In the event of a delegation failing to respond to an invitation to meet the SOC this shall be reported to Congress with the

recommendation that the Motion shall fall.

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

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

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

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

4. EMERGENCY MOTIONS

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

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

Emergency Motions can be composited.

5. WITHDRAWAL OF MOTIONS

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

6. MATTERS OF URGENCY

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

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

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

7. CENTRAL EXECUTIVE COUNCIL

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

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

Subject to the provisions of Rule 8, the Central Executive Council members should only speak at Congress where they are representing Central Executive Council policy. Where a Central Executive Council member is asked by his/her Regional delegation to speak to the

Regional delegation’s policy, he/she shall only do so provided the delegation’s policy is not in contravention with Central Executive Council policy.

8. DEBATING PROCEDURE

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

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

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

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

9. TIME LIMITS FOR SPEAKERS

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

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

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

10. VOTING

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

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

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

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

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

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

- a. tellers will provide a ballot box for each regional delegation;
- b. the President will announce the number of the card to be used – for example: 'Card Vote number 1';
- c. delegates will choose the appropriate numbered card, marked either "For" or "Against" from their book of voting cards and place it into the ballot box provided;
- d. once the President has announced 'Card Vote completed' tellers will take the ballot boxes to the General Member Auditors;

- e. the General Member Auditors will count the votes, and notify the President of the result

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

11. VOTING FOR PRESIDENT AND VICE-PRESIDENT

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

12. LITERATURE

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

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

13. PREVIOUS CONGRESS DECISIONS

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

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

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

PERIVALE BRANCH London Region

1985 CONGRESS, BLACKPOOL, SPECIAL MOTION CORE RULE 34

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

CENTRAL EXECUTIVE COUNCIL

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

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

**MELTON GENERAL BRANCH
Midland & East Coast Region****1999 CONGRESS, BLACKPOOL, MOTION 9
CONGRESS DEMOCRACY**

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

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

**NORTH WEST LONDON BRANCH
London Region****2003 CONGRESS, BLACKPOOL, MOTION 11
UNION DEMOCRACY**

Congress calls for delegates to have democratic freedom.

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

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

New delegates were not aware they could have free votes.

**THAMES VALLEY BRANCH
London Region****CONGRESS 2017, PLYMOUTH, MOTION 1
CONGRESS PROCEDURES**

This Congress calls on the Standing Orders Committee and Central Executive Council to ensure that delegates are provided with a

written copy of the CEC's stance in response to their motion (s) ahead of any Pre-Congress delegates' meetings as to better facilitate and inform lay members during Congress each year.

**LOWESTOFT BRANCH
London Region****CONGRESS 2017, PLYMOUTH, MOTION 2
SAVE MORE TIME FOR CONGRESS DELEGATES TO
SPEAK**

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

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

**TORBAY AND SOUTH DEVON BRANCH
Wales and South West Region****CONGRESS 2018, BRIGHTON, MOTION 8
SPEAKERS ON MOTIONS**

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

**Q78 BRANCH
North West & Irish Region**

STANDING ORDERS COMMITTEE REPORT NO. 1

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

Times for Congress

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

Sunday 8 June

9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Monday 9 June – Tuesday 10 June

9.00 am – 12.30 pm, 2.00 pm – 5.30 pm

Wednesday 11 June

9.00 am – 12.30 pm, 2.00 pm – 2.30 pm

Thursday 12 June

9.30 am – Lunchtime

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

Times for Speakers

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

General Motions and Rule Amendments:

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

Officers' Reports:

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

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

Special Reports and CEC Statements:

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

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

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

Questions on Balance Sheet and Auditors' Report

Questions on the Balance Sheet and Auditors' Report must be submitted in writing to alison.turtle@gmb.org.uk by no later than 5.30 pm on Monday 9 June.

Motions Out of Order

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

Motion 1 Standing Orders Committee Reserved Places

The Motion would require amendments to GMB Rules since representation at Congress and the SOC are established under Rules 8 and 9. Rule Amendments have not been submitted.

Motion 10 End "Unspecified Hours" Contracts – We must practice what we preach

The Motion relates to the terms and conditions of GMB employees, contrary to the 1985 Congress Special Motion (reproduced in the Guidelines for Congress Business) which reserves such matters to the CEC.

Motion 31 Assistant Branch Secretary Roles

The Motion would require an amendment to GMB Rules since Branch Officer positions

are established under Rules 18 and 35. Rule Amendments have not been submitted.

Motion 32 Reinstate the Branch Commission

The Motion would require an amendment to GMB Rules since payments to branches are established under Rule 34. A Rule amendment has not been submitted.

Motion 44 Debt Support for Members

The Motion would require an amendment to GMB Rules since benefits are established under Rules 48 – 57. A Rule Amendment has not been submitted.

Motion 136 Uber Drivers Pay

The Motion relates to an industrial issue which is specific to the members in UBER which should be considered by the membership in UBER only and is not a policy matter for Congress. The Motion ought to be dealt with by a more appropriate body, that is through the existing GMB industrial structures for UBER.

Motion 137 Stop Rolled Up Holiday Pay

The Motion relates to an industrial issue which is specific to the members in UBER which should be considered by the membership in UBER only and is not a policy matter for Congress. The Motion ought to be dealt with by a more appropriate body, that is through the existing GMB industrial structures for UBER.

Motion 152 British Medical Association

The Motion relates to an industrial issue which is specific to the members in the BMA which should be considered by the membership in the BMA only and is not a policy matter for Congress. The Motion ought to be dealt with by a more appropriate body, that is through the existing GMB industrial structures for the BMA.

Motion 166 End Unfair Discrimination Against Ambulance Workers

The Motion relates to an issue specific to the members in the Ambulance Service which should be considered by the membership in the Ambulance Service and is not a policy matter for Congress. The Motion ought to be dealt with by a more appropriate body that is through the existing GMB industrial structures for the Ambulance Service including the

National Ambulance Committee and the NHS Staff Council.

Motion 181 Equal Annual Leave Across Pays Grade

The Motion relates to issues that are specific to the members in local government which should be considered by the members in local government only and is not a policy matter for Congress. The Motion ought to be dealt with by a more appropriate body, that is through the existing GMB industrial structures for local government including the NJC.

Motion 182 Single Item Pay Negotiations for Higher Education

The Motion relates to issues that are specific to the members in Higher Education which should be considered by the members in Higher Education only and is not a policy matter for Congress. The Motion ought to be dealt with by a more appropriate body, that is through the existing GMB industrial structures for Higher Education

Motion 185 NHS Lone Working Staff

The Motion relates to an issue that is specific to the members in the NHS Community and Healthcare areas which ought to be dealt with by the members in those areas only and is not a policy matter for Congress. The Motion ought to be dealt with by a more appropriate body, that is through the existing GMB industrial structures for the NHS Community and Healthcare areas.

Motion 188 NHS Sickness and Absence Policy – NHS Trusts

The Motion relates to an issue which is specific to the members in NHS Trusts which ought to be dealt with by the members in those areas only and is not a policy matter for Congress. The Motion ought to be dealt with by a more appropriate body, that is through the existing GMB industrial structures for NHS Trusts.

Motion 190 Subsidised Lunchtime for Teaching Assistants and Support Staff

The Motion relates to an issue which is specific to the members working as Teaching Assistants and Support Staff which ought to be dealt with by the members in those positions only and is not a policy matter for Congress.

The Motion ought to be dealt with by a more appropriate body, that is through the existing GMB industrial structures for members working as Teaching Assistants and Support Staff.

Motion 193 Pandemic Recognition for All Staff

The Motion relates to an issue which is specific to members in the NHS which ought to be dealt with by the members in the NHS only and is not a policy matter for Congress. The Motion ought to be dealt with by a more appropriate body, that is through the existing GMB industrial structures for the NHS.

RA 308

The proposed Rule Amendment to Rule 13 would leave Rule 13 deficient since it refers to the President and Rule 13 relates to the Vice-President.

RA 309

The proposed Rule Amendment to Rule 13 would leave Rule 13 deficient since it refers to the President and Rule 13 relates to the Vice-President.

RA 310

The proposed Rule Amendment to Rule 13 would leave Rule 13 deficient since it refers to the President and Rule 13 relates to the Vice-President.

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 72	Equality Rights – London
Motion 87	Support for Workers Experiencing Miscarriage and Pregnancy Loss – London
Motion 88	Paid Bereavement Leave for Loss of Pregnancy During the First 23 Weeks – Wales & South West
Motion 94	Mental Health illness Reporting HSE – Midlands
Motion 100	Extreme Temperatures in the Workplace – London
Motion 108	Justice for 1950s Women – State Pension Age Changes – Wales & South West
Motion 110	Stop the Rising Pension Age – London
Motion 116	Special Guardianship Order Statutory Provisions – Midlands
Motion 120	Calling on Labour to update Redundancy Matrix – Wales and South West
Motion 165	Re – introduction of School Support Staff Negotiating Body – London
Motion 169	School Support Staff – North West & Irish
Motion 186	NHS’ Work-related Stress and Work-related Injury – GMB Scotland
Motion 197	National Living Wage Rights for

	Working People aged over 18 – London
Motion 239	Dignity when Travelling – GMB Scotland
Motion 256	Young Persons Union Education– North West & Irish

Composite Motions

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

Mobile Phones

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

Film Cameras

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

DVDs, Videos etc

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

Bucket Collections

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

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

Election of President and Vice President

1. In accordance with the provisions of Rule 12 and Rule 13, nominations to elect a President and a Vice-President must be received by the General Secretary by the Monday of the week before Congress i.e. by Monday 2 June 2025. In the event of a contested election for President and/or Vice-President, the Committee recommends the following procedure
2. The General Secretary will announce the names of the candidates to Congress at the close of business on the afternoon of Monday 9 June.
3. On Tuesday 10 June each candidate will be entitled to make an election address to Congress, prior to the distribution of ballot papers. The number of minutes allowed for an election address will be up to 5 minutes.
4. Ballot papers will be prepared under the supervision of the Standing Orders Committee. At 11 am on the morning of Tuesday 10 June, the General Member Auditors will deliver to each Regional Secretary the envelope containing the ballot papers for lay delegates of the Region and will deliver to the General Secretary the envelope containing the ballot papers for Central Executive Council members. Other non-voting delegates are not entitled to vote in this election. The Regional Secretary will issue a ballot paper to each delegate entitled to vote. The General Secretary, via the Executive Officer, will issue a ballot paper to each Central Executive Council member entitled to vote.
5. If any delegate arrives late, their Regional Secretary should accompany the delegate

to the General Member Auditors and request a ballot paper. If any Central Executive Council member arrives late the Executive Officer should accompany the Central Executive Council Member to the General Member Auditors and request a ballot paper.

6. Each delegate and Central Executive Council member is entitled to place their ballot paper in one of the ballot boxes at the front of the hall. Tellers are not responsible for collecting ballot papers in this election.
7. Voting will close at 3.30 pm on Tuesday 10 June, at which time the General Member Auditors will take the ballot papers and count the votes. They should report the result to Congress at the end of the afternoon session on the same day.

STANDING ORDERS COMMITTEE MEMBERS

DUDLEY, KAREN (LO) – CHAIR
JAMES, DARREN (MI) – VICE CHAIR
LAWS, DUNCAN (NEYH)
WELHAM, BOB (NWI)
FINN, MARY (SC)
BARTLETT, DAVE (SO)
JONES, CRAIG (WSW)

CENTRAL EXECUTIVE COUNCIL OBSERVERS TO THE STANDING ORDERS COMMITTEE

COLBERT, JOHN (LO)
ENGLAND, LYNDISAY (NWI)

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119	4 DAY WEEK CAMPAIGN	LONDON REGION
123	A REVIEW ON NATIONAL SICK PAY	LONDON REGION
254	ACCESS TO GENDER AFFIRMING CARE FOR TRANS PEOPLE	WALES AND SOUTH WEST REGION
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121	DAY 1 RIGHT TO REDUNDANCY PAY	LONDON REGION
44	DEBT SUPPORT FOR MEMBERS	LONDON REGION
143	DE-REGULATION IMPACT ON PRIVATE HIRE & HACKNEY TRADE	NORTH WEST AND IRISH REGION
239	DIGNITY WHEN TRAVELLING	GMB SCOTLAND
80	DISABLED WORKERS’ ACCESS TO REASONABLE ADJUSTMENTS	MIDLANDS REGION
241	DISCRIMINATION OF PROSTITUTION	GMB SCOTLAND
102	DISPLAY SCREEN EQUIPMENT REGULATIONS	MIDLANDS REGION
195	DOUBLE RATE OF PAY FOR CARE AND SUPPORT WORKERS ON WEEKENDS AND BANK HOLIDAYS	SOUTHERN REGION
58	EDI TRAINING FOR ALL GMB STAFF & REPRESENTATIVES	NORTH EAST YORKSHIRE HUMBER REGION
57	EDUCATION & PROGRESSION IN GMB	SOUTHERN REGION
134	EMBRACING AI TO IMPROVE WORKING CONDITIONS FOR GMB MEMBERS	MIDLANDS REGION
184	EMPLOYER RESPONSIBILITY FOR MANDATORY AND WORK-RELATED TRAINING	MIDLANDS REGION
109	EMPLOYER RESPONSIBILITY TO PROVIDE PENSION INFORMATION	LONDON REGION
132	EMPLOYMENT RIGHTS	WALES AND SOUTH WEST REGION
10	END “UNSPECIFIED HOURS” CONTRACTS – WE MUST PRACTICE WHAT WE PREACH	SOUTHERN REGION
170	END TO PRIMARY AUTHORITY SCHEMES	NORTH WEST AND IRISH REGION
166	END UNFAIR DISCRIMINATION AGAINST AMBULANCE WORKERS	LONDON REGION
68	ENGAGEMENT WITH ANTI-FASCIST GROUPS	LONDON REGION
14	ENVIRONMENTAL MATTERS TO THE STANDARD AGENDA	NORTH EAST YORKSHIRE HUMBER REGION
181	EQUAL ANNUAL LEAVE ACROSS PAYS GRADES	SOUTHERN REGION
77	EQUAL PAY	NORTH EAST YORKSHIRE HUMBER REGION
191	EQUAL PAY IN LOCAL GOVERNMENT	NORTH EAST YORKSHIRE HUMBER REGION
71	EQUALITY DATA COLLECTION	SOUTHERN REGION
72	EQUALITY RIGHTS	LONDON REGION
66	EQUITABLE ANTI RACIST WORKPLACES	LONDON REGION
179	EXPAND THE SICK OF SSP CAMPAIGN THROUGH OUT THE SOCIAL CARE SECTOR	NORTH EAST YORKSHIRE HUMBER REGION
100	EXTREME TEMPERATURES IN THE WORKPLACE	LONDON REGION
112	FAIR DEAL FOR PENSIONERS	SOUTHERN REGION
189	FAIR DEALS FOR CIVIL SERVANTS AND MP’S	SOUTHERN REGION

117	FAIR JOB APPLICATION AND INTERVIEW PROCESS	LONDON REGION
231	FAIR TREATMENT FOR FOOTBALL FANS	GMB SCOTLAND
262	FAIRNESS, FUTURES AND GREEN JOBS	WALES AND SOUTH WEST REGION
183	FAT CAT ACADEMY HEAD TEACHERS FAT CAT SALARY SHOULD BE CAPPED	SOUTHERN REGION
180	FEED OUR FUTURE, FIGHT SCHOOL CATERING PRIVATISATION	NORTH EAST YORKSHIRE HUMBER REGION
86	FERTILITY LEAVE	NORTH EAST YORKSHIRE HUMBER REGION
148	FIGHT AGAINST ABUSE TO AVIATION STAFF	LONDON REGION
272	FINANCING SOCIAL HOUSING	WALES AND SOUTH WEST REGION
228	FOR A FAIR AND HUMANE IMMIGRATION POLICY	LONDON REGION
157	FOR A STRONGER FORCE IN BREWING, WHISKY, AND SPIRITS	GMB SCOTLAND
174	FUNDING FOR SCHOOLS TO BE FULLY SUPPORTIVE OF ALL CHILDREN	NORTH EAST YORKSHIRE HUMBER REGION
206	FUSION POWER PLANT	MIDLANDS REGION
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290	GAZA, ISRAEL AND THE MIDDLE EAST	WALES AND SOUTH WEST REGION
291	GENOCIDE IN GAZA	LONDON REGION
42	GMB ACTIVISTS STRESS/MENTAL HEALTH MOTION	NORTH EAST YORKSHIRE HUMBER REGION
217	GMB AND THE LABOUR GOVERNMENT	NORTH EAST YORKSHIRE HUMBER REGION
16	GMB BOYCOTT X (FORMERLY KNOWN AS TWITTER)	LONDON REGION
164	GMB IS THE UNION FOR SCHOOL SUPPORT STAFF	LONDON REGION
50	GMB REP TRAINING	SOUTHERN REGION
160	GMB SCHOOL SUPPORT STAFF CONFERENCE	LONDON REGION
69	GMB TO AFFILIATE WITH 'STAND UP TO RACISM', NATIONALLY AND REGIONALLY	NORTH EAST YORKSHIRE HUMBER REGION
15	GMB TO CLOSE ALL OF IT'S X ACCOUNTS AND FOR MEMBERS TO LOBBY THEIR EMPLOYERS TO DO THE SAME	LONDON REGION
38	GMB WELFARE	LONDON REGION
17	GMB WITHDRAWAL FROM X	GMB SCOTLAND
210	GREEN INFRASTRUCTURE PROJECTS	NORTH EAST YORKSHIRE HUMBER REGION
93	HEALTH AND SAFETY EXECUTIVE ENGAGEMENT	WALES AND SOUTH WEST REGION
235	HEATING FOR THE ELDERLY AND THE VULNERABLE BY CAPPING PAYMENTS	LONDON REGION
255	HIGHER EDUCATION, KNOWLEDGE AND FUNDING	LONDON REGION
209	HYDROGEN CELL INFRASTRUCTURE	MIDLANDS REGION
276	I FELL DOWN A POTHOLE WHAT ARE MY RIGHTS?	NORTH WEST AND IRISH REGION
127	IMPROVING BEREAVEMENT LEAVE	NORTH EAST YORKSHIRE HUMBER REGION
53	IMPROVING THE QUALITY OF REPRESENTATION	NORTH EAST YORKSHIRE HUMBER REGION
277	INCLUSION OF LIGHT RAILWAYS AND TRAMS IN LABOUR GOVERNMENT'S RAIL NATIONALISATION POLICY	MIDLANDS REGION
52	INCLUSIVE TRAINING FOR ALL GMB BRANCH OFFICIALS	LONDON REGION
259	INCREASE FOR THAMES WATER CUSTOMER BILLS	LONDON REGION
13	INCREASE IN ACTIVIST EMAIL STORAGE CAPACITY	SOUTHERN REGION

163	INEQUALITY OF HOLIDAY PRICES FOR SCHOOL SUPPORT STAFF	LONDON REGION
287	INTERNATIONAL TRADE AND THE EU	LONDON REGION
176	INVEST IN HIGHER EDUCATION	SOUTHERN REGION
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237	JUSTICE DELAYED IS JUSTICE DENIED	SOUTHERN REGION
108	JUSTICE FOR 1950s WOMEN – STATE PENSION AGE CHANGES	WALES AND SOUTH WEST REGION
220	LABOUR PARTY CONFERENCE	MIDLANDS REGION
215	LET’S BUILD DRONES IN BRITAIN	MIDLANDS REGION
281	LOSS OF WINTER FUEL PAYMENTS	WALES AND SOUTH WEST REGION
125	MAKING DISCRETIONARY SICK PAY FAIR	NORTH EAST YORKSHIRE HUMBER REGION
271	MANAGING SOCIAL HOUSING	WALES AND SOUTH WEST REGION
60	MANDATORY BI-ANNUAL EQUALITY DIVERSITY INCLUSION (EDI) TRAINING FOR EVERY STAFF MEMBER AND REPRESENTATIVES OF THE GMB	NORTH WEST AND IRISH REGION
251	MANDATORY TRAINING FOR CARE WORKERS ON TRANS HEALTHCARE	LONDON REGION
59	MANDATORY YEARLY EDI TRAINING FOR ALL GMB REPRESENTATIVES, CONVENORS AND OFFICERS	NORTH WEST AND IRISH REGION
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94	MENTAL HEALTH ILLNESS REPORTING HSE	MIDLANDS REGION
187	NATIONAL HEALTH SERVICE	LONDON REGION
197	NATIONAL LIVING WAGE RIGHTS FOR WORKING PEOPLE AGED OVER 18	LONDON REGION
192	NATIONAL POLICY ON VIRTUAL WARDS: ACCOUNTABILITY AND SAFEGUARDING WORKFORCE AND PATIENT CARE	WALES AND SOUTH WEST REGION
211	NATIONAL UK SHIPBUILDING STABILITY STRATEGY	WALES AND SOUTH WEST REGION
185	NHS LONE WORKING STAFF	LONDON REGION
188	NHS SICKNESS AND ABSENCE POLICY – NHS TRUSTS	MIDLANDS REGION
186	NHS WORK-RELATED STRESS AND WORK- RELATED INJURY	GMB SCOTLAND
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274	NO TO PAY AS YOU GO MILES TAX	LONDON REGION
76	NORTHERN IRELAND EQUALITY LEGISLATION	LONDON REGION
56	ONGOING TRADE UNION EDUCATION	LONDON REGION
253	OPPOSITION TO CRIMINALISATION OF HEALTHCARE FOR TRANS YOUTH	LONDON REGION
88	PAID BEREAVEMENT LEAVE FOR LOSS OF PREGNANCY DURING THE FIRST 23 WEEKS	WALES AND SOUTH WEST REGION
193	PANDEMIC RECOGNITION FOR ALL STAFF	SOUTHERN REGION
114	PENSIONS & INHERITANCE TAX	MIDLANDS REGION
245	PHARMACY STORES CLOSURES	WALES AND SOUTH WEST REGION
115	PHASED RETIREMENT	MIDLANDS REGION
283	PLAN FOR POVERTY	NORTH WEST AND IRISH REGION
28	POLICIES AND PROCEDURE PROTECTING OUR LAY MEMBERS	NORTH EAST YORKSHIRE HUMBER REGION
30	POSTHOLDER ACCESS TO LIVE MEMBERSHIP DATA	SOUTHERN REGION

238	PRESS ANONYMITY OF WORKERS IN THE PRISON ESTATE	SOUTHERN REGION
295	PREVENTING THE RIGHT-WING WAVE CROSSING THE ATLANTIC	GMB SCOTLAND
20	PRIVACY POLICY AND E-VOTING	LONDON REGION
27	PROTECTING GMB REPRESENTATIVES	MIDLANDS REGION
207	PROTECTING OUR GAS NETWORK AND WORKFORCE	GMB SCOTLAND
155	PROTECTING UK PHARMACEUTICAL PRODUCTION AND SUPPLY	WALES AND SOUTH WEST REGION
84	PROTECTION AND BETTER RIGHTS FOR EMPLOYEES UNDERGOING IVF	WALES AND SOUTH WEST REGION
205	PROTECTION AND DEVELOPMENT OF NUCLEAR ENERGY IN THE UK	WALES AND SOUTH WEST REGION
131	PROTECTION FOR UNION REPRESENTATIVES IN UNRECOGNISED WORKPLACES	MIDLANDS REGION
51	PROVIDE MANDATORY TRAINING FOR GMB BRANCH SECRETARIES	WALES AND SOUTH WEST REGION
54	PROVIDING PRACTICAL SUPPORT FOR MEMBERS IN THE ET PROCESS	MIDLANDS REGION
78	PUSHING FORWARD ACCESS FOR THE DISABLED	LONDON REGION
106	RAAC CRISIS	LONDON REGION
74	RACIALISED SEXUAL HARASSMENT IN WORKPLACES EXISTS	LONDON REGION
35	RAISE THE DAILY SUBSISTENCE ALLOWANCE	SOUTHERN REGION
64	RAISING AWARENESS OF COERCIVE CONTROL	WALES AND SOUTH WEST REGION
203	REALIGNMENT OF ROYAL ASSETS	WALES AND SOUTH WEST REGION
172	REBUILD THE NHS	NORTH EAST YORKSHIRE HUMBER REGION
261	RECLAIMING THE ENERGY DISCUSSION	NORTH EAST YORKSHIRE HUMBER REGION
171	RECOGNISING AND VALUING EARLY YEARS SUPPORT STAFF	NORTH EAST YORKSHIRE HUMBER REGION
243	REDUCE THE FINANCIAL WASTAGE IN OUR NHS	GMB SCOTLAND
204	REFORMING ROYAL FUNDING	LONDON REGION
227	REFUGEES AND ASYLUM	LONDON REGION
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146	REGULATED AND LICENSED BUSINESS/COMMERCIAL CYCLES AND E- SCOOTERS	LONDON REGION
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165	RE-INTRODUCTION OF SCHOOL SUPPORT STAFF NEGOTIATING BODY	LONDON REGION
230	REPEAL ENCLOSURE ACTS	MIDLANDS REGION
118	REPEALING THE BAN ON LAWFUL SECONDARY INDUSTRIAL ACTION	LONDON REGION
79	REPLACE DISABILITY PASSPORT WITH A HEALTH PASSPORT AND LOBBY FOR THEM TO BECOME COMPULSORY	NORTH EAST YORKSHIRE HUMBER REGION
62	REPRESENTATIVE AWARENESS OF DISABILITY TRAINING AND TOOLS	WALES AND SOUTH WEST REGION

49	REPS INDUCTION DAY	MIDLANDS REGION
40	REPS MENTAL HEALTH SUPPORT	MIDLANDS REGION
288	RESETTING BRITAIN'S RELATIONSHIP WITH NATO	LONDON REGION
257	RESOLVE THE CRISIS IN CARE	WALES AND SOUTH WEST REGION
11	RESOURCES FOR A GROWING UNION	SOUTHERN REGION
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83	RIGHTS FOR WORKERS RECEIVING IVF TREATMENT	MIDLANDS REGION
105	RISK ASSESSMENTS AT WORK- A LIVE TOOL FOR HEALTH & SAFETY	LONDON REGION
161	RISK ASSESSMENTS IN SCHOOLS	LONDON REGION
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96	SHOULD HSE INVESTIGATE WORK-RELATED SUICIDES?	LONDON REGION
124	SICK OF STATUTORY SICK PAY	NORTH EAST YORKSHIRE HUMBER REGION
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182	SINGLE ITEM PAY NEGOTIATIONS FOR HIGHER EDUCATION	SOUTHERN REGION
194	SOCIAL CARE: TIME TO BARGAIN FOR BETTER	GMB SCOTLAND
116	SPECIAL GUARDIANSHIP ORDER STATUTORY PROVISIONS	MIDLANDS REGION
47	STANDARDISATION OF GMB TRAINING COURSES ACROSS ALL REGIONS	LONDON REGION
1	STANDING ORDERS COMMITTEE RESERVED PLACES	MIDLANDS REGION
150	STANDING UP FOR WORKERS IN THE UK'S HAIRDRESSING AND BARBERING INDUSTRY	MIDLANDS REGION
111	STATE FUNERALS FOR ALL WORKERS	MIDLANDS REGION
212	STEEL COUNCIL	MIDLANDS REGION
213	STEEL COUNCIL – SCUNTHORPE/PORT TALBOT	MIDLANDS REGION
229	STOKE-ON-TRENT POTTERY	MIDLANDS REGION
273	STOP FINANCIAL CLEANSING	MIDLANDS REGION
137	STOP ROLLED UP HOLIDAY PAYMENT BY UBER	LONDON REGION
234	STOP THE ATTACK ON PENSIONERS	LONDON REGION
279	STOP THE BUS FARE CAPPING INEQUALITIES	SOUTHERN REGION
294	STOP THE RIGHT-WING IDEOLOGY	GMB SCOTLAND
110	STOP THE RISING PENSION AGE	LONDON REGION
147	STOP ABUSE OF MEMBERS WORKING AT AIRPORTS AND IN AVIATION	MIDLANDS REGION
224	STOPPING REFORM UK	NORTH WEST AND IRISH REGION
219	STRENGTHENING THE NEW DEAL FOR WORKING PEOPLE	LONDON REGION

249	SUBSIDISED FLU VACCINES	SOUTHERN REGION
190	SUBSIDISED LUNCHTIME FOR TEACHING ASSISTANTS AND SUPPORT STAFF	SOUTHERN REGION
162	SUFFICIENT CAPITAL INVESTMENT IN PUBLIC SERVICES	LONDON REGION
173	SUPPORT FOR LEISURE SERVICES	NORTH EAST YORKSHIRE HUMBER REGION
270	SUPPORT FOR THE LESNES OCCUPATION AND CAMPAIGN CONTEXT	SOUTHERN REGION
87	SUPPORT FOR WORKERS EXPERIENCING MISCARRIAGE AND PREGNANCY LOSS	LONDON REGION
101	SUPPORT THE 'END NOT DEFEND' CAMPAIGN	NORTH WEST AND IRISH REGION
55	SUPPORTING ACCESS TO INDUSTRIAL RELATIONS EDUCATIONAL RESOURCES	LONDON REGION
156	SUPPORTING SCOTCH WHISKY	GMB SCOTLAND
18	SUPPORTING THE E-DISADVANTAGED	GMB SCOTLAND
153	TACKLING AI IN AMAZON	MIDLANDS REGION
200	TAX-FREE CHILDCARE INCOME GAP	LONDON REGION
248	THE IMPACT OF CHANGES TO GP PRACTICES ON OUR EMERGENCY DEPARTMENTS	GMB SCOTLAND
244	THE INSTALLATION AND USE OF AUTOMATIC DOORS IN ALL HOSPITALS	GMB SCOTLAND
247	THE URGENT NEED FOR DENTISTS TO TREAT NHS PATIENTS	GMB SCOTLAND
98	THOSE WITH 'WORKER' STATUS SHOULD HAVE AN EQUIVALENT OF THE HEALTH AND SAFETY AT WORK ACT 1974 AND THE SAFETY REPRESENTATIVES AND SAFETY COMMITTEE'S REGULATIONS 1977	MIDLANDS REGION
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292	TRADE UNION SUPPORT FOR PALESTINE	LONDON REGION
107	TRAFFIC MANAGEMENT SAFETY GLOVES - MANOEUVRING VEHICLES SAFELY	LONDON REGION
264	TRANSITION	NORTH WEST AND IRISH REGION
136	UBER DRIVERS PAY	LONDON REGION
21	UNION RECOGNITION- A CORNERSTONE OF THE TRADE UNION	LONDON REGION
130	URGENT NEED FOR TIGHTER GUIDANCE AROUND GRIEVANCES	NORTH EAST YORKSHIRE HUMBER REGION
296	VETO POWER NO MORE - EMPOWER THE GENERAL ASSEMBLY	SOUTHERN REGION
175	VICE CHANCELLOR'S PAY	SOUTHERN REGION
260	WASTEFUL WATER REGULATIONS	GMB SCOTLAND
201	WEALTH TAX	LONDON REGION
41	WELLBEING SUPPORTING FOR REPS AND EMPLOYEES	GMB SCOTLAND
225	WELSH ANTI-RACISM PLAN	WALES AND SOUTH WEST REGION
282	WINTER FUEL ALLOWANCE	LONDON REGION
252	WITHDRAWAL OF HRT FOR TRANS & NON- BINARY WORKERS	LONDON REGION
95	WORK RELATED STRESS TO BE AN INDUSTRIAL INJURY IF PROVEN	NORTH EAST YORKSHIRE HUMBER REGION
133	WORKER PROTECTIONS FROM ARTIFICIAL INTELLIGENCE (AI): INTELLIGENCE: TRANSPARENCY, ACCOUNTABILITY, AND JOB SECURITY	LONDON REGION

233	WORKERS AGENDA: KEEPING OUR GOVERNMENT ACCOUNTABLE	LONDON REGION
85	WORKPLACE POLICY FOR FERTILITY TREATMENT	SOUTHERN REGION
22	WORKPLACE RECOGNITION AGREEMENTS	MIDLANDS REGION
256	YOUNG PERSONS UNION EDUCATION	NORTH WEST AND IRISH REGION
70	YOUNG WORKERS	SOUTHERN REGION

RULE AMENDMENTS

RA Number	Rule Amendment Title	Region
RA297	RULE NO: 2 CLAUSE: 5 TITLE: AIMS AND OBJECTIVES OF THE UNION	LONDON REGION
RA298	RULE NO: 6 CLAUSE: 1 (PARA 3) TITLE: RULE 6 COMPLAINTS PROCEDURE FOR MEMBERS	SOUTHERN REGION
RA299	RULE NO: 6 CLAUSE: 1 (PARA 6) TITLE: RULE 6 COMPLAINTS PROCEDURE FOR MEMBERS	SOUTHERN REGION
RA300	RULE NO: 8.5 CLAUSE: TITLE: CONGRESS OF THE UNION	NORTH EAST YORKSHIRE HUMBER REGION
RA301	RULE NO 8 CLAUSE 5 CONGRESS OF THE UNION	NORTH EAST YORKSHIRE HUMBER REGION
RA302	RULE NO: 9 CLAUSE: 4 TITLE: BUSINESS OF THE CONGRESS	LONDON REGION
RA303	RULE NO: 11 CLAUSE: ADD ADDITIONAL CLAUSE 3E TITLE: ELECTIONS TO THE CENTRAL EXECUTIVE COUNCIL	MIDLANDS REGION
RA304	RULE NO: 12 CLAUSE: 1 (PARA 1) TITLE: RULE 12 PRESIDENT	SOUTHERN REGION
RA305	RULE NO: 12 CLAUSE: 1 (PARA 1) TITLE: RULE 12 PRESIDENT	SOUTHERN REGION
RA306	RULE NO: 12 CLAUSE: 1 (PARA 1) TITLE: RULE 12 PRESIDENT	SOUTHERN REGION
RA307	RULE NO: 12 CLAUSE: TITLE: RULE 12 PRESIDENT	SOUTHERN REGION
RA308	RULE NO: 13 CLAUSE: 1 (PARA 1) TITLE: RULE 13 VICE PRESIDENT	SOUTHERN REGION
RA309	RULE NO: 13 CLAUSE: 1 (PARA 1) TITLE: RULE 13 VICE PRESIDENT	SOUTHERN REGION
RA310	RULE NO: 13 CLAUSE: 1 (PARA 1) TITLE: RULE 13 VICE PRESIDENT	SOUTHERN REGION
RA312	RULE NO: 15 CLAUSE: 5 TITLE: ELECTING A GENERAL SECRETARY AND TREASURER	SOUTHERN REGION
RA313	RULE NO: 15 CLAUSE: 5 TITLE: ELECTING A GENERAL SECRETARY AND TREASURER	SOUTHERN REGION
RA314	RULE NO: 15 CLAUSE: 5 TITLE: ELECTING AND GENERAL SECRETARY AND TREASURER	SOUTHERN REGION
RA315	RULE NO: 17D CLAUSE: 1 TITLE: REGIONAL SECRETARY	SOUTHERN REGION
RA316	RULE NO: 17D CLAUSE: 3 TITLE: REGIONAL SECRETARY	SOUTHERN REGION
RA317	RULE NO: 17D CLAUSE: 4 (NEW) TITLE: REGIONAL SECRETARY	SOUTHERN REGION
RA318	RULE NO: 18 CLAUSE: 2A TITLE: QUALIFYING FOR OFFICE, AND THE DEFINITION OF OFFICERS	LONDON REGION
RA319	RULE NO: 18 CLAUSE: 2B TITLE: QUALIFYING FOR OFFICE, AND THE DEFINITION OF OFFICERS	LONDON REGION

RA320	RULE NO: 18 CLAUSE: 4 QUALIFYING FOR OFFICE AND THE DEFINITION OF OFFICERS	GMB SCOTLAND
RA321	RULE NO: 18 CLAUSE: 5 TITLE: QUALIFYING FOR OFFICE, AND THE DEFINITION OF OFFICERS	LONDON REGION
RA322	RULE NO: 19 CLAUSE: 7 TITLE: REGIONS AND HOW THEY ARE MANAGED	NORTH WEST AND IRISH REGION
RA323	RULE NO 19 CLAUSE 8 TITLE: REGIONS AND HOW THEY ARE MANAGED	SOUTHERN REGION
RA324	RULE NO: 19 CLAUSE: 11 TITLE: REGIONS AND HOW THEY ARE MANAGED	NORTH WEST AND IRISH REGION
RA325	RULE NO: 20 CLAUSE: 2A, 2B, 2C, 2D TITLE: RESERVED SEATS ON REGIONAL COUNCILS	MIDLANDS REGION
RA326	RULE NO: 28 CLAUSE: 1 TITLE: REGIONAL AND CONTINGENT FUNDS	SOUTHERN REGION
RA328	RULE NO: 35 CLAUSE: 3 TITLE: BRANCHES	LONDON REGION
RA330	RULE NO: 35 CLAUSE: 7 TITLE: BRANCHES	LONDON REGION
RA332	RULE NO: 35 CLAUSE: NEW CLAUSE TITLE: EMOTIONAL AND OPERATIONAL SUPPORT MECHANISM FOR REPRESENTATIVES	SOUTHERN REGION
RA334	NEW RULE NO: 38C TITLE: BRANCH WOMEN'S OFFICER	LONDON REGION
RA335	RULE NO: 40 CLAUSE: ALL TITLE: BRANCH MEMBER AUDITORS	LONDON REGION
RA336	RULE NO: 41 CLAUSE: ALL CLAUSES TITLE: BRANCH MEMBERS	LONDON REGION
RA337	RULE NO: 42 CLAUSE: 1 TITLE: DISSOLVING BRANCHES	NORTH WEST AND IRISH REGION
RA338	RULE NO: 45 CLAUSE: 1 TITLE: RULE 45 CONTRIBUTIONS	LONDON REGION

KEY



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



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



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

UNION ORGANISATION: CONGRESS

1. STANDING ORDERS COMMITTEE RESERVED PLACES

This Congress acknowledges that The Standing Orders Committee (SOC) plays a vital administrative and procedural role at GMB Union Congress. Their primary duty is to ensure the smooth running of Congress by managing motions, agendas, and standing orders.

The SOC is an independent body, tasked with supporting democratic processes rather than active representing the views or interests of their region, branch or workplace.

The SOC members' presence at Congress should not come at the expense of delegate places, which should be reserved for elected representatives of branches and workplaces. Allocating delegate places to SOC members effectively reduces the democratic voice of the membership.

1. That members of the SOC should not take up delegate places at GMB Congress, ensuring their role remains purely advisory and administrative in supporting the democratic process.
2. To introduce this rule change at the earliest possible opportunity, ensuring all future Congresses uphold this principle.
3. The SOC member shall attend Congress in their official capacity as committee members, with full access to carry out their duties but without voting rights or delegate status.
4. The union shall review the allocation of the delegate places to ensure that such roles are clearly defined, prioritising the representation of rank-and-file members. This will allow for all branches to fully participate at congress without losing a delegate place to the SOC.
5. The SOC positions should be voted in prior to delegate positions being allocated.

Supporting Statement

This motion aims to safeguard the integrity

of Congress by ensuring that every delegate place is filled by representative elected to voice the concern of the broader membership. SOC members have an important function by should not reduce the opportunity for rank-and file members to attend and engage in union democracy.

By separating these roles, we can uphold the principles of fairness, transparency, and inclusivity in our union's decision-making process.

S85 SANDWELL BRANCH Midlands Region

UNION ORGANISATION: GENERAL

6. REGIONAL AND NATIONAL SECRETARIES' RECRUITMENT AND APPOINTMENT PROCESS

This Congress is concerned that there isn't a clear process in place for the recruitment of Regional and National Secretaries following the Congress 2015 approved process.

We note with serious concerns that the CEC's review of the process following the Monaghan Report remains outstanding after so many months with no completion date set. This has therefore created a two-tier system with an approved Congress process (2015) in place and an incomplete one being used to dilute/fudge the process.

We therefore call;

1. On Congress to ensure that the GMB continues to use the approved Congress 2015 recruitment process.
2. That the HR review of the process should involve Regions and their views taken into account.
3. That the review completion date be set as a priority to within 3 to 6 months of this Congress and reported back through the Finance and General Purposes Sub Committee to CEC, and
4. That a regular update item on progress be put on the CEC's Agenda as a standing item within the review period, and until it is

completed and ratified/approved by the CEC accordingly.

X98 LFB BRANCH Southern Region

8. RESTORING DIGNITY

Congress notes the continued negative press regarding the alleged actions of the General Secretary and the treatment of women in the GMB post Monaghan.

Congress believes that to restore the trust of the members and the public there should be a full, independent, audit of the union, carried out.

Congress therefore calls for the GMB to self refer and request the assistance of the EHRC in reviewing GMB's handling of processes and procedures in relation to the treatment of (both former and current) GMB staff and lay members that has taken place since the publication of the Monaghan report. The purpose of the audit will be to determine if the GMB has acted according to the standards of probity within the GMB rulebook on the grounds of sex, gender and race.

L16 LB GREENWICH BRANCH Southern Region

X 10. END "UNSPECIFIED HOURS" CONTRACTS – WE MUST PRACTICE WHAT WE PREACH

This Congress notes that "unspecified hours" contracts for GMB Organisers and Assistant Organisers are unfair, harm work-life balance, and contradict the principles we fight for on behalf of all our members. It is unacceptable that GMB is one of the few unions still using such contracts with poor working hours.

This Congress believes that we must practice what we preach by treating our staff with the same fairness and respect we demand for all workers. As a union, we have a duty of care to protect our workers, just as any good employer should.

This Congress resolves

1. To end "unspecified hours" contracts and replace them with defined hours for full-time officers, such as a 34 or 38-hour working week, or mutually agreed alternatives, without changing pay or any

other conditions.

2. To lead by example, showing all our members that GMB upholds the highest standards of fair employment.

S37 SOUTHAMPTON BRANCH Southern Region

11. RESOURCES FOR A GROWING UNION

As a growing Union we believe there are not adequate resources (staffing levels) for the Union to complete this work, this is not just in Education. Our National Race Team we believe is under resourced and for the Union to be Anti-Racist would need further resources to support the work. We are calling on the Union to consider the above and to review the aim and objectives along with the staffing levels to support the growth of the Union

L26 RICHMOND AND WANDSWORTH BRANCH Southern Region

13. INCREASE IN ACTIVIST EMAIL STORAGE CAPACITY

This Congress recognises the critical role that branch secretaries play in serving GMB members through effective communication and administrative efficiency.

Notes that for several years, branch secretaries have relied on 2GB email accounts provided by the union for handling their communications. Historically, when most correspondence was sent via post, this capacity may have been sufficient. However, the demands of modern branch communications have shifted significantly, with approximately 98% of correspondence now conducted via email. This includes the sending and receiving of large digital documents, such as case files, member updates, and reports.

Further notes that local authorities and public sector employers often provide employees with email storage capacities of up to 100GB, highlighting the outdated nature of the 2GB limit imposed on branch secretaries.

Believes that the current 2GB mailbox size is insufficient, causing regular mailbox congestion and requiring branch secretaries to spend valuable time clearing space instead of focusing on supporting and

representing members. This inefficiency diverts attention from core duties and affects overall productivity.

Resolves to:

1. Instruct the union to review the current mailbox storage provision and investigate upgrading the storage capacity of activist email accounts to reflect current and future communication needs.
2. Ensure that the storage upgrade is proportionate to the role's requirements, considering the increased reliance on electronic communication.
3. Develop a clear timeline and provide updates to branches on progress to ensure transparency in the implementation process.

M27 MERTON BRANCH Southern Region

14. ENVIRONMENTAL MATTERS TO THE STANDARD AGENDA

This Congress calls on the GMB to add environmental matters to the standard agenda of all branch regional & national meetings. unless this is clearly inappropriate for the meeting to be held. So that the branch regional & national environmental champion and members have a means of reporting and recording on environmental matters that affect our members and the work undertaken to achieve a cleaner and safer environment.

HULL NUMBER 7 BRANCH North East, Yorkshire & Humber Region

C1 15. GMB TO CLOSE ALL OF IT'S X ACCOUNTS AND FOR MEMBERS TO LOBBY THEIR EMPLOYERS TO DO THE SAME

This Congress condemns the outside interference, the far right provocative and degrading language used by Elon Musk as the owner of X to negatively influence the British political system. The calling of Jess Phillips as a 'rape genocide apologist' is completely unacceptable as is the calling for the USA to 'liberate the UK'.

This motion is that not only for GMB to close their own X accounts and move to another similar platform but for members to lobby their

employers to do the same. Many companies, broadcasters, MPs etc have already made this move as a way of showing their unhappiness for the way X is now becoming a platform for far right hate speech.

GMB should be part of the exodus from X, to remain on X it lends legitimacy to the far right rhetoric it is currently spreading and we should have no part in it. Currently the alternative platform which people who are leaving X are using is 'Bluesky' so Congress is asked to pass this motion that GMB moves to this platform.

S44 SOUTHEND BRANCH London Region

16. GMB BOYCOTT X (FORMERLY KNOWN AS TWITTER) C1

Congress calls on GMB to boycott social media platform X (Formerly known as Twitter). Since Elon Musk \$44 billion deal to take over social media Twitter in 2022 and re-branding the platform as X.

The platform has become ever increasingly the go to platform of the far right since Elon Musk completed the acquisition. During President Trump's inauguration, Musk openly made a clear Nazi salute to the crowd.

Any attempts to play this down as anything else, was flawed when days later Mr Musk made a surprised address at the German Alternative for Germany (AfD) campaign launch.

This Congress calls on GMB to remove itself from X and use alternative platforms to share the good work, we do as a Trade Union.

L45 LUTON BRANCH London Region

17. GMB WITHDRAWAL FROM X C1

This Congress, is it time for GMB to stop using the platform X for communications?

A number of public authorities have withdrawn from using Elon Musk's X social media platform as concerns over its role in promoting violence and extreme content persist. It has been used to spread misinformation that sparked riots across Britain and has reinstated British-based accounts that had been banned for extremist content.

Musk's approach fosters hate speech, which is very different from free speech, something GMB does not align itself with. There has been a significant increase in unfiltered and inappropriate content that does not align with GMB views. GMB have fought for equality, protections and much more for over a century so it's time to look to change.

As GMB reps we cannot call on or influence our organisations to withdraw from using X when our own union continues to do so. Therefore, whilst we appreciated there may need to be a staggered withdrawal, we call on GMB to cease to use X as a communication platform and seek other communication channels such as Bluesky to use instead.

S77 PUBLIC HEALTH SCOTLAND BRANCH GMB Scotland

18. SUPPORTING THE E-DISADVANTAGED

This Congress notes that since 2015 over 5000 big name banks have disappeared from our high streets. As this trend continues, millions of vulnerable customers are left with little or no access to their cash. Despite the drive to digital not everyone has access to online banking and the loss of face-to-face services throughout the country adversely impacts the e-disadvantaged.

As financial providers continue to prioritise profit over customers' needs it is now almost impossible to operate financial affairs without technology and those with no or limited access to it are in an increasingly vulnerable position.

Parking a car, using a public phone or accessing a secure internet is increasingly difficult without online access to a bank account.

The e-disadvantaged people are more likely to become victims of financial crime due to their technological inexperience. If they have outdated software or hardware due to lack of ability, funds, or access to sufficient services. They are not protected by the industry or the government, who have shifted the responsibility for security to the user without ensuring that industry advances have been inclusive and considered.

Congress calls upon GMB to support E-Disadvantaged members by not booking venues or hotels, that are necessary to

conduct GMB business, that are cashless, or at the very least, make arrangements with the venues/conference halls/hotels to allow them to pay in cash. Many members prefer to use cash, so they can keep an eye on their finances, particularly when they are on Union business.

FIFE PUBLIC SERVICES BRANCH GMB Scotland

19. ANEURIN BEVAN DAY

This Congress notes that Aneurin Bevan's spearheading of the National Health Service was to the ultimate benefit of GMB members and the working class as a whole.

The GMB recognises and applauds the contribution that Aneurin Bevan made and that it is right and proper that a day be dedicated to his memory and to further the principles he espoused.

Congress resolves to:-

- Establish the 15 November as "Aneurin Bevan Day" within the GMB
- Hold an event in the name of Aneurin Bevan Day on 15th November 2025
- Promote events commemorating Aneurin Bevan's life and contribution to the labour movement
- Promote the literature and works of Aneurin Bevan within the GMB

B33 GMB@BMA/BMJ BRANCH London Region

UNION ORGANISATION: RECRUITMENT & ORGANISATION

20. PRIVACY POLICY AND E-VOTING

Congress notes that the current privacy policy makes posted mail the default means of communication with members.

Congress notes that the “New Deal for workers” is going to allow electronic voting for strike ballots and elections.

Congress instructs the CEC to review the privacy policy to ensure that GDPR compliant email can be used by branches and the national union to communicate with members for issues such as meeting notices and other issues relating to membership rights.

X58 LONDON CENTRAL GENERAL BRANCH London Region

21. UNION RECOGNITION – A CORNERSTONE OF THE TRADE UNION

Congress notes that it has been over 25 years since the statutory procedure for union recognition was introduced.

We have seen throughout the Amazon dispute, for example, how this procedure is frustrated. To that end this statutory legislation requires an overhaul.

The current procedure for union recognition is ineffective amidst a well organised employer’s campaign to resist recognition. Union recognition provides safety, solidarity and to some extent security for workers in times of uncertainty.

Congress notes that the Employment Rights Bill does not go far enough to change the rules on statutory recognition. It seems the power on union recognition currently remains firmly with the employer.

The current legislation needs to be overhauled.

Congress is asked to

1. Consider continuing to work alongside the current Labour Government to reverse the current legislation, which currently enables the employer to recognise a

non-independent trade union, which prevents an independent union to apply for recognition.

2. Continue to campaign to reduce the opportunity to make a fresh claim for union recognition, following an unsuccessful application from three years to three months.

E10 EALING BRANCH London Region

22. WORKPLACE RECOGNITION AGREEMENTS

This Congress calls upon the GMB to review and ensure an accurate, up to date and easily accessible set of records for all workplace recognition agreements are kept, which with appropriate authority and justification can be accessed and viewed quickly and easily.

It is easy for companies to derecognise the union. We then as members spend months if not years fighting for recognition again when we don’t have to.

W60 WELLINGTON BRANCH Midlands Region

UNION ORGANISATION: REPRESENTATION & ACCOUNTABILITY

23. RETIRED MEMBERS’ VOICE

This Congress notes that our Retired members are an important equality strand and have vast resources to advise, assist and support all working and non-working members.

Retired members may not be active in the workplace but do act as Accompanying Reps and are extremely active in branches.

We call on Congress to ensure that retired members are given back their voice and full voting rights on any new National Equality Forum or Group that is being set up.

E12 EAST DEREHAM BRANCH London Region

27. PROTECTING GMB REPRESENTATIVES

This Congress agrees that our representatives play a critical role in advocating for and protecting workers' rights.

However, there have been instances where representatives were targeted, disciplined, and even suspended based on false or malicious accusations made by individuals seeking to undermine their role.

Such incidents can be exploited by employers, diminishing the union's effectiveness and discouraging active representation.

This congress proposes that:

1. The GMB implements clear policies for handling allegations by employers against representatives.
2. In cases where representatives face allegations from employers, the GMB continues to provide full support and all available services to safeguard their rights.
3. The GMB negotiates with employers to ensure that representatives are not suspended or penalised based solely on unproven allegations until a fair investigation is concluded.
4. The GMB holds accountable both employers and employees who are found to have made false or malicious claims, establishing stronger safeguards for representatives against such targeted attacks.

N67 NOTTINGHAM TRAM BRANCH

Midlands Region

28. POLICIES AND PROCEDURE PROTECTING OUR LAY MEMBERS

We are calling on congress to develop and adopt policies and procedures within our rulebook to protect our lay members, activists and post holders when things occasionally go wrong.

Our members work incredibly hard and on occasions when there has been a matter for investigation, our members are left isolated. Without any support in rule there are no consistent protections for our members in our union.

As a worker and equality focused organisation we must provide a safe environment for our lay workforce to be able to access support, ensure they are regularly kept up to date and are informed of outcomes within a reasonable time period. The mental health impact of investigations has a detrimental effect, and we must provide clear policies that consider a person's wellbeing during a difficult process.

We call upon congress to agree to:

- Creating a working group from regional council members across all of our regions to create policies in rule to protect our lay members within two months of Congress 2025.
- Consultation on this must be union wide with regional members being able to feed into this process in a timely manner.
- To report back no later than Congress 2026 with a final policy and procedure keeping the welfare of our members in mind in our rulebook.

X20 NEYH CENTRAL BRANCH

North East, Yorkshire & Humber Region

30. POSTHOLDER ACCESS TO LIVE MEMBERSHIP DATA

This Congress notes that branch access to relevant live membership data via the Member Administration function within the Branch Financial Reporting portal is currently limited to branch secretaries.

This Congress believes that this is overly restrictive and does not reflect modern collaborative branch structures where branch convenors, the branch president or an assistant branch secretary are just as likely to be a members first point of contact, creating unnecessary delays in confirming the live membership status of callers.

This Congress resolves that the GMB should review the existing provisions to enable Regions the ability to afford the same level of access currently granted to branch secretaries to other key postholders where appropriate.

K14 KENT BRANCH

Southern Region

X 31. ASSISTANT BRANCH SECRETARY ROLES

President, Congress, this Congress recognises and believes the role of an Assistant Branch Secretary should be made mandatory where branches have two thousand members or more. This will not only support the branch to grow and develop but also to assist with organising and retention within the branch. An Assistant Branch Secretary in place will also support the well-being of the Secretary who may be dealing with everything single handedly. The workload of a Branch Secretary can be intense and sometimes over whelming especially as they may be members of other elected groups, or committees. Having an assistant branch secretary enables continuous cover of the branch and ensures the branch secretary can take time off. We ask Congress to support this motion.

L26 RICHMOND AND WANDSWORTH BRANCH
Southern Region**UNION ORGANISATION:
FINANCES & CONTRIBUTIONS****X 32. REINSTATE THE 10% BRANCH COMMISSION**

This Congress asks the CEC to consider reinstating branch commission to 10% Due to the Covid-19 epidemic in October 2021 the CEC with the backing of the General Secretary, decided to reduce the 10% branch commission to 7.5% due to a loss in memberships having a financial effect during that hard period, to support the GMB union Nationally.

The General Secretary at Congress last year in his speech stated that the GMB union is getting back on its feet again, and memberships are up and thanked everyone for their hard work and support in that achievement.

Due to the branch commission reduction, branches are now financially struggling and seeing their branch account totals depreciating to an all-time low.

Some branches are afraid to spend money on things like travel expenses and merchandise which they need to recruit members, scared in case they don't make that money back in recruiting members.

It's time for the GMB union, through the CEC, to give some support back to the branches by reinstating the 10% commission which would help them financially, so they don't have to approach their regional office with the begging bowl when their branch account funds run dry.

Congress, it's a rule change year and I ask you all to get behind this motion to reinstate the 10% branch commission by showing your support in a vote.

SO2 SEFTON MBC BRANCH
North West & Irish Region**34. COST OF LIVING RISE – INCREASING THE OVERNIGHT MEAL ALLOWANCE FROM £20 TO £25**

This congress notes the continuing rise in the cost of living and an area that has not been reviewed for some time is the overnight allowance our lay members receive when they are away from home carrying out trade union activities. This allowance allows our lay members, activists, and post holders to be reimbursed for an evening meal if one is not already provided when they are working away from home.

For as long as we have known there hasn't been a review on the overnight allowance that is received for food and drink when staying away from home. We ask for your support to increase this amount so members who partake in union activities are not regularly out of pocket for a meal because of the rise in costs that the food and hospitality industry is facing.

We want to encourage more working people to engage and work with us and these costs can often be a barrier for them to represent the sector or workplace they work in. Without our lay representatives and post holders we cannot function as a union.

Congress please support.

X20 NEYH CENTRAL BRANCH
North East, Yorkshire & Humber Region**35. RAISE THE DAILY SUBSISTENCE ALLOWANCE**

Congress we note that over the last decade workers' pay has slowly been eroded and

more working people are in poverty than ever. Regions pay members their travel, overnight accommodation and subsistence when attending GMB meetings especially when away from home. However, there is a cost-of-living crisis and food costs have increased. This Congress believes that the monies paid by members in membership fees, should reflect this and the subsistence allowance should be increased.

L16 LB GREENWICH BRANCH Southern Region

UNION ORGANISATION: UNION BENEFITS & SERVICES

C2 38. GMB WELFARE

This Congress notes that some employers are micromanaging their staff which results in members being off sick with stress and mental health conditions. We have examples of this across our members working in local authorities, care homes and schools amongst some.

As reps, we feel helpless. Instead of signposting our members to an assortment of charities and other organisations, we call on Congress to look into a welfare service for our members like the schemes other Unions offer which provide confidential advice and support services for members and/or their dependents.

P06 BARNET PUBLIC SERVICES BRANCH London Region

C2 39. COMPREHENSIVE MENTAL HEALTH SUPPORT FOR REPRESENTATIVES

This Conference:

Recognises that GMB representatives play a crucial role in supporting members, often handling complex and emotionally challenging cases involving safeguarding concerns, harassment, health and safety incidents, near-misses, and even fatalities.

Notes that representatives frequently face situations where they must advocate for members in ways that may conflict with their personal beliefs or values. This emotional

burden can result in stress, anxiety, and burnout, particularly as many representatives balance these duties with full-time employment and personal responsibilities.

Believes that representatives should have access to mental health and emotional support services at all times, including outside of standard working hours, to ensure they receive timely assistance when dealing with particularly difficult cases.

Resolves to:

1. Establish a 24/7 confidential mental health support helpline dedicated to GMB representatives, providing professional counseling and guidance.
2. Implement regular resilience and mental well-being training for representatives to equip them with coping strategies for handling difficult cases.
3. Develop peer support networks within regions to allow representatives to share experiences and provide mutual support, fostering a sense of solidarity and reducing isolation.
4. Ensure that adequate resources are allocated for the provision of mental health services, including funding for emergency sessions with mental health professionals when required.

M27 MERTON BRANCH Southern Region

40. REPS MENTAL HEALTH SUPPORT

C2

This Congress recognises the importance of the mental health and welfare of all GMB reps. We would like to agree in Congress to provide a support network across the UK to alleviate this growing issue.

Ideally a form of counselling sessions, advice and overall support professionally should be offered to our reps knowing the pressures and stressors that some encounter going about their service.

Congress, we urge you to allow this to happen.

R36 ROCESTER JCB GENERAL BRANCH Midlands Region

41. WELLBEING SUPPORTING FOR REPS AND EMPLOYEES

This Congress recognises the crucial role shop stewards, health and safety reps, and branch officers play in supporting GMB members across the country every day; further recognises that GMB reps are continually fighting hard to protect members' rights at work – including their health and wellbeing – in pursuit of a more productive, equitable and safer workplace.

Congress notes that the extent of this work can be detrimental to reps' own health and wellbeing due to it being stressful, sometimes lonely and emotionally draining which may lead them to abusing or becoming dependent on alcohol and/or drugs as a coping mechanism; understands that asking for assistance with these issues can be difficult and daunting, but can be made easier if the person asking knows they will be supported and who they can turn to; and recognises that there are little to no mechanisms or processes in place within GMB for reps to notify their Union that they need support for these issues or for GMB to deliver the appropriate support where requested.

Congress calls on the Central Executive Council to create appropriate guidance for supporting reps who come forward with alcohol and/or drug abuse or dependency issues which includes a process for those reps to alert GMB they are in need of support and a process for signposting to local services; to examine other appropriate ways support can be offered such as funded counselling services; and to incorporate this guidance into the training of all reps and branch officers.

S86 EAST DUNBARTONSHIRE BRANCH GMB Scotland

c2 42. GMB ACTIVISTS STRESS/MENTAL HEALTH MOTION

Statistics have shown that over the last decade the amount days lost at work have changed from muscular skeletal physical conditions being the highest reasons to now being days lost caused by stress and mental health illness being the highest reasons for employees losing time from work.

You have to show that your mental health problem is a disability to get the protection

of the Equality Act. Its not a given that your condition is covered by the 2010 Equalities Act.

As a GMB Reps/Activists, Shop Stewards we are increasingly supporting and representing their members in more difficult, challenging, and emotional aspects of their work and home lives. The earlier intervention and the correct advice we give to our members can assist in preventing time off work and an all-round better mental health and wellbeing.

The information we receive from members can place a heavy weight on our shoulders and place a high demand on us to ensure we are offering the best advice and representation we can.

The NEYH region currently offers a five day dealing with stress and mental health in the workplace course for activists in their regional education programme. This course is not mandatory and has a wait list due to the popularity of the course.

Some employers ask employees if they would like to volunteer to become a certified mental health first aider approved by mental health first aiders England within their workplace and offer paid time off for training and support in this role, but not all employers do this GMB would support any activist who wishes to become a certified mental health first aider within their workplace. Every GMB activist should be provided with information regarding the free "Hub of Hope" mobile app where upto date information is stored to enable them to have the knowledge to signpost and better represent our members suffering from mental health conditions.

I would encourage our union to go one step further and offer our activists who are the unpaid workers of our union the support we need when our stress and mental health is being pushed to the limits, a supportive framework we can reach out to help us.

Not all GMB activists are employed by employers where they can access the organisations metal health support system such as counselling sessions, and not all employers even offer this support to their employee's.

We call on congress to ensure that each region has employed qualified counselling advocates where activists/reps/convenors/

shop stewards can gain access to and help us, the people that are helping our members in their times of need.

D43 BRANCH

North East, Yorkshire & Humber Region

X 44. DEBT SUPPORT FOR MEMBERS

This Congress recognises that some of our members are struggling but wish to stay loyal to our union. Members are working hard, paying their subs, but falling behind on bills. Each month, they are making impossible choices between union membership and basic necessities.

We recognise that 2.5% was taken from each branch to strengthen our organization and we are proposing that a portion of that branch contribution money be used to fund our initiative and help retain members. In order to support members facing debt, we are calling on Congress to set up a Debt Support Fund for members with debts of up to £500.

We also propose temporary reduced flexible subscription rates, giving members breathing space until they are back on their feet.

To ensure a fair application and clearing process and eliminate any conflict of interest, applications could be verified by a different branch/Region from the one making the application. This cross- region/branch verification ensures transparent, unbiased decisions.

This Fund is using our union's strength to keep our members with us through tough times and would:

- Help members clear debts up to £500
- Offer temporary reduced subs for those who need it
- Set clear timeframes for return to full subscriptions
- Use cross-branch verification for every application
- Require proper evidence of debt and proof of repayment
- Regular reviews to ensure the system works

Congress, we need to keep our members in the union when they need us most, with proper safeguards and fair processes for all.

X19 CAMDEN APEX BRANCH

London Region

UNION ORGANISATION: EDUCATION & TRAINING

47. STANDARDISATION OF GMB TRAINING COURSES ACROSS ALL REGIONS

Background:

- GMB training courses currently vary by region, with some courses unavailable in certain areas.
- Despite regional differences, GMB members face similar challenges, requiring representatives to have consistent training and expertise.
- Variations in training create inequalities within the union, limiting representatives' ability to provide uniform support to members.

Congress resolves to:

1. Standardise GMB representative training courses across all regions to ensure all representatives receive the same foundational knowledge and skills.
2. Develop a core curriculum addressing universal member issues, while allowing for additional region-specific training as needed.
3. Regularly update the standardised training programme to reflect changes in employment law, union policy, and workplace practices.

Congress calls on the Central Executive Council (CEC) to:

1. Create a comprehensive and standardised training curriculum for all GMB representatives.
2. Collaborate with regions to identify and integrate best practices into the standardised programme.

3. Establish a monitoring and feedback system to evaluate the training's effectiveness and address gaps or regional concerns.
4. Ensure training resources are accessible and inclusive for all representatives.

N26 NEWHAM APEX BRANCH
London Region

C3 49. REPS INDUCTION DAY

This Congress supports to agree for the GMB ISM Training to be put into a one-day Training Course so that prospective new workplace Reps can be given a clear idea of exactly what it means to be a rep and understand what is involved so during the one-day they will be given an insight into the role and the opportunity to ask any questions.

Our aim is for this is to help them make an informed decision on whether or not the role is for them. By doing this, we as a union would only be sending new Reps onto the 10-day training course who will be sure that becoming a workplace rep is right for them and they can fulfil the role.
Please support.

A17 ASDA BRANCH
Midlands Region

C3 50. GMB REP TRAINING

This Congress notes that GMB Workplace Organisers currently receive credentials during initial support meetings, before undertaking any form of GMB training in health and safety or employment law and that once the initial training has been completed there is no requirement for reps to attend refresher training or update sessions.

This Congress believes that members deserve the best possible representation from well informed reps with relevant and up to date training.

This Congress resolves that: -

- The GMB should review the ISM process to ensure that new reps are fully aware they should not, and commit not to, represent members without first having undertaken the relevant training and discussed the issue with their branch contact.

- Regional education departments should be required to make provisions for short focused update courses relating to technical and legislative changes; deliverable in a flexible way, be that in person, remotely, prerecorded webinars, e learning modules or self-teach materials.
- All reps upon re-election should be required to undertake update training.
- Branch secretaries should be required to undertake an annual audit of their reps training records and where necessary have discussions with anyone having failed to complete the required levels of training to see if they require any support in overcoming barriers they may face to participation, whilst emphasising the importance of attendance.

K14 KENT BRANCH
Southern Region

51. PROVIDE MANDATORY TRAINING FOR GMB BRANCH SECRETARIES

This Congress calls for mandatory training for all GMB branch secretaries. The training should encompass core competencies such as governance, member representation, financial management, and effective communication to ensure consistency, accountability, and high standards of support across all branches. The union is urged to develop and deliver this training within 12 months and ensure accessibility for all secretaries through in-person and virtual options.

Here are the key benefits of mandatory training for GMB branch secretaries:

1. Improved Governance: Ensures branch secretaries understand and comply with union rules and policies, enhancing transparency and accountability.
2. Better Member Representation: Equips secretaries with skills to effectively advocate for members' rights and address workplace issues competently.
3. Enhanced Financial Management: Provides knowledge on proper financial oversight, budgeting, and compliance with union financial protocols, reducing errors or misuse of funds.

4. **Consistent Standards:** Promotes uniformity across branches, ensuring all members receive high-quality support and advice regardless of location.
 5. **Strengthened Communication:** Trains secretaries in effective communication with members, employers, and the wider union, fostering trust and engagement.
 6. **Increased Efficiency:** Reduces the learning curve for new secretaries, streamlining branch operations and decision-making processes.
 7. **Boosted Member Confidence:** Well-trained secretaries inspire confidence in the union's ability to represent and support its members.
 8. **Support for Secretaries:** Provides secretaries with tools and resources to manage their roles effectively, reducing stress and improving job satisfaction.
2. **Recruitment and Organising:** Practical strategies for membership growth and union strength.
 3. **Campaigning and Advocacy:** Tools for planning and executing impactful campaigns.
 4. **Equalities Training:** Promoting inclusivity and equity in branch activities.
 5. **Union Awareness:** Knowledge of GMB's structure, history, and mission to empower officials as union ambassadors.

This training would benefit both branches and the union as a whole, leading to stronger, more unified representation.

PLYMOUTH P18 BRANCH Wales & South West Region

52. INCLUSIVE TRAINING FOR ALL GMB BRANCH OFFICIALS

This Congress recognises the vital role branch officials play in GMB's success and growth. While workplace representatives receive targeted training, many branch officials who are not workplace reps are excluded, leaving them without the knowledge and tools needed to fulfil their roles effectively.

The current training system prioritises workplace reps, with little focus on other branch roles. As a result, key areas such as recruitment, organising, campaigning, Equalities, and broader union awareness are insufficiently addressed for these officials.

To address this gap, Congress calls on GMB, particularly the regions, to design and deliver specialised training programs for all branch officials. These programs should cover:

1. **Understanding Branch Roles:** Clear guidance on responsibilities and expectations.

Providing this inclusive training will equip all branch officials with the skills and confidence to perform effectively, ensuring shared responsibility and strengthening the union. Congress resolves to:

1. Mandate GMB regions to develop and implement specialised training for all branch officials, covering key areas such as roles, recruitment, organising, campaigning, Equalities, and union awareness.
2. Ensure this training is accessible and tailored for workplace reps.
3. Monitor and review the effectiveness of these programs in empowering branch officials and growing the union.

N26 NEWHAM APEX BRANCH London Region

53. IMPROVING THE QUALITY OF REPRESENTATION

C3

The role of the workplace representative is a vital and often difficult role. The fantastic training provided by the GMB provides the resources to do this job and do it well. However, as a new representative you do not immediately have access to all these tools and resources, yet you may be representing our members and the union as a whole.

To provide the best possible service for members we believe that newly elected representatives should be restricted in their duties as reps until they have conducted their 10 day induction course. That rather they are allowed to attend meetings with other representatives such as disciplinary and negotiations to gain experience, confidence and knowledge. However, until they have

completed their induction course, they do not conduct these meetings themselves, this is not to discourage representatives but to ensure they have the right training and resources.

T25 BRANCH

North East, Yorkshire & Humber Region

54. PROVIDING PRACTICAL SUPPORT FOR MEMBERS IN THE ET PROCESS

This Congress notes that currently, members who are declined legal assistance are left with limited, informal, ad hoc or haphazard support and often have to navigate the challenging process of completing paperwork and understanding legal jargon on their own. This situation is particularly difficult for our members with learning difficulties, neurodiversities, and other disabilities.

Members who are declined legal assistance face significant hurdles in their pursuit of justice. Without adequate practical support, they struggle to complete forms accurately and interpret complex legal terminology. This often leads to added stress and anxiety, which can adversely affect their well-being and the outcome of their cases.

This Congress believes that Legal processes are inherently complex, and for those unfamiliar with the terminology and procedures, they can be overwhelming. The difficulty is exacerbated for individuals with learning difficulties, neurodiversities, and other disabilities, who may find it particularly challenging to understand what is required and expected when completing forms.

Providing practical assistance with understanding terminology, completing forms, and grasping the overall process, can overcome the tangible sense members often feel of being unsupported and left to flounder when their case doesn't meet the threshold for legal assistance. A formalised approach to offering practical support could go some way to ensure that all members perceive they have an equal opportunity to pursue their claims effectively with the support of a union that cares.

This Congress resolves to train, develop and support union officials and branch lay officials enabling them to provide one-on-one assistance and offer practical support. Equip them to understand the ET process, jargon

and terminology in order to provide crucial, practical support for members to understand what is required of them, what the legal terminology refers to and how they should structure their response.

Enabling officers, reps and branches to offer practical assistance with terminology, form completion, and understanding of the process, we can empower our members and ensure that they have the resources they need to pursue their claims effectively, rather than leaving them to feel unsupported because of, what is effectively, a cost based decision. This initiative reflects our commitment to inclusivity, fairness, and solidarity, and we urge all members to support this motion.

A02 WEST MIDLANDS AMBULANCE BRANCH Midlands Region

55. SUPPORTING ACCESS TO INDUSTRIAL RELATIONS EDUCATIONAL RESOURCES

C16

This Congress notes the need to facilitate the industrial relations education of its membership so that we may be better equipped to counter the actions of those that that would do us harm.

The GMB recognises and applauds the wealth of texts published on industrial relations and recognise that it is right and proper that such texts be made available to the wider membership.

Congress resolves to:-

- Establish an online bank of freely available Industrial Relations materials on the GMB website
- Consult with those in Industrial Relation academic field on what texts would be of use
- Take into account and include Industrial Relations texts with a focus on organising issues
- Take into account and include Industrial Relations texts with a focus on Equality Issues

B33 GMB@BMA/BMJ BRANCH London Region

56. ONGOING TRADE UNION EDUCATION

This Congress notes that education is of vital importance to the GMB and that the union movement has a long-established history of supporting the educational development of its members.

Furthermore, the GMB recognises the value of post-graduate education in the field of Industrial Relations.

Congress resolves to:-

- Sponsor the annual tuition fees of a GMB Member on an Industrial Relations related Post Graduate Course
- Request each GMB Region to produce a report on the practicality of each GMB Region sponsoring the annual tuition fees of a GMB Member on an Industrial Relations

Post Graduate Course

B33 GMB@BMA/BMJ BRANCH London Region

C16 57. EDUCATION & PROGRESSION IN GMB

This Congress believes that a modern and growing Union such as the GMB should have clear learning pathways for Representatives and Officers. What we have in place nationally across the Union is not fit for purpose and not working. Each Region is working differently.

We therefore call on the Union to;

- Incorporate a specific Education Programme which focuses on development and progression for Representatives and Officers
- Create a GMB Online Learning Platform for reps and officers to have access to when they need information, research and or a refresher as not all representatives are granted release to attend training.
- Include all areas in the training to ensure that, if a representative wanted to get involved in Equalities, Health & Safety, Industrial Relations they would be equipped for it.

Meetings or a survey involving members of what they want from training would be

necessary along with a sufficient budget for this to work.

L26 RICHMOND AND WANDSWORTH BRANCH Southern Region

58. EDI TRAINING FOR ALL GMB STAFF & REPRESENTATIVES

This Congress, we would like to acknowledge that discrimination and hate crime is rising in our society. Following the last general election and the rise of the Reform Party we have seen more people come out with their personal view where before they kept it hidden.

There is still an unconscious bias amongst people we may work with, this may be based on where they are brought up or their environment. There are those who still think because certain words were used when they were young there is no harm in using those words now. This attitude has been witnessed by my GMB reps, officers and colleagues in the numerous workplaces.

Hate crime is about not recognising equality and treating people with respect no matter what protective characteristics they fall under. There are still people out there who sadly think, women, people of a different race, LGBTQ+ and people with disabilities are not equal to them.

Unconscious bias is still a major issue where most of us may still come across this with family, friends, colleagues or neighbours who use inappropriate language and feel uncomfortable saying something or challenging them. This is not because we agree with them but feel it could cause a division or falling out.

The objectives of the training are to explain sources of discrimination law; describe the protective characteristics; state the differences between equality, diversity and inclusion; state the types of discrimination; explain exemptions and exceptions to discrimination law; and describe good practice to ensure compliance with the Equality Act.

Organizations and companies up and down the UK engage in EDI (Equality Diversity and Inclusion) Training which is mandatory for the managers, supervisors, and anyone dealing with staff (Appraising Managers). GMB needs to take ownership and train our own reps, our

officers and our staff to be a leading force in EDI to service each and everyone of our GMB members. Be the first of all unions to make this mandatory and inclusive.

Mandatory EDI Training for current and newly appointed induction training for officers and reps should be part of our future learning.

L27 LOCAL GOVERNMENT STAFF BRANCH
North East, Yorkshire & Humber Region

59. MANDATORY YEARLY EDI TRAINING FOR ALL GMB REPRESENTATIVES, CONVENORS AND OFFICERS

Cumbria General Branch C17 notes that the GMB Trade Union has no Mandatory Yearly EDI Training for All GMB Representatives, Convenors and Officers. This lack of annually, updated, knowledge and skills on EDI, leaves us lacking in recognising some old and emerging forms of open, hidden, conscious and unconscious discriminations (racism), affected GMB members suffer, especially in the workplace. This insufficiency of action undermines our union’s core values of equality and solidarity, leaving representatives, convenors and officers without adequate, modernised, knowledge and skills to effectively tackle racial discrimination – and our affected members without the necessary support against racial discrimination.

This Congress calls for urgent and decisive action, including:

1. The provision of updated, comprehensive EDI training and resources, to empower union representatives, convenors and officers, to recognised, understand and combat all forms of racisms and how they each manifest – and support affected members effectively.
2. Enhanced and sustained engagement with Race activists and workplace race hub/network members and community leaders, to foster meaningful partnerships and magnify efforts to combat all forms of racism.
3. A comprehensive and actionable strategy from the GMB Trade Union to actively and continuously challenge all forms of racism within workplaces, society and the political arena.

Our union must take a firm, visible, and proactive stance against all forms of racism and, ensuring that no member feels unsupported or left behind in the face of any form of racial discrimination.

C17 CUMBRIA GENERAL BRANCH
North West & Irish Region

60. MANDATORY BI-ANNUAL EQUALITY DIVERSITY INCLUSION (EDI) TRAINING FOR EVERY STAFF MEMBER AND REPRESENTATIVES OF THE GMB

The GMB union has no mandatory regular EDI training for all GMB representatives, convenors and officers. This lack of some of an annual or bi-annual, updated, knowledge and skills on EDI, leaves us lacking in recognising some old and emerging forms of covert and overt racism or indeed conscious and unconscious discrimination, affected GMB members suffer in the workplace. This insufficiency of action undermines our union’s core values of equality and solidarity, leaving representatives, convenors and officers without adequate, knowledge and skills to effectively tackle racial discrimination and of course, without the necessary support to counteract racial discrimination (either as an ally or being the victim of it).

This Congress calls for urgent and decisive action on:

1. The provision of updated, comprehensive EDI training and resources (including entering partnerships if needed with organisations we already fund such as show racism the red card) to embed anti-racism for example recognising every day, institutional and structural racism in order to empower union representatives, convenors and officers, to understand and combat all forms of racisms and know how to become an effective ally and not a bystander to racism.
2. Enhanced and sustained engagement with race activists and workplace race hub/network members and community leaders, to foster meaningful partnerships and magnify efforts to combat all forms of racism.
3. A comprehensive and actionable strategy from the GMB union to actively and continuously challenge all forms of racism

within workplaces, society and the political arena. Essentially, countering narratives often peddled by right wing think tanks that work to debase and undermine the strength of our collective working-class identity.

Our union in recent times has taken some important steps in recognising the plight of Black and Asian members (members of the global majority). By taking these actions, our union will effectively be taking a firm, visible, and proactive stance, in terms of combating all forms of racism and, ensuring that no member feels unsupported when facing racism.

B19 BOLTON BRANCH North West & Irish Region

61. ADDRESSING MISOGYNOIR IN THE WORKPLACE

This Congress recognises misogynoir—the systemic discrimination faced by women of the Global Majority due to the intersection of racism and sexism—as a deeply ingrained issue in workplaces and society. It highlights how misogynoir undermines career progression, perpetuates harmful stereotypes, and disproportionately impacts women of colour through unfair treatment and disciplinary action.

The motion calls on Congress to:

- Update the GMB Reps Handbook to include guidance on recognising and addressing misogynoir
- Provide mandatory training for all GMB reps to equip them with tools to support affected members and challenge discriminatory practices.
- Campaign for inclusive workplace policies, including anti-discrimination training for managers and robust reporting systems.
- Advocate for societal education to dismantle barriers and stereotypes that marginalise women of colour

This motion urges GMB to lead the fight against misogynoir, ensuring fairness, equality, and solidarity for all members.

CAERPHILLY COUNTY C22 BRANCH Wales & South West Region

62. REPRESENTATIVE AWARENESS OF DISABILITY TRAINING AND TOOLS

This Conference recognises the struggles and discrimination that disabled staff face in the workplace on a daily basis.

This Conference believes that members with unseen or non-visible disabilities, commonly described as hidden disabilities, continue to be treated significantly differently within the workplace.

In the GMB National Policy Guide 2023, only 23 policies are listed under disability, that's if you include the section on supported employment.

Invisible disabilities, also known as Hidden Disabilities or Non-visible Disabilities, are disabilities that are not immediately apparent. It's important to remember this term can cover a whole range of conditions, some examples include autism; Chron's disease; chronic pain conditions; depression; bipolar disorder; diabetes; epilepsy; learning differences including dyslexia, dyspraxia, dysgraphia; and rheumatoid arthritis.

Although the above are just examples, in many cases, having an unseen disability often has an impact on daily life. The Equality Act 2010 gives employers legal responsibilities in respect to disability as a protected characteristic, and in the public sector this is goes further with the Public Sector Equality Duty.

Congress 2018 called for a national campaign to raise awareness of hidden conditions such as dyslexia, dyspraxia, dyscalculia, ADHD and autism spectrum conditions. This was backed up by further motions to Congress 2023. In response, policy documents tell us GMB has launched the Thinking Differently at Work campaign which includes awareness and support materials. If you can find them.

This Conference resolves as follows:

- To run a new campaign on the issue. Raising awareness of the tools available to reps and members and where to find them;
- To ask GMB to highlight the tools more clearly on the website;
- Raise awareness of training available

to Reps and ensure that all training provided is accessible, includes training on conscious and unconscious bias and includes planning local campaigns;

- To encourage reps to raise awareness of these issues in their individual workplaces with employers and members;

CARDIFF & DISTRICT X12 BRANCH Wales & South West Region

64. RAISING AWARENESS OF COERCIVE CONTROL

Coercive control is a pattern of abusive behaviour which can include psychological or emotional abuse; physical or sexual abuse; financial or economical abuse; harassment or stalking and on-line or digital abuse

The Serious Crime Act 2015 made coercive control a criminal offence in England and Wales and yet the maximum sentence is just a 5-year custodial sentence, with many convictions being dealt with as a low-level community order.

In the year ending March 2023 there were 43774 offences of Coercive Control recorded in England and Wales, with just 811 prosecutions of which 566 resulted in a conviction. Of these 97.7% were men.

It can be difficult to prosecute/convict as there may not be clear evidence. Generally speaking, coercive or controlling behaviour doesn't break bones or leave bruises or scars – and in many cases do not escalate to physical violence but once it starts it is likely to go on for years, although one leading Domestic Abuse support agency estimated well over 80% of cases involving physical violence started with this kind of behaviour.

We need to change these statistics and support our members – because the chances are at least one of your members is a victim-survivor of coercive control. The starting point is to review our Domestic Abuse Charter and by raising awareness about this behaviour with our reps – give them the knowledge and confidence to have those difficult conversations with members and to deal with this issue as sensitively as possible.

Members of the W&SW Women's Forum are developing a workshop/training course and

we want to see this as essential training for our reps.

Please support this motion.

CARDIFF 1 C48 BRANCH Wales & South West Region

65. GMB AND MEMBERS FINANCIAL LITERACY

This Congress believes that increased financial literacy would ensure Branch Representatives gain the skills they need to manage money in a cost-effective and efficient way, which is especially pertinent during the cost-of-living crisis. Congress urges the GMB to develop and deliver a course on financial literacy education (on spending, saving and borrowing) training for every representative, irrespective of their employment status.

D44 DERBYSHIRE COMMUNITY BRANCH Midlands Region

UNION ORGANISATION: EQUALITY & INCLUSION

66. EQUITABLE ANTI RACIST WORKPLACES

Congress notes that an equitable anti racist society cannot be achieved without our workplaces being actively anti - racist. Workplaces do not exist in isolation.

Congress is deeply concerned and notes that the UK race hate, anti-migrant and Islamophobic violence on our street in the summer of 2024 was fuelled by misinformation and disinformation, creating an atmosphere of fear and isolation for Black Global Majority members.

Congress is deeply concerned at the rise of the far right and right-wing populism, which has been fuelled by political parties and organisations desperate to promote their right-wing ideology.

Congress is appalled at the growth of support for right-wing parties across the UK and Europe that is providing a legitimate platform for those who would seek to create and spread hate and division within our communities.

Congress notes that right wing harmful narratives are embedding themselves even more into our workplaces. The violent manifestations of far-right politics are having a dangerous impact on workplaces, creating an even worse hostile environment for Black Global Majority workers.

It is vital that the movement urgently takes its anti-racist and anti-fascist actions into all workplaces by equipping reps and activists with the tools to build strong and cohesive workplaces at the heart of our communities.

Congress is called upon to:

1. To put anti-racist and anti-fascist organising, campaigning, and bargaining at the top of their agendas.
2. To campaign for mandatory anti racism training in all workplaces, which is ongoing and not a one off.
3. Develop training for reps and activists on

workplace anti-racism organising and challenge far right ideology through how to manage difficult conversations around Race.

4. Ensure that voices of Black Global Majority members are heard in the Government's Race Equality Act.

E10 EALING BRANCH London Region

67. COMBATting ISLAMOPHOBIA AND MUSLIM HATE

Cumbria General Branch C17 notes that the GMB Trade Union has not done enough to effectively address and challenge Islamophobia and Muslim hate. This lack of sufficient action undermines our union's core values of equality and solidarity, leaving affected members without the necessary support to combat discrimination.

This Congress calls for urgent and decisive action, including:

1. A comprehensive and actionable strategy from the GMB Trade Union to actively challenge Islamophobia and Muslim hate within workplaces, society and Political arena.
2. The provision of tailored training and resources to empower union representatives to understand and combat Islamophobia and Muslim hate and support affected members effectively.
3. Enhanced and sustained engagement with Muslim activists and community leaders to foster meaningful partnerships and amplify efforts to combat Islamophobia and Muslim hate. Our union must take a firm, visible, and proactive stance against Islamophobia and Muslim hate, ensuring that no member feels unsupported or left behind in the face of Islamophobia and Muslim hate.

C17 CUMBRIA GENERAL BRANCH North West & Irish Region

68. ENGAGEMENT WITH ANTI-FASCIST GROUPS



This Congress notes that:

1. Stand Up to Racism's (SUTR) leading role in organising the fight against racism, fascism, and far-right extremism in the United Kingdom. SUTR co-ordinates major national and local campaigns, notably those in response to the rise in far-right violence in England and Northern Ireland in summer 2024.
2. Many trade unionists were involved in these campaigns, with trade union blocs amongst the most visible components of anti-fascist demonstrations. The Trades Union Congress publicly supports SUTR, as do several of the trade unions that like GMB are affiliated to the Labour Party. GMB's continued self-imposed exclusion from affiliation with SUTR limits our participation in this vital work and undermines our role in the national anti-fascist movement. Furthermore, the involvement of other Labour-affiliated unions suggests that it is not incompatible to co-operate with SUTR whilst maintaining formal ties to the Labour Party.
3. GMB is opposed to racism and fascism, recognising their divisive impact on workers and their incompatibility with the values of the labour movement. GMB has consistently opposed far-right movements such as the British National Party, and more recently organisations like Britain First and the Football Lads Alliance.
4. GMB's longstanding commitment to combating all forms of racism aligns closely with SUTR's objectives. Allowing affiliation with SUTR would therefore support and enhance GMB's position as a leader in the fight against racism and fascism, strengthening the union's efforts to challenge far-right ideologies within our communities and the trade union movement itself.
5. Polling suggests that far-right ideologies are gaining traction even among some trade unionists, which poses a direct challenge to the unity of the labour movement. Affiliation with SUTR would enable GMB to counter these dangerous movements, ensuring that the union remains at the forefront of anti-fascist action, within the workplace and beyond.
6. Anti-fascism and social justice are key issues for younger generations, and

involvement in these campaigns can provide a clear pathway into trade unionism for a young people who have less exposure to traditional industrial trade unionism. Allowing engagement with SUTR would help attract younger workers to GMB, addressing the demographic challenges facing the union movement.

This Congress resolves to:

1. Allow the union, including self-organised groups, to affiliate with SUTR and participate in its campaigns.
2. Direct GMB to formalise a partnership with SUTR, ensuring the union plays a proactive role in the national anti-fascist movement, in line with the principles of the labour movement.
3. Recognise that engaging in anti-fascist campaigns is an effective way to engage younger workers, combat far-right influence, and strengthen GMB's leadership in the fight for equality and solidarity.

Adopting this motion will enable GMB to take a leading role in combating racism and fascism, ensuring the union remains a strong, relevant force in the labour movement and a key contributor to the national anti-fascist effort.

B10 BARKING BRANCH

London Region

69. GMB TO AFFILIATE WITH 'STAND UP TO RACISM', NATIONALLY AND REGIONALLY

C4

Regardless of race or background; we must unite in the fight against racism and fascism. Therefore GMB union should affiliate with 'Stand Up to Racism'.

We live in a world where racism continues to divide, to harm, and to silence millions of voices. From the workplace to our communities, from our schools to our streets, the shadow of racism looms large. But it doesn't have to be this way. Together, we have the power to change the narrative, to demand that justice and equality become more than just words, but actions we live by every day.

'Stand Up to Racism' is a campaign that has proven time and again that solidarity is our most powerful weapon. It brings people together, across communities, across

generations, and across borders, to say enough is enough. They stand on the front lines of resistance, fighting for a world where everyone can live with dignity and respect.

By affiliating with 'Stand Up to Racism', the GMB would send a powerful message. We would be standing not just for our members, but for everyone who faces the daily reality of racism, bigotry, and injustice. We would be showing that the fight for workers' rights cannot be separated from the fight for racial equality.

Our union has always been about more than just improving pay and conditions for workers. It's about standing for justice in all its forms. We have always fought for the rights of the oppressed, for the marginalised, and for those who have been silenced. This is a fight that transcends borders, and now more than ever, we must unite in confronting the scourge of racism and fascism.

Affiliating with 'Stand Up to Racism' is an essential step. It would give us the platform and the network to amplify our message, to connect with like-minded organisations, and to mobilise our members in solidarity against racism and fascism. It would give us the chance to take direct action, whether that's through protests, campaigns, or other initiatives, to create a society that stands for peace, equality, and the dignity of all people.

We are witnessing a profound shift in the political landscape. Far-right, fascist, and racist ideologies are increasingly gaining traction, both in the UK and globally. A key figure in this alarming rise is Tommy Robinson, who has a long history of fostering hate. He was a member of the Nazi British National Party, and he founded the English Defence League – an organisation known for its Islamophobic and racist actions. In 2024, Robinson held successive mobilisations, culminating in a rally that saw up to 25,000 people march in an incredibly Islamophobic demonstration. Months prior to this, he had incited riots and racist violence, contributing to the unrest that plagued the summer months.

Internationally, the far-right is also on the rise. Earlier this year, Donald Trump was inaugurated for another term, giving fresh confidence to the global far-right movement. Perhaps even more disturbingly, figures like Elon Musk – once seen as a tech mogul – are now key players in the far-right ecosystem,

stoking racism and Islamophobia.

Domestically, we are seeing the far-right emboldened by political forces such as Reform UK. This party now boasts over 170,000 members, surpassing even the Conservative Party in membership, and is setting the agenda in British politics. Their hardline, racist stance is giving dangerous confidence to fascists and hate groups. Tommy Robinson's call for a protest in February this year is nothing more than a continuation of an agenda to promote racism, Islamophobia and building the forces of fascism in Britain.

We must unite against the forces that seek to divide us. 'Stand Up To Racism' has been at the forefront of challenging fascism and racism, and it is calling on all of us to join the fight. By affiliating with 'Stand Up To Racism', we are not just making a stand against one man or one group, we are standing up for the values of unity, equality, and justice for all, and we will not allow our communities to be torn apart by hate.

This congress resolves to:

- Support the protests called by 'Stand Up To Racism' to stop the far-right.
- Build a strong trade union presence at demonstrations to challenge hatred and division.
- Support the 'Stand Up To Racism' organisation, nationally and regionally.
- Support future anti-fascist initiatives organised by 'Stand Up To Racism'.

We must stand together to fight the rise of far-right extremism, challenge racist and fascist agendas, and protect the values we hold dear.

B24 BRADFORD DISTRICT CARE TRUST BRANCH North East, Yorkshire & Humber Region

70. YOUNG WORKERS

Congress, Chair, Comrades,

Young Workers are the future of this Union. They provide fresh membership and fresh ideas for this Union, and often are at the forefront of the workforce.

They're providing new skills and new labour in

the market. This Union has a proud history of supporting young workers, predominantly on low wages and insecure contracts, and the union will continue to fight for better conditions for these workers. However, what we must recognize, is our union is not attracting as many young members as it should.

According to the TUC, 20% of workers aged 25 and under work in accommodation and food, or arts, entertainment and recreation, compared to 6% for workers older than 25^[1]. These sectors traditionally have not had a high union density. Less than 1 in 20 union members are aged between 16 and 24 and over half of union reps are 50 and over, which means over the next 10 to 15 years we will lose over half our reps. We urgently need to address this demographic cliff-edge. Support for Unions is often the highest amongst the under 30s.

Whilst we hopefully will see a shift to having more young members with the introduction of the Workers Rights Bill, and the raising of minimum wage to £12.21, we mustn't fool ourselves into thinking that this will fix the issue of low union membership in under 30s.

Congress, what this motion would like to propose is for the Union to start to solve this issue is:

- Commit to fighting for a £15 per hour minimum wage, which Paul Nowak, the TUC and other organised labour groups have been calling for. This should not be segregated by age or job title, so everyone from apprentices to hourly, young or old, should be £15 per hour.
- Reestablish a National Young Workers Forum, or reestablish the National Equalities Forum with an additional seat for Young Workers to be included
- Create a National Young Workers Working Committee to discuss political and social pressures facing young workers, similar to GRASP or SHOUT
- Ask the CEC to return to the membership about the numerous calls for a more granular membership payment structure

[1] Young workers are most at risk from job losses due to the coronavirus crisis, TUC, 12 June 2020.

E41 ASDA BRANCH
Southern Region

71. EQUALITY DATA COLLECTION

Congress, GMB has been consistent in collecting Equality data from members and much work has been done to ensure we have very high-quality monitoring data. There is still a large piece of work to be done to collect data from members who joined prior to when the data collection was started. Congress, we want to ensure that this happens and that there are sufficient resources to collect the data.

L16 LB GREENWICH BRANCH
Southern Region

EMPLOYMENT POLICY: EQUALITY & INCLUSION

72. EQUALITY RIGHTS

Congress notes that this Labour Government's plan to make work pay will help strengthen protections from sexual harassment in the workplace and reform the current parental leave system, intending for better support for working families.

The number of reforms to equality rights are welcomed.

Congress notes that it does not go far enough as some of the duties to be imposed on employers will be way of regulations. There does not seem to be clear any guidelines when making these regulations.

The Institute of Employment Rights (IER) states that this applies to the reasonable steps employers are required to take to prevent sexual harassment. There is a requirement for equality actions plans to include gender pay gap information for outsourced workers and the extension of protection from dismissal for pregnant workers and those returning from family leave.

We call upon Congress to:
To continue to work with the Labour Government to highlight and overhaul the legislation on equal pay which properly address unequal pay on grounds of sex, race and distality. This also includes family leave rights too.

E10 EALING BRANCH
London Region

73. MATERNAL HEALTHCARE FOR BLACK GLOBAL MAJORITY WOMEN WORKERS

Congress notes that Black Global Majority mothers receive less support, are not respected, and treated unfairly in all workplaces, in comparison to white maternal mothers.

Congress recognises the severe disparities in maternal health outcomes for Black Global Majority women; and the structural discriminatory barriers they face in workplaces, including significant pay gaps and lack of progression opportunities. The barriers at work are exacerbated by bias and disparities in maternity care, with devastating effects on health, career advancement, and economic security.

Congress notes with concern the deeply disturbing maternal mortality rates between women from Black Global Majority background and White women. Black women are still four times more likely than white women to die in pregnancy or childbirth in the UK and women from Asian ethnic backgrounds face twice the risk.

Congress is called upon to:

1. Consider a campaign to highlight, raise awareness, and work for stronger workplace action to support Black Global majority mothers and tackle maternity-related discrimination, ensuring fairness in pay and progression.
2. Consider a campaign to promote workplace policies that protect Black Global Majority mothers, including equitable maternity leave and improved access.
3. To consider working with the appropriate select committee's and APPG's (All Party-Political Groups) to voice the serious concerns of Black Global Majority mother's experiences in the workplace for equitable support.

E10 EALING BRANCH London Region

74. RACIALISED SEXUAL HARASSMENT IN WORKPLACES EXISTS

This Congress notes that sexual harassment experienced by Black & Global Majority (BGM)

women in the workplace goes unreported, unacknowledged, and very rarely discussed.

Congress commends the TUC Report on sexual harassment of BGM women in the workplace titled "Then it Clicked" as groundbreaking research where, probably for the first time, the voices of BGM women are heard and acknowledged.

Congress also notes that Hair discrimination is not only an everyday issue for BGM women, but also a form of violence against them, with Misogynoir being a daily occurrence.

We call upon Congress to:

1. Consider recognises that misogynoir is a form of violence and racialised sexual harassment of BGM women and a health and safety issue in the workplace.
2. To consider actively adopting the term misogynoir when referring to BGM women's experience of racialised sexual harassment, particularly in the workplace.
3. To consider an industrial response to racialised sexual harassment.
4. To look into a campaign, if not already done, on Hair discrimination in the workplace.
5. To consider a campaign for zero tolerance on racialised sexual harassment in the workplace.
6. To look into producing guidance on how unions/ reps can incorporate racialised sexual harassment into health and safety provisions.

E10 EALING BRANCH London Region

75. SICKLE CELL IN THE WORKPLACE

This Congress recognises that in the United Kingdom, there are approximately 17,500 people living with Sickle Cell disorders, with 300 new cases identified each year impacting on families.

Sickle Cell Disease (SCD) is an inherited blood disorder that affects the red blood cells and is particularly common in people with an African or Caribbean family background. This is a serious and lifelong health condition that

affects the shape of the red blood cells and the flow of oxygen around the body. The lack of oxygen flow, and other factors such as dehydration, exposure to cold environments and infections etc. can cause the sickle shaped blood cells to stick together, blocking the small blood vessels. When this happens, sufferers can experience extremely painful episodes known as a sickle cell crisis. When in a crisis the person often has to take strong pain relief, which impacts on their concentration and their ability to complete tasks.

Medical treatment can help to manage many of the symptoms this lifelong condition presents, such as painful episodes referred to as sickle cell crises which can often lead to hospital admissions. These crises can be extremely severe and last for days, or even weeks. There can also be an increased risk of serious infections and anemia. This is due to the compromised immune system and the lifespan of the red blood cells in a sickle cell being approximately 20 days in comparison to someone without sickle cell whose red blood cells' lifespan being 120 days. Due to the lack of red blood cells this causes anemia as there are not enough healthy red blood cells to carry the necessary oxygen around the body, which can cause tiredness, fatigue and shortness of breath; things healthy people take for granted.

Some people with Sickle Cell experience more serious implications, such as delayed growth, strokes and lung/heart problems. People with Sickle Cell Disease rely on regular specialist medical treatment and medication throughout their lives in order to maintain a healthier life as possible, so it is important that they look after their own health, using self-care measures, being mindful of triggers such as stress, strenuous activities and managing pain.

As a person with Sickle Cell grows older, they may develop different and more serious medical problems. This happens when organ tissues don't receive enough oxygen resulting from the sickle shaped cells permanently blocking the small blood vessels causing implications such as Avascular Necrosis (AVN) of the bones and sickle retinopathy leading to joint replacements and sight loss.

However, most individuals with Sickle Cell Disease go on to live healthy lives, only suffering intermittent short-term disability usually because of painful sickle crises. These crises are highly exacerbated or precipitated

by environmental factors.

Although Sickle Cell is recognised as the most common hereditary blood disorder worldwide and it is the fastest growing genetic disorder in the UK. It is increasing in prevalence due to historic and continuing immigration, the rise in interracial relationships and the gene being passed down into families outside of the African/ Caribbean race, where sickle cell is known to originate from.

As Sickle Cell is recognised as a disability which falls under the Equality Act 2010, employers have a Legal duty under this Act to prevent discrimination towards disabled employees and provide reasonable adjustments.

An example of such adjustments for someone with sickle cell might be consider increasing the overall temperatures of the workplace, or to reduce the use of air conditioning units within the work environment, particularly during the winter months, as cold environments or weathers can trigger a crisis. Another could be providing health and safety inspected individual portable heaters, heated jackets, or specialist ergonomic heated office chairs for employees with Sickle Cell. The question is, how many organisations understand or recognise this health condition and are willing to make these reasonable adjustments?

A survey of major employers conducted in the West Midlands suggests that there is only very limited public understanding of Sickle Cell Disease and that there is a failure to distinguish between healthy carriers of the trait and cases of the disease is common.

People with Sickle Cell disease need individual help with finding and keeping suitable employment.

In Birmingham, it was found that individuals with Sickle Cell disease are likely to be unemployed and that most have lost jobs because of problems with the disease and not being fully supported in the workplace to carry out their duties effectively, due to the lack of understanding regarding the lifelong health condition.

There is a need for greater information and understanding about the disease for potential employers and an educational program for the public. Raising awareness by educating the workforce and the general public. This will

ensure a greater understanding of the disease nationwide and subsequently improving working conditions for Sickle Cell sufferers which will in turn also reduce the number of Sickle Cell sufferers claiming benefits and increase their ability to sustain employment. An example is a quote from a focus group participant in February 2021:

“no allowance or accommodation were offered to help me manage Sickle Cell at work. If Occupational Health had been more informed, then this would have trickled down and been a starting point. I felt I had no other choice than to leave my job. We need to bridge the gap between health advisers and employers”.

Our Branch has an existing grievance raised by a Sickle Cell sufferer which echoes that of the focus group participant.

“More effort needs to be done to develop the awareness of Sickle Cell Disease within corporate and public sector organisations to give people like me a fighting chance, to be able to fulfill our desired careers and sustain our employment. Sickle Cell sufferers who have the ability to work just want to be treated fairly and not be forced to take out grievances just for our voices to be eventually heard. We would like to continue working and not have to rely on handouts from the state and be labelled with the stigma that comes with it. Many of us are capable and simply just require support and adjustments in the workplace to effectively compete with our counterparts”.
We are calling on Congress to lobby for a change to working practices in relation to Sickle Cell and to force workplaces to hold awareness workshops, train their managers and change their policies and procedures to reflect the growing need for this change in the workplace.

H55 HARROW PUBLIC SERVICES BRANCH London Region

76. NORTHERN IRELAND EQUALITY LEGISLATION

This Congress is concerned that colleagues in Northern Ireland are falling behind in terms of employment and equality legislation and calls on the GMB to lobby the NI Executive to remedy this as soon as possible by ensuring that outstanding legislation is enacted urgently.

B33 GMB@BMA/BMJ BRANCH London Region

77. EQUAL PAY

GMB continues the fight to get pay justice for women who have been victims of wage discrimination.

Winning these collective cases is life changing for the impacted women and often also for their families. Financial redress means more than just cash, it means freedom to choose, time and self worth.

However equal pay is still misunderstood by many. GMB should be using every possible tool to explain, highlight and build the campaign.

As well as righting the wrongs of the past, we must move to ensure that these wage injustices cannot ever happen again.

Congress resolves

- To ask all branches to consider whether there may be an equal pay campaign locally as part of their branch development plan.
- To produce guidance on how to ensure all future negotiated policies on pay, terms and conditions are cross referenced with equal pay legislation and best practice.
- To develop a series of video shorts on equal pay, from a brief introduction, Equal Pay FAQ's, through to case studies of the impact on GMB members lives, to how to join the campaign.

These shorts should be available for local comms use as well as on national social channels.

S38 SHEFFIELD MUN AND LT.BRANCH North East, Yorkshire & Humber Region

78. PUSHING FORWARD ACCESS FOR THE DISABLED

This Congress believes government is not helping or encouraging smaller businesses when upgrading their premises, to help with disabled access.

Accessibility requirements set out in part M of the Building Regulations 2010, only apply at the time when building work takes place. We think money needs to be made available in local councils grants which in turn they can apply to government to be refunded.

The bigger businesses are moving out of town, which is a great disadvantage to people with a disability. It's necessary that people with disabilities gain access to small local businesses in smaller towns and villages and we call on this Government to overhaul these Regulations.

K17 KINGS LYNN BRANCH London Region

79. REPLACE DISABILITY PASSPORT WITH A HEALTH PASSPORT AND LOBBY FOR THEM TO BECOME COMPULSORY

This Congress calls for the Disability Passport to be replaced with a Health Passport and also calls for GMB to lobby government to make these Health Passports compulsory and run campaigns with employers asking them to sign up to using Health Passports while we wait for legislation to hopefully catch up. This Health Passport would apply to all employees in a workplace, some may hold no information but by it applying to all employees it means that everyone is being treated the same.

GMB members often don't see themselves as disabled even though they may require adjustments at work. By changing to a Health Passport, the stigma that is often associated with the word disabled is removed and employers themselves say they see a more positive engagement from employees.

It is important when we are asking employers to sign up to Health Passports that part of what they are signing up to includes that when there is a change in line manager that as part of their movement into the role they must review on a regular basis all the employees they are responsible for and look at their Health Passports so that those who require

adjustments don't have to re explain and justify their adjustments again and again as they are clearly there in writing, this will prevent those who do need adjustments from having to fight for them over and over and result in more people remaining in the workplace.

Congress resolves for GMB to campaign nationally for disability health passports to be brought into legislation, whilst locally arguing for their introduction locally as part of T&C discussions.

N39 DURHAM AND TEES HEALTH AND SOCIAL CARE

North East, Yorkshire & Humber Region

80. DISABLED WORKERS' ACCESS TO REASONABLE ADJUSTMENTS

This Congress asks the GMB to pursue implementation of more specific guidance for employers on matters relating to Reasonable Adjustments for Disabled Workers.

The TUC report, 'Disabled workers' access to flexible working as a reasonable adjustment', was published in 2021 and contains recommendations for Government, the Equality and Human Rights Commission (EHRC), Employers and Trade Unions.

Some of the recommendations have been put in place – for example, government has implemented a day 1 right for workers to apply for flexible working. However other recommendations within the report have not yet been carried out.

The EHRC last updated their Statutory Code of Practice in 2019 – 2 years prior to the recommendations made in the TUC report.

Disabled workers requesting flexible working as a reasonable adjustment are subject to the same process as non-disabled workers. The right of a disabled worker to be treated more favourably, in line with the equality act, is often overlooked and the statutory business reasons for refusing a flexible working application are used by the employer.

We believe that strengthening the rights of Disabled Workers can be achieved by more specific guidance on this subject, including the removal of the business reasons for refusal of flexible working applications for disabled workers.

EMI GMB@EMAS BRANCH Midlands Region

81. SETTLEMENTS ABUSING DISABILITY RIGHTS

This Congress notes that some unscrupulous employers are bypassing disability protections, by approaching disabled workers or those that become diagnosed with a condition with “Without Prejudice settlement agreements” to force them out. This usually starts with an informal meeting without warning but with a manager and senior HR. Who raise that the employee is about to be put under a process for sickness absence or performance levels, but to support them the company is willing to save them the embarrassment of dismissal and recognise loyal service to date by offering them a small settlement, if they choose to leave. This usually comes with a short timescale to decide and a claim that the offer will be removed, and they will instead be dismissed under process, as the case against them is apparently strong.

We call upon Congress and the GMB to lobby government and get tighter legislation on the use of settlements, and stop them being used as a cheap way to abuse employment, disability and Equality rights.

EXETER & NORTH DEVON E35 BRANCH Wales & South West Region

C5 83. RIGHTS FOR WORKERS RECEIVING IVF TREATMENT

This Congress supports that in the UK, workers have a limited amount of statutory rights but the right to time off when going through IVF is not one of them.

We feel that a worker who has been unfortunate enough to have to use costly fertility treatment to be able to have the opportunity to have a child should be supported as a national right when doing so.

We call for GMB to campaign and use influence on this issue to ensure workers who are going through IVF treatment can have the required time off and not suffer a detriment to do so. We would like for GMB to work with employers to negotiate policies and procedures to ensure that these workers are supported by their workplace.

X53 MIDLAND SPECIALIST BRANCH Midlands Region

84. PROTECTION AND BETTER RIGHTS FOR EMPLOYEES UNDERGOING IVF

C5

This congress calls upon the GMB to advocate for enhanced workplace protections and rights for employees undergoing In Vitro Fertilization (IVF) treatment. Currently, individuals undergoing IVF do not receive the same level of support and accommodations as those who are pregnant, despite the significant physical, emotional, and financial challenges associated with the treatment. It is imperative that we address this gap to ensure that all employees have the necessary support to balance their reproductive health needs with their professional responsibilities.

IVF treatment often requires multiple medical appointments, procedures, and recovery periods, which can be difficult to manage alongside work commitments. Without adequate support, employees may face undue stress and potential discrimination. The Human Fertilisation and Embryology Act 2008 provides a framework for fertility treatment in the UK, but it does not specifically address workplace rights for those undergoing IVF. Recent changes in legislation, such as the extension of storage periods for eggs, sperm, and embryos, highlight the evolving nature of fertility treatment laws. However, there is a clear need for workplace policies that provide flexibility and protection for employees during this challenging time.

In conclusion, the GMB should campaign for the introduction of specific workplace protections for employees undergoing IVF. This includes paid leave for medical appointments, protection against discrimination, and the provision of reasonable adjustments to work schedules. By advocating for these changes, we can ensure that all employees are treated with dignity and respect, and are supported in their journey towards parenthood.

ASDA A50 BRANCH Wales & South West Region

85. WORKPLACE POLICY FOR FERTILITY TREATMENT

C5

This Congress notes that one in every seven couples have difficulty conceiving, yet very few employers have a formal policy concerning fertility treatment. This means that many employees going through such treatment do not have either the understanding or support

from their employer about what this involves. Without proper understanding and support, the physical, mental and financial stresses of fertility treatment often lead to increased sick leave.

In 2024, a report by Totaljobs and the Fawcett Society, showed that one in five workers who have undergone fertility treatment quit their job because of the way they were treated during the process. It shouldn't be the case that workers have to choose between their job and their wish for a child. The report also found that the emotional well-being of women is more likely to be impacted than men, and this increases for women on low-incomes and single women.

Infertility is a recognised medical condition, so there should be no stigma or discrimination for anyone undergoing fertility treatment.

This Congress resolves for GMB to lobby MPs, and support and engage with any campaign, for legislative change, so that all employers have a policy on infertility that shows both flexibility and compassion. Anyone going through fertility treatment should, at the very least, be entitled to paid time off to attend appointments, as well as partners given leave to attend with them, as well as paid compassionate/bereavement leave, when necessary.

L17 LB LEWISHAM BRANCH Southern Region

C5 86. FERTILITY LEAVE

Over 50,000 individuals a year in the UK undertake fertility treatment.

For many this is an emotionally and physically demanding journey. Despite this there are very few legal protections for those undertaking treatment.

In too many workplaces discussions about fertility treatment are seen as taboo or outside of the scope of employment practice, resulting in people feeling unable to disclose what they are experiencing, and consequently suffering.

Whilst employers often offer paid medical leave for IVF appointments very few have progressive policies that cover the breadth of the fertility journey.

The lack of fertility rights policies means that many women are forced to take annual or unpaid leave for treatment symptoms, and as with miscarriage, there is no automatic right to time off for a failed treatment despite the emotional and physical difficulty it can produce.

Congress Resolves

- To develop a model fertility rights policy and distribute across the Union.
- To work with other campaigning groups to launch a national fertility rights campaign, that includes developing a best practice guide, fertility rights charter and campaign resources for reps looking to negotiate locally.
- To lobby the Labour Government to introduce fertility rights legislation during this parliament.
- To champion those unionised employers and union reps who are the leaders in the fight for fertility rights in union campaign materials.

S38 SHEFFIELD MUN AND LT.BRANCH North East, Yorkshire & Humber Region

87. SUPPORT FOR WORKERS EXPERIENCING MISCARRIAGE AND PREGNANCY LOSS



Congress commends the recently launched Pregnancy Loss Charter which stipulates one month's leave for the pregnant person and two weeks leave for partners or prospective co-parents.

It is encouraging to note that that workplace agreements can include paid leave in the event of pregnancy loss before 24 weeks and flexibility.

However, Congress notes that most workplaces do not provide sufficient support or have such policies, which means that many workers rely on sickness or annual leave, which is not acceptable and can lead to triggering sickness and absences monitoring and disciplinary action.

Congress notes that more needs to be done to support families experiencing pregnancy loss and to close the gap in statutory rights.

Congress notes its now an opportunity for meaningful work with the current Government and the Women Select committee to enshrine the past policies passed by Congress on issues relating to pregnancy loss and parental leave and to extend the statutory entitlement to pregnancy loss before 24 weeks for both the pregnant person and the partners or co parents.

We call on Congress to:

1. To continue the campaign so that everyone who needs it (including partners) should have access to paid leave in the event of pregnancy loss and that employers should ensure support is flexible and part of access to other support measures such as flexible working.
2. To encourage the current Government to enshrine entitlement to pregnancy loss before 24 weeks to both the pregnant parent and parent and co parent.

E10 EALING BRANCH London Region

88. PAID BEREAVEMENT LEAVE FOR LOSS OF PREGNANCY DURING THE FIRST 23 WEEKS

This Congress calls on the Government to change employment law to give parents who suffer due to a miscarriage in the first 23 weeks paid bereavement leave. Currently this only applies to those who lose a baby after 24 weeks.

The GMB believe that all miscarriages have a catastrophic effect on both parents and employment law should reflect this and also cover both parents.

AVON & WESSEX A55 BRANCH Wales & South West Region

89. CURRENT STATE OF UK MATERNITY PAY

This Congress calls on GMB to support female workers who have created life by campaigning and using political influence to increase statutory maternity pay. Statutory maternity pay currently sits at around 41% of the national minimum wage.

The previous Conservative government told us all during Furlough that we needed 80%

of our wages to be able to sustain our living standards. The addition of a new life places pressure on families to find this money without the support of government and employers. We feel that maternity leave should be paid at the national minimum wage as a minimum.

X53 MIDLAND SPECIALIST BRANCH Midlands Region

90. 100% PATERNITY PAY

This Congress should ensure that Statutory Paternity Pay should be 100% of a parent's usual wage to ensure financial security during the critical early weeks of a child's life.

Providing full pay would help fathers and partners to take time off without the financial stress that often forces them to return to work prematurely.

This approach would also promote greater gender equality by enabling both parents to share caregiving responsibilities, supporting stronger family dynamics and healthier outcomes for both parents and children.

We call on GMB to run a campaign and put pressure on this Government which currently only allows 92% of paternity pay to be claimed back by Employers and up to 103% if you qualify for Small Employers relief.

I35 ISLINGTON & HARINGEY BRANCH London Region

EMPLOYMENT POLICY: HEALTH, SAFETY & ENVIRONMENT

93. HEALTH AND SAFETY EXECUTIVE ENGAGEMENT

This Congress is a motion for the GMB to meet with the HSE to encourage them to engage with recognised trade unions in a workplace, where there has been a fatality.

Four and a half years ago our Wessex Water branch suffered the devastating loss of four colleagues in an explosion at Avonmouth.

The incident was investigated by the police from 20th of December 2020 up until the point they decided there was no criminal charges to be brought it was then handed over to the HSE. The police communicated with me on a regular basis and kept me informed of their investigation.

Since the 11th of July 2024 the investigation has been with the HSE. Despite attempts to contact the HSE they have not returned any correspondence. I would ask Congress to pass a motion that the GMB consider appointing someone to engage with the branch and HSE to update on progress into investigations where a fatality has taken place.

I would also ask Congress to remember those who lost their lives. Brian, Luke, Ray and Mike forever in our thoughts.

Congress I move.

WESSEX WATER X45 BRANCH Wales & South West Region

EP 94. MENTAL HEALTH ILLNESS REPORTING HSE

This Congress acknowledges that for a long-time employers have hidden behind guidelines from the HSE over the reporting of mental health illness absence in the workplace, failing to support colleagues with mental health issues caused by stress and anxiety over unrealistic performance targets.

If mental health illness was made a reportable disease to the HSE, this would make employers look into better support and more responsible for workers health and conditions.

We call upon this Congress to support this motion and instruct the GMB nationally to lobby Government and the HSE, to make this a regulation and not a guideline.

N55 GMB NOTTINGHAM CITY BRANCH Midlands Region

95. WORK RELATED STRESS TO BE AN INDUSTRIAL INJURY IF PROVEN

This Congress, 776,000 UK workers reported work-related stress, depression or anxiety in 2024, representing nearly half of all reported work-related ill health cases. The average rate of work-related stress is 2,480 per 100,000 workers in the UK. But these only based on figure by companies or organisations that record this, therefore the figures would be a lot higher.

When it comes to work related stress many organisations do not act on it, and employees return to work when the issues of work related stress has not been resolved. In some cases after a short return these employees may go off sick again and some lead to dismissal. Stress is a mental illness and can sometimes lead to someone's mental health getting worse if not acted on in the earliest of opportunities.

Where work related stress is not recorded in an organization sickness monitoring these cases slip the net and there is no involvement from Human Resources.

Congress we call on you to campaign to get the law changed so the all employers and organizations recognize work related stress as an industrial injury if proven

L27 LOCAL GOVERNMENT STAFF BRANCH North East, Yorkshire & Humber Region

96. SHOULD HSE INVESTIGATE WORK-RELATED SUICIDES?

This Congress notes recent high-profile cases of suicide with an apparent link to work pressure provide a timely reminder of the need for employers to both reduce the risk of work-related stress and support the mental wellbeing of their workforce.

The tragic death in January 2023 of Ruth Perry, a primary school headteacher who took her own life following a downgraded Ofsted report

from ‘outstanding’ to ‘inadequate’, has led to a recent call for all work-related suicides to be investigated (Ref A) by the Health and Safety Executive (HSE).

This follows previous calls for the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR) to be amended to include suicide as being reportable to HSE. There is also the broader context here of a worsening rate of suicide (Ref B) in key sectors of the economy, notably construction.

In 2023, there were 7,055 deaths registered in the UK where the cause was recorded as suicide (figures for Northern Ireland are provisional). Suicide in England and Wales is three times more common among men than among women. The gap between sexes has increased over time.

RIDDOR and ‘work-related suicide’

This raises interesting legal issues, not least what a ‘work-related suicide’ is exactly in the eyes of the law. RIDDOR (Ref C) only requires a death to be reported to HSE where someone dies as a result of a ‘work-related accident’. The same legislation defines ‘work-related’ as meaning “an accident arising out of or in connection with work” and an ‘accident’ as “including an act of non-consensual physical violence done to a person at work”. As a result, HSE is clear in its position that incidents of suicide (and/or self-harm) do not meet the reporting requirement under RIDDOR.

In France, suicide is considered a workplace risk with employers required to prove to an investigator that a suicide of one of their employees was not work-related.

Congress, there’s no requirement for employers to include any reference to suicide prevention or risk mitigation in company policies.

Death by suicide doesn’t need to be reported to the HSE (even when on company time or premises, or where work life’s a factor) We are asking for:

1. Organisations to promote suicide awareness and prevention.
2. Improvements to the evidence-based statistics around workplace suicide.

3. Changing legislation requiring all businesses to have a focus and policy on suicide. Having a Suicide Prevention Policy doesn’t just save lives; through imbedding a culture of suicide prevention it will help to bring about improvements in mental wellbeing across all employees.
4. Driving change within HSE to record deaths by suicide on workplace premises.

We call on Congress to lobby the Health & Safety Executive to strengthen and improve the protections afforded to our members via the process of RIDDOR reporting.

Ref

- A. <https://www.bbc.co.uk/news/education-65651606>
- B. <https://www.lighthouseclub.org/ons-statistics-show-construction-suicide-rate-increase-in-2021/>
- C. <https://www.legislation.gov.uk/ukxi/2013/1471>

C30 CITY OF LONDON BRANCH

London Region

97. RIDDOR REPORTING FOR SUICIDE IDEATION

Congress notes the campaign by Hazards for work related suicides to be reported to the Health and Safety Executive under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013. The tragic death of Ruth Perry, a headteacher, in January 2023 gave impetus to this campaign.

Congress further notes that HSE does provide guidance to employers on how they can “reduce the risk of work contributing to the cause of suicide”, and HSE recognises that many suicides are preventable with “appropriate interventions”.

Congress however notes that HSE displays no awareness of the danger of “clusters” of suicide ideation and self-harm ideation.

Congress notes the experience of GMB representatives who are supporting members in Amazon’s BRS2 distribution centre in Swindon. Over the last 18 months there have been a disproportionate number of cases where GMB members have self-harmed, at work and at home, have attempted suicide,

or have expressed suicidal thoughts, often in disciplinary or capability meetings in front of management. GMB representatives have been obliged to refer several members to the Samaritans, and to local NHS emergency mental health services, and in some cases to seek police support.

Congress further notes that while individual managers and HR representatives at Amazon have broadly behaved appropriately in each individual case, GMB detects no awareness from the company that the high number of incidences suggests a systemic problem, requiring action.

Congress notes that the phenomenon of “clusters” of individuals ideating self-harm or suicide is a well known phenomenon among public safety professionals. There is both UK and international experience, that “social contagion” can lead to suicide ideation being spread among communities, such as, for example, the so-called Werther effect.

Congress notes that GMB already produces a useful pamphlet on supporting members affected by suicidal thoughts. This is helpful for supporting individuals, but does not address potential clusters.

Congress believes that as a question of public policy, workplaces where there is a noticeable cluster of suicide attempts, suicide ideation or self harm ideation require a preventative professional, public health intervention, to support the workforce, management and unions. However, currently there is no mechanism whereby such potential clusters can be identified.

Congress resolves to campaign for there to be a legal obligation for not only work-related suicides, but suicide ideation and self-harm ideation to be reported under RIDDOR. This obligation should apply when an employer is aware of suicide attempts or where suicide ideation is expressed in disciplinary, grievance, capability or other meetings, or where Occupational Health reports, or doctor’s fit notes provide evidence of suicide ideation.

Congress resolves to campaign that HSE, in conjunction with other government public health agencies and the NHS, should have a strategy for supporting employers and employees where clusters of suicide ideation are identified.

98. THOSE WITH ‘WORKER’ STATUS SHOULD HAVE AN EQUIVALENT OF THE HEALTH AND SAFETY AT WORK ACT 1974 AND THE SAFETY REPRESENTATIVES AND SAFETY COMMITTEE’S REGULATIONS 1977

This Congress believes that gig economy companies who employ our members on ‘worker’ status should not be able to avoid their health and safety responsibilities. We want an equivalent of the Health and Safety at Work Act 1974 and the SRSC Regulations 1977 to cover anyone with ‘worker’ status or anyone classed as ‘self-employed’ but partnered with a platform and providing services.

Our members who have ‘worker’ status or bogus ‘self-employment’, such as couriers, private hire drivers, and food delivery workers, are no less deserving of health and safety protections in law than our members who are ‘employees’. They face health and safety issues at work such as violence, attacks, robberies, injuries and in some unfortunate cases, death.

Congress notes that this issue stems from the serious health and safety concerns of ‘worker status’ members of P42 branch. A recent health and safety survey of Evri couriers revealed a staggering 66% of respondents worried about having their vehicle or parcels stolen while delivering on their round. 67% of respondents believe Evri should be doing more to protect the health, safety, and livelihoods of couriers.

Congress also notes another example affecting ‘worker status’ members of P42 branch in 2024. Uber announced they would be taking cash payments, which drivers would be responsible for collecting from customers. Uber did not give any consideration to the health and safety implications for the drivers, they did not even undertake a risk assessment to establish if this was a factor. A GMB survey of P42 branch Uber drivers disclosed that 94% were concerned that cash payments would put their safety at risk.

A new Health and Safety at Work act specifically for the gig economy would force Evri, Uber, and other such companies to take responsibility for those undertaking work on their platform. The health and safety of those on ‘worker status’ contracts is just as important as those directly employed.

Congress adopts as policy to campaign for an

equivalent of the Health and Safety Act 1974 and the Safety Representatives and Safety Committees Regulations 1977 to cover those working in the gig economy.

P42 PROFESSIONAL DRIVERS BRANCH **Midlands Region**

EP 100. EXTREME TEMPERATURES IN THE WORKPLACE

This Congress is demanding that the GMB Union should be at the forefront of environmental issues and initiatives that support better working practices during extreme temperatures within the workplace.

Therefore, we instruct the GMB to pursue all methods available to it within the political and legal networks where it has influence, to ensure workplaces don't become an oven in the summer and a freezer in the winter.

A53 DIDCOT & OXFORDSHIRE BRANCH **London Region**

101. SUPPORT THE 'END NOT DEFEND' CAMPAIGN

This Congress agrees that the exposure of sexual harassment suffered by workers across sectors in hospitality and service, entertainment, retail, healthcare and construction and manufacturing in recent times is very troubling. High profile cases in the media at the moment such as McDonald's, and sadly those reported in our union by former staffers is abhorrent. Sexual harassment continues to be a widespread issue in workplaces, with 2 in 5 (43%) women and 18% of men report having experienced sexual harassment at work. It also disproportionately affects young people, and young women in particular, as well as minoritised ethnicities, and those reporting a disability and insecure workers.

These worrying figures demonstrates the urgent need for legislation to protect workers from this toxic behaviour.

This Congress should agree today to affiliate to and support the 'End Not Defend' campaign by the Workers Policy Project to campaign to bring into legislation a new requirement for reporting cases of sexual harassment and violence similar to reporting accidents in the workplace (RIDDOR) and to lobby the

government to create and resource a new, cross-cooperation panel to overview sexual harassment in the workplace between TUC, EHRC and HSE.

This Congress calls for the GMB to support the campaign for:

- i. a Specialist Sexual Harassment Reporting System where workers can anonymously report sexual harassment to trained advisors, ensuring safe and supported disclosure.
- ii. Enhanced Enforcement Powers for when organisations fail to protect their workers or deal with sexual harassment.
- iii. Annual published reporting to bring harassment reporting in line with gender pay gap reporting.
- iv. Increased time limits for sexual harassment grievances in line with criminal complaints.

B19 BOLTON BRANCH **North West & Irish Region**

102. DISPLAY SCREEN EQUIPMENT REGULATIONS

This Congress notes that the last regulations covering the use of Display Screen Equipment (DSE) were published in 1992 and subsequently amended in 2002, these regulations do not adequately address the usage and ergonomic considerations of modern tablet computers.

Since 2022, neck and back problems affecting worker employment have risen by an alarming 62,000 cases, a rise that could be attributed to poor posture and practices while using tablet computers.

This Congress believes the use of tablet computers has grown exponentially in both office environments and outside of them, they have become an indispensable and cost-effective tool for various professional and personal tasks.

Addressing posture-related health issues in the modern workplace is a significant factor in the health, wellbeing and longevity of our members and this motion seeks to safeguard them by addressing the unique challenges presented by the widespread use of tablet computers in modern work environments.

This Congress resolves;

1. The current regulations on Display Screen Equipment (DSE) be reviewed and updated to include specific guidelines for the use of tablet computers.
2. Ergonomic best practices be established and disseminated to ensure that workers are informed about the correct posture and usage techniques to prevent neck and back strain.
3. Employers be mandated to provide training and ergonomic assessments related to the use of tablet computers in the workplace.
4. Regular reviews of the impact of tablet computer usage on worker health be conducted to ensure that the updated regulations remain relevant and effective.

A02 WEST MIDLANDS AMBULANCE BRANCH
Midlands Region

103. CHANGES TO INDUSTRIAL DISEASE BENEFIT

This Congress asks for support on the changes to industrial disease benefits issue.

This can affect anyone of us as if you suffer from Osteoarthritis of the knee, you can only claim if you have worked down a coal mine or laid carpets. The last coal mine shut down in 2015. Vibration white finger you can't claim for unless you have worked in certain jobs.

We call on the GMB to take this to the Government and the Department of Work and Pensions to recognise workplace diseases and remove this outdated policy.

N55 GMB NOTTINGHAM CITY BRANCH
Midlands Region

105. RISK ASSESSMENTS AT WORK- A LIVE TOOL FOR HEALTH & SAFETY

Congress notes that the Summer of 2024 saw the UK streets fuelled by race hate violence and islamophobia, with the targeting of hotels/ accommodation housing those seeking refuge in the UK through the UK asylum system.

The violence by the far right heightened the already hostile environment for all Black Global majority people, particularly in the workplace.

Congress notes that it is the employer's responsibility to ensure that the workplace is safe. Legislation around health and safety at work states that employers are responsible for assessing all risks to workers This includes arranging for effective planning, control, and monitoring of preventative and protective measures and consulting employees.

Employers have a responsibility to provide a safe working environment, including preventing and mitigating any risks. This includes acknowledging the risk to mental and psychological health.

Under the ILO Convention on violence and harassment at work, which came into force in March 2023, employers' duty of care does not stop at their front door but extends to all work related activities including travelling to , from or between workplaces.

Following the race hate, Islamophobic, anti-migrant violence, many Black Global Majority workers did not feel safe either travelling to and from work and in some instances being in work.

Congress is asked to:

1. Ensure that risk assessments at work is a live tool, which should be kept under review and changed accordingly in consultations with workers, through campaigning and raising awareness initiatives.
2. Encourage reps to support Black Global Majority networks/spaces in workplaces.

E10 EALING BRANCH
London Region

106. RAAC CRISIS

Congress notes that in 2024 a motion was carried which highlighted the problem of reinforced autoclaved aerated concrete (RAAC) in schools. However, this goes beyond schools and affects other public buildings such as hospitals, council and other public buildings.

RAAC was used to paper over some of the issue of Asbestos and seen as a quick cheap fix. However now when work is undertaken to repair RAAC not only in Schools but also Hospitals and other public buildings, the staff, children and the public and others could be

at risk due the asbestos being disturbed and fibres being released into the air.

Most of us will be aware that if the Asbestos fibres are released from materials becoming airborne on average there is a 30/40-year latency period between exposure to the fibres and the onset of a disease. It is not all bad news if the Asbestos is kept in good condition but such work as pinning or tacking work to insulation boards or ceiling tiles might cause a problem.

RAAC /Asbestos still kills around 5,000 workers each year this is more than people killed on the roads. Around 20 trades people die each week as a result of past exposure this is just not a past problem but also today it can be present today in any building built or refurbished before 2000.

The fibres can and normally take a long time to develop and can cause fatal and serious diseases from Mesothelioma which is a cancer affects lungs lower digestive tract it is almost exclusively related to asbestos and by the time it's diagnosed it's almost always fatal. Asbestos- related lung cancer is the same as lung cancer they look the same as lung cancer caused by smoking and other causes it is estimated that there is around one lung cancer for every Mesothelioma death.

Pleural thickening is generally a problem that happens after heavy asbestos exposure the lining of the lung (pleura) the lining of the lung thickens and swells if it gets worse the lung itself can be squeezed and cause shortness of breath and great discomfort in the chest. We should remember that that people who smoke are also exposed to Asbestos fibres and are at much greater risk of developing lung cancer.

The last Tory Government took no action and blamed others, so we need to act fast to put right these Tory failures. This is why after 14 years of Tory rule , we call on Congress to ensure that the Labour movement does what it can to make ALL public buildings safe for all who live work and visit this location let's get the RAAC issue sorted for all.

Furthermore, HSE Statistics report Mesothelioma deaths but we cannot see if these are caused by asbestos or RAAC. Congress is asked to lobby HSE for greater transparency in these statistics.

E20 EDMONTON & ENFIELD BRANCH
London Region

107. TRAFFIC MANAGEMENT SAFETY GLOVES – MANOEUVRING VEHICLES SAFELY

This Congress agrees to promote the use of traffic management safety gloves (Stop'N'Go) as visual aids to be used when manoeuvring vehicles.

This will include developing guidance for workplace organisers and members to support them in campaigning for the use of these gloves in their workplace.

Visual aids such as Stop'N'Go gloves are easily deployed and can be used to improve communication and enhance workplace safety in situations such as assisting to reverse large vehicles. This can reduce the risk of accidents without inconveniencing workers.

M20 MILTON KEYNES CITY BRANCH
London Region

EMPLOYMENT POLICY: PENSIONS & RETIREMENT

108. JUSTICE FOR 1950s WOMEN – STATE PENSION AGE CHANGES



This conference acknowledges the unjust treatment of women born in the 1950s regarding changes to the State Pension Age (SPA). These changes were implemented without adequate notice, as admitted by Sir James Eadie KC during the 2019 judicial review. It is unacceptable that no official letters were sent to inform those affected, and that the government claims no legal duty to communicate such critical changes.

We condemn the prolonged injustice, which has caused significant stress and financial hardship for millions of women, compounded by the government's dismissive responses and delays in addressing complaints. The six sample cases presented to the PHSO fail to represent the common denominator of this campaign—discrimination and inadequate notice.

This conference further notes that £200 billion saved from SPA equalisation lies in the National Insurance Fund, yet the government refuses to use these funds to right this wrong. Despite promises of the triple lock, the UK remains one of the poorest pension groups in the developed world.

This motion calls for:

1. The CEC to lobby for a public inquiry into the handling of SPA changes.
2. Campaign for Immediate compensation for affected women.
3. Campaign to develop reform to ensure future legislative changes are communicated with sufficient notice.

Justice delayed is justice denied—this cannot continue.

APEX SECURICOR M18 BRANCH
Wales & South West Region

109. EMPLOYER RESPONSIBILITY TO PROVIDE PENSION INFORMATION

It is vital that employers provide clear and comprehensive information about the potential impact on pensions when an employee's working hours are reduced, or their job is downgraded. Such changes can significantly affect an individual's final pension payout, potentially leading to long-term financial consequences. Employees should be made fully aware of how these adjustments could impact their pension contributions, the accrual of pension benefits, and the eventual retirement income they can expect.

Employers have a responsibility to ensure that employees are informed about how reductions in working hours or changes in job roles may alter their pension entitlements, including both employer and employee contributions. Additionally, employees seeking flexible working arrangements should be made aware of how these changes could influence their pension plans, as altered hours or job functions could reduce their overall pension benefits.

By proactively providing this information, employers help employees make informed decisions about their employment and retirement planning. Transparency in this area fosters trust and ensures that workers can adequately prepare for their future, avoiding unexpected financial hardship upon retirement.

Therefore, we call for a legal requirement that employers provide timely, detailed information regarding pension implications in the event

of reduced hours, job downgrading, or flexible working arrangements.

I35 ISLINGTON & HARINGEY BRANCH
London Region

110. STOP THE RISING PENSION AGE 

This Congress, we are continuing to see no let-up of the pension age rising, you are lucky enough you can claim pension at 67, but when will this stop? Next its 68, 69, 70. The system is becoming a joke!

We need to bring the pension age back to a reasonable level. People work all their working life paying into the system only to be told their pension age is rising. You should have that flexible choice, not the government.

You should get to a time where you know it's best to retire and enjoy what years you have left with your loved ones, and being the grandparent you enjoy being, meeting people and enjoying daily interests.

We believe there needs to be an improved system where you have that flexible choice to retire with the agreed minimum term of 35 years of work paying into the pension pot.

B22 BRAINTREE & BOCKING BRANCH
London Region

111. STATE PENSIONS FOR ALL WORKERS

This Congress calls upon GMB to support a campaign in pursuance of state pensions for all workers who die prior to their retirement age.

As a consequence of one of our members' wives passing away, we have found that there is no support for working families on the death of the breadwinner and all contributions paid in by the said person goes to the government, which leaves a lot of families in the position of either taking out a loan or funding funerals by other means. We believe this happens to thousands of workers every year.

S88 STAPLEFORD BRANCH
Midlands Region

112. FAIR DEAL FOR PENSIONERS

This Congress notes that for many years state

pension payments have been falling behind the Living Wage. The difference is forever increasing so much so that the state pension will soon be half the living wage. This causes many retired workers anxiety and financial difficulty.

This conference calls upon the GMB to campaign for better parity with the Living Wage.

G36 SECURITY BRANCH Southern Region

114. PENSIONS & INHERITANCE TAX

This Congress believes that following the announcement from the Chancellor that from 6 April 2027 most unused pension funds and death benefits will be included in the value of a person's estate for inheritance tax (IHT) purposes.

The proposed changes would mean that Local Government Pension Scheme death grants would be subject to IHT from April 2027 which will have a detrimental effect on members families moving forward and during a time of potential financial hardship following the death of a loved one. The S30 Branch opposes this proposal and calls on Congress to debate and ultimately stop this legislation from being passed and implemented nationally, ensuring our members pensions are ultimately protected from such penalties.

Therefore, it is requested that Congress resolves to support this campaign in protecting its members pension contributions throughout their working lives.

S30 THE GMB NORTH LINCS BRANCH Midlands Region

115. PHASED RETIREMENT

This Congress would like to instruct all the relevant GMB Officials to allow and implement a system of phased retirement in the workplace across the UK.

Congress, I urge you to support this motion.

R36 ROCESTER JCB GENERAL BRANCH Midlands Region

EMPLOYMENT POLICY: RIGHTS AT WORK

EP 116. SPECIAL GUARDIANSHIP ORDER STATUTORY PROVISIONS

This Congress calls upon the CEC to mount a campaign to address the inequalities of the availability of special leave in a Special Guardianship Order which has been recognised as having the same responsibilities as when an Adoption Order is granted.

The paperwork and personal assessment to obtain a Special Guardianship Order is just as demanding as an Adoption Order and rightly so. The difference between the two legal arrangements is small but the journey and experience for the children and the rest of the family is the same.

Whilst Adoption Statutory Provisions allow time for integration into the family unit with quality family time, there is such provision in the case of Special Guardianship Orders, although the need for this time is just as important and recognised as an essential requirement by the relevant professionals.

R25 GMB ENERGY AND UTILITIES BRANCH Midlands Region

117. FAIR JOB APPLICATION AND INTERVIEW PROCESS

This Congress acknowledges that applying for jobs online is often more convenient due to the streamlined application processes adopted by many companies. However, this is not advantageous for all applicants.

There are key reasons why online applications might not be equitable for all candidates:

- **Digital Divide:** Individuals lacking reliable internet access or computing capabilities are often excluded from the pool of candidates, as they cannot apply for positions online.
- **Technical Barriers:** The requirement to navigate complex forms or upload documents in specific formats may present a significant challenge to those with limited digital literacy.

- **Accessibility Issues:** Online applications may not be designed with accessibility in mind, hindering individuals with disabilities from applying.

GMB believes there are potential solutions to mitigate these issues:

- Use alternative application methods alongside online applications. Recognised companies should offer paper applications or allow them to be printed from online so they can be posted or handed over in person and ensure applicants will still be included manually in the candidate pool if company has already an existing pool.
- Create opportunities for in-person interviews to accommodate various applicant preferences, including those who are not expert in Artificial Intelligence and those who are suffering from neurological disabilities or from any other visible or hidden disabilities.

GMB notes that if the job does not require artificial intelligence skills, nobody should face discrimination for applying via a paper application by the recognised companies. GMB resolves that recognised companies should facilitate alternative and fair job application and interview processes for people with disabilities and for those not skilled in artificial intelligence, instead of being inclusively online.

P17 PLAISTOW BRANCH London Region

118. REPEALING THE BAN ON LAWFUL SECONDARY INDUSTRIAL ACTION

Congress welcomes the Labour Government's New Deal for Working People and the Government's commitment to strengthen trade union rights. However, Congress notes that there are no proposals in the New Deal for Working People or in the Government's legislative programme on repealing the ban on lawful secondary industrial action.

Congress notes that secondary industrial action is currently illegal in the UK. It is expressly prohibited by section 224 of the Trade Union and Labour Relations (Consolidation) Act 1992. Lawful secondary industrial action is recognised and protected as part of trade union freedom under ILO Convention No. 87

and the European Social Charter, and that the statutory ban on secondary action denies GMB members their rights under Article 11 ECHR, which guarantees the right to freedom of peaceful assembly and to freedom of association with others, including the right to form and to join trade unions.

Congress notes and supports the GMB's commitment to ensure that all the industrial action that the GMB calls is compliant with the law in every respect. However, Congress notes that the laws banning secondary industrial action are draconian and archaic.

Congress notes that legalising lawful secondary industrial action would allow the GMB members to picket workplaces other than their own – stopping workers, goods, or services moving in or out, and thus providing another means of striking at employers. Lawful secondary industrial action would also allow the GMB to enter into dispute with an employer's parent company, its suppliers, financiers or other contracting parties.

Finally, should this legislation be revoked, GMB members would not be compelled to cross picket lines if members of another trade union were participating in industrial action in their workplace.

Therefore, this Congress supports the repealing the ban on secondary industrial action. Congress asks the GMB to campaign for the restoration of lawful secondary industrial action in the UK.

Finally, Congress asks the GMB lobby both the Labour Party and the TUC to ensure our laws are changed and that all trade union members have the right to participate in lawful secondary industrial action.

X59 NW LONDON BRANCH London Region

119. 4 DAY WEEK CAMPAIGN

This Congress welcomes the overwhelmingly positive results of the world's biggest ever four-day working week pilot in the UK with 61 participating companies and 3,000 employees.

This builds upon the historic trade union led campaign a century ago to reduce working hours to 40 hours a week and give workers the weekend.

We were also pleased to see that in September 2021, the Trades Union Congress (TUC) reaffirmed its support for a four-day working week with no reduction in pay.

This congress believes that:

- since the Covid pandemic there has been growing popularity and momentum behind a four-day, 32 hour working week with no loss of pay
- there is a growing consensus around the need for more flexible ways of working
- automation and technological gains in the future will reduce necessary labour time, which should be shared with workers in increased leisure time

This congress notes that:

- According to the TUC, British workers put in some of the longest hours in Europe, while having one of the least productive economies
- According to the New Economics Foundation, since the 1980's, although productivity has increased, the reduction in working hours has stalled

This congress resolves:

- To support our members to organise for a four-day working week with no loss of pay through campaigning and collective bargaining negotiations
- To affiliate to the 4 Day Week Campaign

B33 GMB@BMA/BMJ BRANCH London Region

120. CALLING ON LABOUR TO UPDATE REDUNDANCY MATRIX



This Congress has seen for many years that members who are loyal to their employers with over 20 years are not compensated correctly when it comes to redundancy calculations. As we know the redundancy matrix will only give a 20 years' maximum length of service. So, a member could have 30, 40 plus years but won't be compensated for the last 10 to 20 years of service.

We call upon the CEC to lobby the Labour

Government to amend the redundancy matrix to increase the length of service beyond the 20 years so that members can be compensated appropriately for the service and loyalty that they have given.

RHONDDA CYNON TAFF R45 BRANCH Wales & South West Region

121. DAY 1 RIGHT TO REDUNDANCY PAY

This Congress notes that changes to the Employment Rights Bill give employees the long overdue right to protection from unfair dismissal from Day 1.

However, it is disappointing that a Labour Government has decided not to implement a similar provision to give employees a right to statutory redundancy pay from Day 1 of employment, thus allowing employers to make staff redundant at potentially no cost.

This Congress therefore calls on GMB to campaign for statutory redundancy entitlement to be a Day 1 right.

B33 GMB@BMA/BMJ BRANCH London Region

C6 123. A REVIEW ON NATIONAL SICK PAY

Congress, people are hit with climbing debts they cannot pay every day and unfortunate illnesses keep them away from their jobs short or long term.

Statutory sick pay is just £96 or £384 a month. For some this doesn't even pay their rent, their food, or their utility bills.

We are in a society where reality is far from close to normal living where the cost of living is, we need to level up.

We must raise statutory sickness payments to a suitable level that helps the working class be able to cope when signed off by their doctor.

You can't get better when under pressure to return to work unwell becoming a safety issue to yourself and your workplace.

We must review statutory sick pay. No one should have to try and survive below the poverty line, its about time we benefitted from paying our high-end taxes.

B22 BRAINTREE & BOCKING BRANCH London Region

124. SICK OF STATUTORY SICK PAY

C6

It is a disgrace that the UK has the worst Statutory Sick Pay (SSP) in the developed world.

At just £116.75 a week (only payable from day four) SSP works out shamefully at less than £3 an hour for a full time worker.

A third of UK workers only receive SSP and they are overwhelmingly already the poorest paid in the country. Women, disabled, and black and minority ethnic workers are disproportionately more likely to receive SSP.

More than half of the people on SSP are living in poverty. Shockingly 1.3 million workers, often holding down multiple part time jobs (such as cleaning, lunch assistance, caring), have no access to sick pay at all.

The burden on low paid workers is also effectively doubled as they are likely to work in professions that create higher risks of picking up sickness, such as hospitality and care. Too often a vicious cycle can begin as workers force themselves back to work as soon as possible, even when they are unfit, to find the money necessary to pay the upcoming bills, thus spreading more illness, impacting upon both their and others health.

To have the worst Statutory sick pay scheme in the developed world is a disgrace and the new Labour Government must taken action.

GMB should:

Use all its political and broader campaign influence to push the Government to legislate to:

- End the waiting period for SSP: make sick pay available to all workers from day 1
- Increase the level SSP is set at for all
- Close the system gaps that mean 1.3 million workers cannot even access SSP

N39 DURHAM AND TEES HEALTH AND SOCIAL CARE

North East, Yorkshire & Humber Region

125. MAKING DISCRETIONARY SICK PAY FAIR

This Congress calls for GMB to campaign across employers where discretionary sick pay is in place to make sure this is a fair process. We currently have members in workplaces

where it's a face fits system as to whether anything above SSP applies. There has been a hesitance to campaign around this for fear that an employer will remove the option.

We have workplaces that have systems and checks and balances in place to make sure that this process is fair and open. Congress asks that GMB explore workplaces where we have achieved these systems for our members and to use this information to build a template that can then be used to campaign and mobilise our members within their workplaces. Building and sharing our wins and

best practises around this issue can only help to make work life better for our members.

R40 SOUTH TYNE AND WEAR GENERAL BRANCH North East, Yorkshire & Humber Region

126. ADDRESSING INEQUITABLE TREATMENT OF WORKPLACE SICKNESS BETWEEN REMOTE-CAPABLE AND ON-SITE STAFF

Working from home is now a reality for thousands of people, but many workers don't have this option. People with front-of-house responsibilities must be physically present at work. A concerning discrepancy has emerged between how managers and front-of-house staff are treated during periods of illness.

When managers are sick, they can typically continue working from home, maintaining an unblemished attendance record. However, when front-of-house staff are ill, they cannot perform their duties remotely and must take sick leave, leading to them being disproportionately subject to workplace sickness policies.

While some may argue this is merely a local issue, or that Human Resources departments would deny such practices as they contradict existing policies, evidence suggests this discriminatory treatment is widespread. It is fundamentally unfair that a sick manager can work remotely via Teams calls and potentially participate in disciplinary proceedings against front-of-house staff who have been absent due to illness.

This motion calls upon Congress to investigate this inequitable treatment and develop remedies to address this discrimination in workplace sickness policies.

B11 BARKING & DAGENHAM LGO BRANCH London Region

127. IMPROVING BEREAVEMENT LEAVE

We have seen many hard won workplace benefits eroded in recent years, through all industries and sectors throughout the UK, but GMB has collectively tirelessly fought to retain and improve the terms and conditions of contracts. We haven't always been successful in our efforts. The hire and rehire tactics used by Asda, being one of our defeats, it is welcome that this nefarious practice is heading towards the history books, due to a Labour government.

As a movement, we have helped bring Labour to power and for that, we can rightly be proud of ourselves. Whilst we often challenge Asda, there is one benefit that is very much appreciated by colleagues and praised by many outside and within the retail sector as being an example for the good bereavement leave.

There is no right for paid time off under current legislation and unpaid bereavement time off is down to the discretion of your manager, boss, whoever has power over you in the workplace.

At Asda, the policy is as follows: 2 weeks paid leave for the loss of a mother, father, spouse, child or civil partner, and 1 weeks paid leave for other relatives, with positive exceptions for when other relatives were primary care giver as a child. This is done on a no questions asked basis, on a mutual trust that the benefit won't be exploited. It's given at full contracted pay rate. Credit is due to Asda for this.

Legally Statutory bereavement paid leave only applies for parents who have lost a child under the age of 18. That is it. No one else within the family. Neither your wife, husband, civil partner, father, mother, sister, brother, all other relatives. Not only that, bereavement leave is paid at only £187.08 a week, for 2 weeks or 90% of your weekly wage, whichever is lower. Following the loss of any other relatives or partner, you have to ask for leave that is down to another's discretion. This is simply not right.

When reading through the governments website advice on bereavement, or the ACAS guide, you will not find clear absolute guidance. Rather lots of use of the words are 'should' and 'may', with lots of expectations on employers to show compassion, understanding, empathy. But these are just words, these do not reflect the reality of how it is for employees who have to go and

ask for compassionate leave and hope for understanding whilst having no automatic right, other than the derisory law in place for the loss of a child; Bereavement law needs to be improved.

Asda does more than follow the law, it has put into place an excellent policy that shows how indifferent and inadequate the present UK law is at present.

GMB should be campaigning for decent bereavement law for all. Including statutory, full pay for all those who have suffered the loss of a close relative or partner, of at least two weeks.

A13 BRANCH

North East, Yorkshire & Humber Region

128. CAMPAIGN FOR ENHANCED EQUALITY BEREAVEMENT RIGHTS AND EMPLOYER STANDARDS

This union believes:

1. Bereavement leave is a vital right for workers, allowing them to grieve, make practical arrangements, and recover emotionally after the loss of loved ones.
2. Existing statutory bereavement leave policies are often insufficient and fail to address the diverse cultural, familial, and emotional needs of workers.
3. Workers in precarious employment, low-income roles, or non-traditional family structures (e.g., LGBTQ+ families, migrant workers, and chosen families) face unique challenges in accessing adequate bereavement leave.
4. Compassionate and inclusive bereavement policies contribute to workplace equality, emotional well-being, and productivity.

This union resolves to:

1. Advocate for Legislative Improvements
 - Campaign for legal reforms to strengthen bereavement leave entitlements, including:
 - Extending statutory leave periods to better accommodate workers' needs.

- Expanding eligibility to include chosen families, close friends, and culturally significant relationships.
- Guaranteeing paid bereavement leave to ensure financial stability during periods of loss.
- Recognising cultural and personal mourning practices by allowing flexible leave options.

2. Launch a Campaign for Enhanced Employer Standards

- Promote a public campaign urging employers to adopt progressive bereavement leave policies, including:
 - Longer, fully paid bereavement leave.
 - Flexible leave arrangements to address personal and familial needs over time.
 - Additional support services such as counselling, Employee Assistance Programs (EAPs), and mental health resources.
 - Publicly recognise employers who lead by example with compassionate bereavement policies to encourage wider adoption of best practices.

3. Empower Members and Build Awareness

- Provide training, guidance, and resources for union representatives to negotiate improved bereavement leave provisions in workplaces.
- Collect and share stories from workers to illustrate the need for better bereavement policies and their impact on well-being and workplace equity.
- Run awareness campaigns to educate workers about their rights and how to advocate for enhanced bereavement leave.

4. Build Broader Solidarity and Partnerships

- Collaborate with mental health organisations, community groups, and other unions to amplify advocacy for compassionate bereavement leave.

- Organise public events, petitions, and outreach campaigns to raise awareness about the importance of inclusive bereavement policies.

This union further resolves to champion bereavement leave as a fundamental workers' right, ensuring that all workers receive fair, compassionate, and culturally sensitive support during times of loss.

K19 SOUTH LONDON GENERAL BRANCH Southern Region

130. URGENT NEED FOR TIGHTER GUIDANCE AROUND GRIEVANCES

This Congress believes that the current ACAS guidance around grievance procedures that a large number of employers seem to mirror is both insufficient and can be used unfairly. Most employers hold some form of hearing and carry out an investigation when they are looking to take an employee through the disciplinary process. We may not always agree that this process is fair, but there is at least an opportunity to put forward a member's case fully prior to a decision is reached. We are seeing a rising number of grievances where employers are simply issuing a letter in reply. We acknowledge that the guidance does state that employees should be given an opportunity to put their case forward, but increasingly employers are taking the initial grievance submitted as that chance. These guidance procedures have been in place since the 11th March 2015, it is time they are reassessed and updated to prevent employers using the wording to avoid giving members a fair process.

This Congress resolves to campaign for a change to the current ACAS guidance to ensure that a fair process, including investigation, hearing and a right to response is done in a timely and unbiased way.

D30 DURHAM AND TEESIDE GENERAL North East, Yorkshire & Humber Region

131. PROTECTION FOR UNION REPRESENTATIVES IN UNRECOGNISED WORKPLACES

This Congress notes that at present GMB activists in a hostile anti-union environment such as Amazon are not properly protected by the provisions of section 146 of the Trade Union

and Labour Relations (Consolidation) Act 1992.

If GMB is not formally recognised, then the protection provided by section 146 only applies to activities outside of working hours.

Congress believes that this limited protection means that UK legislation fails to properly protect the freedom of association of workers as enshrined in the European Convention of Human Rights.

This Congress resolves to campaign to ensure that proper protection for trade union activists and representatives is enshrined in the legislation to be introduced as part of the Labour Government's new deal for workers.

This legislation should explicitly protect normal day-to-day conversations about the union during the working day that do not significantly disrupt production.

A25 AMAZON WORKERS BRANCH Midlands Region

132. EMPLOYMENT RIGHTS

This Congress believes that new employees should gain full employment rights as soon as they finish their probation period.

The probation period would be set by Government for all employees, with guarantees that all new starters will receive the support they require.

The new Employment Rights Bill should reflect this.

AVON & WESSEX A55 BRANCH Wales & South West Region

INDUSTRIAL & ECONOMIC POLICY: GENERAL

133. WORKER PROTECTIONS FROM ARTIFICIAL INTELLIGENCE (AI): INTELLIGENCE: TRANSPARENCY, ACCOUNTABILITY, AND JOB SECURITY

This Congress recognises that the rapid integration of Artificial Intelligence (AI) and algorithmic decision-making systems in the workplace has transformed industries,

creating new opportunities but is also posing significant risks to workers.

Workers are increasingly subject to decisions made by AI systems, including hiring, performance evaluations, task assignments, and terminations, often without transparency or recourse.

Changes to algorithms and AI systems can have profound impacts on workers' livelihoods, job security, and working conditions, yet workers are often unaware of these changes or their implications.

The lack of transparency in AI systems and algorithmic decision-making can lead to biased, unfair, or discriminatory outcomes, disproportionately affecting marginalised and vulnerable workers.

This Congress demands that Workers have the right to know how decisions affecting their employment are made, including the right to understand and review changes to algorithms that impact their work.

The displacement of workers due to AI-driven automation poses a significant threat to job security, necessitating proactive measures to protect workers and ensure a just transition.

We request that Congress work with the Government to develop legislation to establish robust worker protections in the context of AI and algorithmic decision-making, including but not limited to the following provisions:

Section 1: Right to Transparency and Updates on Algorithmic Changes

- 1.1 Disclosure of Algorithmic Systems: Employers utilising AI or algorithmic systems in workplace decisions must disclose the use of such systems to employees and provide clear explanations of how these systems operate.
- 1.2 Notification of Algorithmic Changes: Workers must be notified in advance of any significant changes to algorithms or AI systems that affect their employment, including changes to hiring, performance evaluation, task assignment, or termination processes.
- 1.3 Right to Review Changes: Workers shall have the right to request and

review information about changes to algorithms that impact their work, including the criteria and data used in decision-making processes.

- 1.4. Prohibition of Black Box Systems: Employers must ensure that AI systems are not used as "black boxes" and must provide workers with accessible, understandable information about how decisions are made.

Section 2: Protections Against Unjust Job Loss Due to AI

- 2.1. Job Displacement Impact Assessments: Employers implementing AI systems that may lead to job displacement must conduct and publish impact assessments, including plans to mitigate job loss through reskilling, upskilling, or redeployment.
- 2.2. Just Transition Programs: Employers must establish just transition programs for workers displaced by AI, including access to training, education, and financial support to transition into new roles or industries.
- 2.3. Severance and Compensation: Workers displaced by AI-driven automation shall be entitled to fair severance packages, including extended healthcare, pension benefits and compensation proportional to their tenure and role.
- 2.4. Right to Appeal AI-Driven Terminations: Workers terminated by AI-driven systems shall have the right to appeal the decision and request human review of the termination process.

Section 3: Safeguards Against Bias and Discrimination

- 3.1. Bias Audits: Employers must conduct regular audits of AI systems to identify and address biases, particularly those related to race, gender, age, disability, and other protected characteristics.
- 3.2. Worker Representation in AI Oversight: Workers to have the right to representation in committees or oversight bodies responsible for monitoring the implementation and

impact of AI systems in the workplace.

- 3.3. Prohibition of Discriminatory Algorithms: Employers shall be prohibited from using AI systems that result in discriminatory outcomes, as determined by anti-discrimination laws and the Equalities Act 2010.

Section 4: Enforcement and Accountability

- 4.1. Regulatory Oversight: A national department will be tasked with enforcing these protections, including conducting investigations and imposing penalties for non-compliance.
- 4.2. Whistleblower Protections: Workers who report violations of these protections shall be safeguarded against retaliation under whistleblower legislation.
- 4.3. Private Right of Action: Workers shall have the right to pursue legal action against employers who violate these protections, including claims for damages and injunctive relief as found in unfair dismissal legislation.

This motion seeks to ensure that the benefits of AI and automation are balanced with the rights and protections of workers.

By mandating transparency, accountability, and safeguards against job loss, The Union can foster fair and equitable workplaces in the age of AI.

We are asking that our Union develops an industrial strategy so that we are at the forefront of this technology shift.

To ensure that no worker is left behind in the transition to an AI-driven economy, the Union should set up a National project group to develop research, education, and training programs to support workers across the public and private sectors in adapting to the changing technological landscape. This National Project Group should bring its strategy to Congress 2026 for agreement.

G50 EVRI BRANCH
London Region

134. EMBRACING AI TO IMPROVE WORKING CONDITIONS FOR GMB MEMBERS

C7

This Congress believes;

1. Artificial Intelligence (AI) has the potential to transform workplaces by improving efficiency, reducing workload, and enhancing safety.
2. If implemented responsibly, AI can lead to better work-life balance, increased productivity, and the creation of new opportunities for workers.
3. Workers must be at the heart of AI integration to ensure its use supports their wellbeing, protects jobs, and upholds rights.

This Congress resolves to:

- a. Actively support the use of AI in workplaces where it demonstrably enhances the working lives of members, such as:
 - Automating repetitive or hazardous tasks.
 - Providing tools for upskilling and professional development.
 - Enabling better work-life balance through smarter scheduling and workload distribution.
- b. Ensure that the implementation of AI is guided by the following principles:
 - No job losses as a result of AI deployment
 - Full consultation with workers and their unions before introducing AI systems.
 - Transparency in how AI systems operate, including their decision-making processes.
 - Worker protections against AI misuse, such as unfair surveillance or bias in decision-making.
- c. Campaign for the establishment of clear regulations and industry standards to govern the use of AI in workplaces, ensuring it benefits workers.
- d. Provide training and resources for GMB members to help them understand and adapt to AI technologies, enabling them to thrive in an evolving workplace.

- e. Advocate for employer-funded retraining programs for workers whose roles are impacted by AI to secure their future in alternative or upgraded positions.

AI represents a significant shift in how work is performed and organized. While it carries risks, it also offers unique opportunities to improve the quality of work and reduce the burden on workers. The GMB Union must lead the charge in ensuring that AI is used as a tool for empowerment, not exploitation, and that its benefits are shared fairly among workers.

This Congress calls for a proactive approach to AI, ensuring GMB members are supported, jobs protected, and positioned to benefit from technological advancements in the workplace.

L27 LEICESTER HEALTH CARE BRANCH
Midlands Region

135. AI TO SUPPORT NOT REPLACE SKILLED AND EXPERIENCED WORKERS

This Congress recognises that Artificial Intelligence and Technology is moving fast and has potential to be very useful in assisting knowledgeable and highly skilled staff in their roles. However, it is not ready nor safe to be used unsupervised, particularly in serious decision-making situations such as healthcare.

For example, replacing GPs, consultants and pharmacy clinical decision making and databases that provide that clinical data support to those GPs and hospitals. Artificial Intelligence should be used as a tool to support human decision making and not be a replacement for skilled employment, nor be allowed to risk public safety or health.

This motion calls upon congress and the GMB to lobby Government and ensure skilled jobs and public safety are protected.

EXETER & NORTH DEVON E35 BRANCH
Wales and South West Region

INDUSTRIAL & ECONOMIC POLICY: PRIVATE SECTION

X 136. UBER DRIVERS PAY

This Congress recognises that the recognition agreement signed with Uber in 2021 failed to incorporate pay negotiation.

While this agreement provided GMB with a medium to represent drivers in disciplinary meetings and to raise driver issues and concerns with the company, it is denying our drivers from having a say on how they are remunerated and is inconsistent with workers' rights.

In the light that Uber has raised passenger fares, Congress instructs the National Officer to ensure that negotiations with Uber ensure that there are substantial increases to drivers' pay.

G56 PROFESSIONAL DRIVERS BRANCH London Region

X 137. STOP ROLLED UP HOLIDAY PAYMENT BY UBER

This Congress notes that Uber used to pay holiday pay separately from the fares and drivers were always happy looking forward to the weekly block payment of holiday pay.

Since the Supreme Court judgement which ruled that drivers were workers, Uber have been reducing the fares in order to accommodate the cost of paying drivers contributory pension, holiday pay and a host of other benefits and next came rolling in the holiday pay into each fare meaning that holiday pay is now a percentage of each fare earned by drivers. This was to give impression that drivers were still being paid holiday pay when in actual sense the reduction in fares is now being offset with holiday pay rolled into it.

We are now calling on GMB to support the motion stopping Uber rolling in holiday pay to the fares but paying it separately on a weekly basis.

G56 PROFESSIONAL DRIVERS BRANCH London Region

138. BRING BACK TIME AND DISTANCE FOR FAIR PAY

This Congress recognises that many private hire operators are currently following fixed fare cards, providing drivers with set prices to cover trips that do not always reflect the true value of a job. These offers, often based on algorithms, lack transparency and do not clearly explain how the fare offer is calculated.

We believe that reinstating time and distance-based pricing will provide a clear and fair guide for drivers, ensuring they are paid appropriately for their work. Time and distance calculations offer transparency and a predictable payment structure, allowing our members to better understand how their pay is determined and ensuring they are compensated fairly for every trip.

This Congress calls for the reintroduction of time and distance-based payment systems across all private hire platforms to ensure fairness, transparency, and consistency for our members.

S37 SOUTHAMPTON BRANCH Southern Region

139. NO BLAME, PAY THE TIME – COMPENSATION FOR FALSE ALLEGATIONS

This Congress recognises the serious impact that false allegations can have on Taxi and Private Hire Drivers, often leading to periods of being offline and unable to work. We believe that operators have a duty of care towards their drivers and must ensure that drivers are protected from unjust accusations.

If a driver is temporarily taken offline due to an allegation, operators are responsible for conducting a fair and thorough investigation. If no evidence or fault is found against the driver, they must be reinstated to the platform and compensated for the potential earnings lost during the period they were offline.

This Congress calls for operators to implement clear policies to protect drivers from the impact of false allegations and to ensure compensation for lost income when drivers are cleared of any wrongdoing.

S37 SOUTHAMPTON BRANCH Southern Region

C8 141. CAP THE NUMBER OF PRIVATE HIRE VEHICLES IN ENGLAND

This Congress calls on the government to amend the law to give local authorities the power to cap the number of private hire vehicles in their areas. The uncontrolled growth of private hire vehicles has created an oversaturated market, driving down driver earnings and allowing operators to benefit unfairly at drivers' expense. Giving local councils the power to cap licenses would:

- Protect drivers' incomes by reducing excessive competition.
- Give local authorities better control to manage the trade based on local needs.
- Create a fairer balance between operators and drivers, preventing exploitative practices.

This Congress believes these changes are vital to ensuring a sustainable private hire trade that supports drivers, benefits customers, and strengthens local oversight.

S37 SOUTHAMPTON BRANCH Southern Region

C8 142. CAMPAIGN TO GIVE ALL COUNCILS THE ABILITY TO CAP THE NUMBER OF PRIVATE HIRE LICENCES AND INTRODUCE NATIONAL STANDARDS FOR PRIVATE HIRE LICENSING

This Congress acknowledges that our members working in the private hire sector are struggling to earn enough money to live on. Congress notes this issue has been exacerbated by the emergency of highly competitive app-based operators; rates per journey have been slashed to the bone, and driver earnings are at an all-time low.

Congress should be aware that while the rates might be low, drivers still have to pay the associated costs of their trade (vehicles, sky-rocketing insurance premiums, fuel, MOTs, vehicle maintenance, and the cost of applying for and then renewing their private hire licences). All the financial risk is undertaken by the individual driver, while the operator simply takes a cut out of every fare. As a result, it suits the app-based operators to have more drivers than they need working on their platform, as there is always a driver available when a

customer books a job, and they will get their commission. However, for private hire driver members of P42 branch, they are often left waiting for hours with no work, and when they do get a booking, the rate is so low they may only just break even after deducting their costs and VAT. Many of our members are working long hours 7 days a week just to survive.

Congress should be aware that this issue has been compounded by Wolverhampton City Council dominating private hire licensing. From FOI information requested by GMB, we established that Wolverhampton issued 8,563 private hire licences between 01/01/24 - 01/05/24, compared to 277 at neighbouring Birmingham City Council. Wolverhampton are charging drivers for these licences, knowing that the work is not available for them. Wolverhampton correctly state that they are unable to refuse applicants providing they meet the licensing requirements. A change in the law to allow councils to cap private hire licences in the event that they already have enough drivers to meet the requirements of the area, along with the introduction of national standards for licensing so that the tests, costs and application process is the same across the UK would make private hire work fairer and pay better for our members.

Congress adopts as policy that GMB campaign for national standards for private hire licensing, and for allowing councils to cap the number of private hire licences to ensure their existing licenced drivers can earn a fair wage.

P42 PROFESSIONAL DRIVERS BRANCH Midlands Region

143. DE-REGULATION IMPACT ON PRIVATE HIRE & HACKNEY TRADE

Congress, we call upon the GMB to work with the Government, Local Mayors and Local Councils to correct the consequences of the De-Regulation Act of 2015 on the Private Hire and Hackney Carriage Trade.

The Act has led to a number of consequences for the safeguarding of drivers, the effective enforcement of regulation by Local Authority Licensing Departments and on the livelihoods of Members. It has also led to a significant increase in the numbers of vehicles, operating in many towns and villages across the UK and with-it a consequential impact on

environmental controls and Air Quality targets. We are calling on the Trade to be Re-Regulated and for the cap on the number of vehicles to be restored. This should be based upon local surveys of needs to establish the number of plates and licences required in any Local authority area.

The number of vehicles now operating outside of the area in which they were licensed, has grown substantially. For example, Wolverhampton now has up to 10,000 registered Private Hire Vehicles operating in Greater Manchester. The same applies in other towns like Liverpool, Preston and other districts outside of where they are registered. This undermines and fragments effective enforcement by Local Authorities. This trade over supply is destroying the livelihoods of Drivers as availability is outstripping demand leading to loss of earnings for drivers both in Private Hire and the Taxi Trade as a whole.

Income going to Authorities that have turned the Licensing process into a "Cash Cow", is undermining Local Authority Licensing Standards and the revenue they need for overseeing the Licenced trade in their area. Drivers now hunt for the authorities with favourable reduced standards, regulation and licencing costs. However, enforcement of regulations can only be conducted by the Authority under which a driver is licenced.

We believe forward looking Mayors like Andy Burnham who have committed to work with the GMB drivers to bring in new controls and legislation to improve the position that is spiralling out of control need our support.

We call upon the GMB to campaign for a Re-Regulation of the Trade, improved legislation, common standards & conditions to apply across the industry in the UK. Also Local Authorities who engage in excessive registration of vehicles should be forced to share revenue with other Authorities for vehicles operating outside their licence area in order to ensure effective enforcement.

Q22 MANCHESTER CENTRAL BRANCH **North West & Irish Region**

144. SAFETY AND REGULATIONS IN COURIER SERVICES

This Congress, in the light of increasing incidents involving hazardous materials in the

courier industry, this motion seeks to enhance safety regulations and protect couriers from harm.

We call on Congress to work with the HSE and the courier industry on the following:

Hazardous Parcels

Establish clear guidelines for the identification and handling of hazardous materials to ensure the safety of the couriers and the public.

Prohibited Items

Implement a comprehensive list of prohibited items that cannot be transported by couriers with strict penalties for violations.

Restricted Deliveries

Enforce regulations that limit couriers from delivering parcels that are classified as restricted or hazardous without proper training and equipment.

Spillages in courier vehicles

Mandate the inclusion of spill containment measures and proper training for couriers to handle potential spillages safely.

Batteries leaking acid

Develop specific protocols for the transportation of batteries and other hazardous materials prone to leaks, including proper packaging and correct labelling.

Injury prevention

Ensure that couriers are protected under workers compensation laws, especially in cases where injuries occur without fault of their own.

We call for immediate action to implement these measures, ensuring the safety of couriers and the integrity of the transportation system. By addressing these concerns, we can foster a safer working environment and protect our couriers and public health.

G50 EVRI BRANCH **London Region**

145. DANGEROUS AND HAZARDOUS GOODS WITHIN THE COURIER NETWORK

This Congress condemns the disregard from courier delivery companies on volatile substances being shipped throughout the courier network. Self-employed couriers are unknowingly carrying dangerous and hazardous goods in their own private vehicles which puts the courier & recipients in danger of health implications, such as poisoning, burns and chemical reactions.

Clients of the courier companies are not labelling the parcels with the correct hazardous goods signage, which is in breach of the COSHH regulations, parcels are not adequately packed where parcels are easily damaged going through various stages of transportation before getting to the courier final mile, causing leaks, damage, cross-contamination (making parcels volatile).

Self-employed couriers need to have their own courier business insurance and, as such, one of the questions asked is "do you carry hazardous goods or compressed gas". Because these goods are not supposed to be through the network, couriers inform the insurers that they don't carry hazardous or compressed gas items. If a courier has an accident, or a hazardous item leaks in their vehicle, this would then potentially invalidate their insurance.

This motion is asking for the intervention of the CEC to lobby, MP's and Parliament to keep our member's safe, and take these courier companies to task as they are showing a complete lack of disregard for the safety of their courier network

EVRI E02 BRANCH Wales & South West Region

146. REGULATED AND LICENSED BUSINESS/ COMMERCIAL CYCLES AND E-SCOOTERS

This Congress calls on the Union to work with the relevant authorities to regulate and license business/commercial cycles and e-scooters with the aim to enhance safety and ensure accountability for these increasingly popular modes of transport.

By establishing clear guidelines for operation, maintenance, and rider behavior, such regulations would not only protect users but also contribute to more organised, sustainable

urban mobility.

Licensing would also help local authorities manage the number of vehicles on the road and ensure compliance with safety standards, promoting a balance between accessibility and responsible use.

We call on the National Union to raise awareness to the Government and highlight the importance of this motion with respect to Health & Safety and the current statistics on road traffic accidents involving these means of transport.

I35 ISLINGTON & HARINGEY BRANCH London Region

147. STOPE ABUSE OF MEMBERS WORKING AT AIRPORTS AND IN AVIATION C9

This Congress needs to understand that there is a major issue that is taking its toll on so many of our members nationally in aviation. Verbal and physical abuse has sadly become the norm in this crucial and important industry. Physical abuse is happening on a daily basis and verbally, numerous times a day. We ask this Congress to formally back the campaign 'Airport Workers Against Abuse'. This campaign aims to educate the travelling public and hold to account, employers and authorities to end this unedged violence and aggression.

C36 COALVILLE BRANCH Midlands Region

148. FIGHT AGAINST ABUSE TO AVIATION STAFF C9

This Congress notes that responses from a Regional Survey of airport workers in Stansted shows that 99% of our members who are female or LGBTQ suffer daily from abuse from passengers This abuse varies from verbal attacks and threats of extreme violence against our women members.

No frontline worker should face this on a daily basis, and we call on Congress to support a campaign highlight this and to bring in measures for support, zero tolerance and measures to keep our members safe.

S71 STANSTED AIRPORT BRANCH London Region

150. **STANDING UP FOR WORKERS IN THE UK'S HAIRDRESSING AND BARBERING INDUSTRY**

This Congress condemns the harmful employment practices rife within the UK's hairdressing and barbering industry.

Applauds the excellent work of the Hair and Barber Council and other organisations in highlighting the ubiquitous use of bogus self-employment and fire and re-hire.

Acknowledges that rapid industry growth (the UK hair and beauty industry is now worth £8.5bn and growing rapidly) combined with low barriers to entry and an unregulated profession leads to a proliferation of rogue traders and disastrous outcomes for both employment rights and customer protection.

Recognises that hairdressers and barbers in the UK are skilled tradespeople but that without industry regulation, the industry is to take action to end the unscrupulous working practices blighting working lives of those working in the hairdressing and barbering industry.

To press for political action to regulate the industry, ending a race to the bottom in terms of employee rights being exacerbated by rogue traders able to operate in an unregulated industry.

A01 GMB ACORN BRANCH Midlands Region

151. **'SERVICE WITH RESPECT' CAMPAIGN FOR UK WATER INDUSTRY WORKERS**

This Congress agrees that recent GMB water sector member surveys have shown significant levels of verbal and physical abuse to front-line and call centre workers. In addition to legacy 'keyworker' backlash, this seems likely due to the publicised bad performance of water companies in relation to polluting our water courses. GMB is the union for water workers and this level of abuse and violence cannot be tolerated.

It is business leaders and regulators who have allowed bad practices and huge bonuses and dividends to be paid, not front-line staff.

This Congress calls on the CEC to bring a campaign of 'Service with Respect' for our

water workers to ensure any discontent is aimed at those truly responsible for these failings.

L50 LEICESTER WATER BRANCH Midlands Region

152. **BRITISH MEDICAL ASSOCIATION**



This Congress notes the hypocritical approach taken by the British Medical Association (BMA) with regard to its staff by treating them in a way which would not be acceptable to the doctors' union on behalf of its members and which is morally repugnant.

The BMA promoted its union credentials when bringing its First Point of Contact service in house after choosing to contract it out for many years, leading to those staff receiving worse pay and terms and conditions than BMA staff.

It has since failed to implement fairly a job evaluation perpetuating that lower pay for the same work and is now making compulsory redundancies.

The GMB is directed to highlight these failings through a publicity campaign, to support members' legitimate requests for industrial action and to highlight this situation at every meeting of the national staff side council and regional and local partnership forums until the BMA reforms its behaviour to staff and so that national employers and the government can hear of this situation directly.

B33 GMB@BMA/BMJ BRANCH London Region

153. **TACKLING AI IN AMAZON**



This Congress notes the continued use of AI

technologies by Companies such as Amazon in the excessive monitoring of employees.

In France, the Supervisory Authority (SA), carried out several investigations into Amazon. These investigations found several breaches of the GDPR regarding:

Warehouse stock and order management.

Failure to comply with the principle of data minimisation (Article 5.1.c GDPR).

Failure to ensure lawful processing (Article 6 GDPR) by using three indicators which are illegal.

Work schedule and employee appraisal.

Failure to comply with the principle of data minimisation (Article 5.1.c GDPR).

Failure to comply with the obligation to provide information and transparency (Articles 12 and 13 GDPR).

Video surveillance processing.

Failure to comply with the obligation to provide information and transparency (Articles 12 and 13 GDPR).

Failure to the obligation to ensure the security of personal data (Article 32 GDPR).

As a result of these breaches, the French SA imposed a fine of EUR 32M€ on Amazon.

The exact same breaches are happening in the UK, but no action has yet been taken. Amazon workers deserve better.

This Congress resolves to campaign to ensure that the Government undertakes an investigation of Amazon regarding breaches of GDPR through the Information Commissioner's Office or other regulatory department.

Building on the work of the GMB our sister unions and the TUC in drafting the Artificial Intelligence (Employment and Regulation) Bill, this Congress also resolves to campaign for the Bill to be taken through Parliament. This will ensure that Amazon, and other employers who follow in their footsteps, are prevented from utilising AI technologies to exploit working people.

A25 AMAZON WORKERS BRANCH Midlands Region

154. RIGHT TO FAIR PROCESS AND LEGAL RECOURSE FOR CLIENT SITE REMOVAL REQUESTS

This Congress believes that members who work for contractors supplying services to clients often find themselves subject to requests to their employer by the client organisation to remove them from site and not send them again. This is known

as a Site Removal Request and there is no legal requirement for any process to take place before the member loses their work placement. They then find themselves facing a process with their employer to look at alternative placements, and if none that are suitable exist at that time, find themselves being dismissed for 'Some Other Substantial Reason.'

It is our motion that GMB should campaign and lobby the government for the right to a fair process following a site removal request, before any action is taken to remove them from their role, and if they are dismissed for SOSR by their employer as a result, and the process which led to their removal was either flawed or erred in its decision, then they should be liable for losses arising from the unfair dismissal in the same way as an ordinary unfair dismissal claim.

X53 MIDLAND SPECIALIST BRANCH Midlands Region

155. PROTECTING UK PHARMACEUTICAL PRODUCTION AND SUPPLY

This Congress recognises the importance of the UK pharmaceutical industry in ensuring both safety and security of essential medication in the UK. The GMB has a significant membership in the industry of highly skilled workers, providing quality products within the UK. Medication supply and availability since Brexit has become unreliable, with shortages of vast numbers of medications including those for epilepsy, angina, diabetes, anaphylactic shock, mental health, HRT and obesity to name a few. When meeting with manufacturers, we are told about cost inefficiency to produce in the UK and threats to close UK manufacturing for cheaper production and reduced red tape in Europe and India.

We call upon Congress and the GMB to lobby government to ensure continued UK manufacturing and medication supply security in the UK. So, medication is available for those who need it and not just those who can afford to buy it privately.

EXETER & NORTH DEVON E35 BRANCH Wales & South West Region

156. SUPPORTING SCOTCH WHISKY

This Congress recognises the thousands of well-paid and skilled jobs across Scotland in brewing, whisky and spirits (BWS) and the millions it brings to the UK Treasury through its high quality and iconic produce; but recognises BWS is being bombarded from all sides, including rising prices, undermining one of Scotland's key economic success stories.

Congress condemns the Tories' inequitable 2023 tax hike of 10.1% on spirits which reduced Treasury tax income, and the further hammer blow via the Labour UK Government's RPI increase in the 2024 Budget; and notes that using the sector as a piggy bank by increasing prices will damage jobs and pay growth and is disproportionately punitive against the lowest earners who enjoy alcohol responsibly.

Congress believes steps must be taken to alleviate pressures to not just maintain, but grow Scottish jobs in BWS; believes that a return of tariffs on Scotch whisky and American bourbon would be damaging to industry and jobs here and in the USA; notes that single malt Scotch whiskies must be produced and bottled in Scotland and that including blended whisky under this Geographical Indicator would further raise quality and create jobs in Scotland.

Congress calls on the UK Government to:

- Reverse its and the Tories' tax increases on spirits at the next available opportunity.
- Seek to keep tariff free trade of Scotch whisky around the world.
- Include blended whisky under the Geographical Indicator for Scotch whisky so they too must be bottled in Scotland.

CLYDE BONDING BRANCH GMB Scotland

157. FOR A STRONGER FORCE IN BREWING, WHISKY, AND SPIRITS

This Congress recognises across the Brewing, Whisky, and Spirits industry the use of agency labour continues to be used as a tool to divide workplaces and pit our members against their fellow colleagues. Due to the failures of business's to appropriately recruit, "Temps" have become a standing crutch

for many companies across the Brewing, Whisky, and Spirits industry. Contractors find themselves typically boxed into roles across the production lines and other departments with no support for their development. In contrasting company behaviours, contractors are being trained and recruited into high paid roles typically performed by core members of staff whilst not being entitled to the benefits associated with these roles.

The sharpening increase in the recruitment and utilisation of contracted labour comes at a time where the militancy of our members is growing. Despite companies across the Brewing, Whisky, and Spirits industry showcasing record profits, our members are frequently denied pay rises which reflects their efforts in reaching record breaking levels of production – especially during the COVID 19 pandemic.

Our members and contractors are continuously forced to fight against each other for jobs.

Agency workers who apply for full or part time positions regularly do not even make it past the first stage of recruitment. Companies continue to provide either very limited feedback in regard to their applications, or none at all.

Furthermore, the increasing of MUP (Minimum Unit Pricing) and the duty of alcohol continues to impact on pay, investment and growth within the Brewing, Whisky, and Spirits industry. Roughly, 73% of the average bottle of whisky is tax. Alcohol is therefore already the UK's most taxed commodity. This becomes a major talking and pressure point when pay talks begin. The punitive tax on a uniquely Scottish product impact Scottish workers in the most profound way – their ability to collectively bargain.

In order to ensure we can maintain a strong and effective union presence on our sites, we must have a unionised workforce consisting of both contractors and core staff. By ensuring that core staff and contractors are banded together then issues in both the workplace and wider company strategies become a far easier task to organize around; encroachment on hard fought for core workforce roles, inconsistent and obtuse recruitment practices, growing unbalancing of contractor to core staff ratios, unfair job stacking responsibilities,

discrimination, workplace safety hazards, inadequate benefits, minimum unite pricing, and more.

GMB Scotland Branches and Shop Steward committees within the industry are well equipped to campaign, organise and win on issues with our purview of influence and responsibility.

We call on Congress to ratify our proposal on agency workers in both cyclical and non-cyclical manufacturing industries.

We should use our influence with the Labour Government to campaign and lobby for improved legislation on agency workers in manufacturing.

Agency workers should:

- receive the same pay from day one, whereby the '12-week rule' would be known as the 'day-1 rule'.
- The ratio of agency workers should never exceed 20% agency to 80% permanent – sanctions for breaching this ratio should be punitive in nature.
- Agency workers should be entitled to a fulltime position following 12-months of unbroken service.

It is morally bankrupt that so many are employed in a regular and consistent employment for many years with no protections, safeguards or ability to plan in the UK 2025. The Labour Government have a historic majority, they must exercise that power to the benefit of working people.

This Congress calls for:

- The GMB to work with the British Government to establish legislation for a fair balance of contractor to core staff ratios across the Brewing, Whisky, and Spirits industry and other industries.
- The GMB to work with the British Government to establish legislation that tackles the discrimination that contractors face when applying for full and part time positions within the company that they have worked in Brewing, Whisky, and Spirits industry and other industries.

158. RE-INDUSTRIALISATION OF SHIPBUILDING APPRENTICESHIPS: RETURNING TO PRACTICAL SKILLS OVER ACADEMIC RIGOUR

This Congress notes:

1. The UK shipbuilding industry has been a cornerstone of our industrial heritage, with a proud tradition of producing some of the world's finest vessels. However, decades of neglect, offshoring, and reduced investment have led to a decline in domestic shipbuilding capacity and expertise.
2. Shipbuilding apprenticeships, which were once a key pathway to skilled employment, have increasingly become more academic, with a growing focus on theoretical knowledge rather than hands-on, practical skills. This shift has resulted in a generation of young people entering the industry who are ill-prepared for the practical demands of shipbuilding.
3. There has been a substantial gap between the skills taught in current apprenticeship programmes and the skills actually required by the industry, leading to significant skill shortages on the shop floor. Employers are increasingly reporting difficulty in recruiting workers with the necessary trade-based experience and expertise.
4. Shipbuilding is a vital part of the UK's national security, economic recovery, and the green transition, particularly with the rise of sustainable maritime technologies. It is essential that we invest in developing a new generation of shipbuilding apprentices who are trained to the highest standards in the traditional, hands-on methods of the trade, while also adapting to the future demands of the sector.

This congress believes:

1. The current approach to shipbuilding apprenticeships, with an overemphasis on academic qualifications and theoretical knowledge, is failing the next generation of workers and failing to meet the real-world needs of shipyards across the UK.
2. A shift back towards a more practical, hands-on apprenticeship model is

necessary to properly equip young workers with the skills and experience they need to thrive in the shipbuilding industry. This approach should incorporate industry-led training, mentorship, and real-world experience in shipyards.

3. The UK's shipbuilding industry must be re-industrialised through investment in both apprenticeships and innovation, ensuring that the sector remains competitive and can meet the growing demand for green, sustainable ships and vessels.
4. Investment in the UK's shipbuilding apprenticeship system is crucial to ensure the long-term success of the industry and to create sustainable, well-paid, unionised jobs for working people in coastal and industrial communities.

This Congress resolves:

1. That GMB campaigns for a return to practical, skills-based training in shipbuilding apprenticeships, reducing the emphasis on academic qualifications and refocusing on hands-on experience and traditional shipbuilding techniques.
2. That the UK government, in partnership with industry leaders, must significantly increase investment in shipbuilding apprenticeships to ensure young workers have access to high-quality, well-paid training opportunities that prepare them for the demands of the industry.
3. To support a national strategy for the re-industrialisation of shipbuilding in the UK, which will involve the creation of a modern apprenticeship system focused on practical skills development, incorporating innovation and sustainable technologies were appropriate.
4. To call for the establishment of stronger links between shipyards, training providers, unions and the apprenticeship system to ensure that training courses meet the real-world needs of the industry and prepare apprentices for the challenges of modern shipbuilding.
5. To advocate for the expansion of the apprenticeship levy to support the shipbuilding sector, ensuring that funding is available for the training of apprentices in all areas of shipbuilding, from design to

fabrication, assembly, and maintenance.

6. To promote the value of skilled trades and practical training as a rewarding career path, providing opportunities for young people to enter a prestigious and vital industry that will play a key role in the UK's future

DEVONPORT D19 BRANCH Wales & South West Region

INDUSTRIAL & ECONOMIC POLICY: PUBLIC SECTION

159. COMPLAINTS AGAINST SCHOOL SUPPORT STAFF

This Congress has noted that there is a rising number of complaints against school staff and especially an increase in allegations made against school support staff in relation to the children.

We believe there should be more support for staff who do a very difficult job and seem to be the very bottom of the pile where support is concerned.

We call on Congress to lobby the Secretary of State for Education to look at schools' disciplinary procedures

C35 ESSEX PUBLIC SERVICES BRANCH London Region

160. GMB SCHOOL SUPPORT STAFF CONFERENCE

Congress calls for a GMB to set up a National Conference for School Support Staff out of Term Time. Allowing an increased participation of GMB Members working in schools. London Region held their first conference for school support staff in September 2024 which was well attended as it was on a Saturday.

It would be beneficial for GMB to host a National Conference for school support staff and reps to discuss concerns which affect members in schools nationally. This would also be in line with other unions which support Teaching staff in schools as they have their conferences during the school holidays.

L45 LUTON BRANCH London Region

161. RISK ASSESSMENTS IN SCHOOLS

This Congress recognises that many Head Teachers are failing in their basic Duty of Care to School Support Staff by not carrying out Risk Assessments.

Our members are working with pupils with challenging and complex behaviours, unaware of the potential risks they face and without knowing how their Employer is removing, reducing or mitigating these risks.

Members in schools are being harmed every day and are expected to deal with pupils that they may not be trained to work with.

Congress notes that all employers have a legal responsibility to carry out Risk Assessments and yet in schools we know that they are not being done for even the most obvious of reasons such as lone working, working with SEND pupils and playground duties.

We call on Local Authorities to ensure that Schools fulfil their legal responsibility and carry out regular audits and spot checks to monitor these are being completed

C11 CAMBRIDGE 2 BRANCH
London Region**162. SUFFICIENT CAPITAL INVESTMENT IN PUBLIC SERVICES**

This Congress notes the need for sufficient capital funding for public services with particular reference to the NHS, the fire service, infrastructure, and education.

The GMB recognises that public sector workers require the proper facilities in order to carry out their vital work.

Congress resolves to:-

- Conduct research and liaise with similar organisations as to what constitutes sufficient capital investment in public services and publish these findings
- Lobby the Labour Party for a commitment to long term sustained capital investment
- Declare that GMB shall only support the election campaigns of politicians that back sufficient capital investment in public

services

B33 GMB@BMA/BMJ BRANCH
London Region**163. INEQUALITY OF HOLIDAY PRICES FOR SCHOOL SUPPORT STAFF**

This Congress agrees to campaign for our Schools support staff members and their Families, many of whom are also currently penalised for either having school aged children or family members working in the Schools and Education environment.

Currently, our support staff members are amongst the lowest paid workers in our economy. They must endure the unfairness of term time only contracts whilst employed in their roles but will also have these contracts negatively impact their pensions when they finally retire.

These contracts require staff to access their holidays in line with the school holidays too.

This creates a situation where our valuable support staff, who are already significantly underpaid and undervalued having to contend with the extortionate holiday prices during term time if they also have a family and want to have a holiday with their children.

There is little which is currently available to these low paid working families to ease this situation and if their children are absent during the School curriculum to have a holiday when the prices are much lower, sometimes by more than 100% cheaper, their family is then fined by the school.

The current system needs to change. Congress therefore calls on the Union to campaign with the Labour Government to regulate the travel industry and prevent low paid working families from being punished in this way.

B10 BARKING BRANCH
London Region**164. GMB IS THE UNION FOR SCHOOL SUPPORT STAFF**

This Congress understands that GMB, Unite and Unison are the three signatories to the NJC bargaining agreement covering School Support staff negotiations.

In recent times, we have sadly had to refer complaints of poaching members by the NEU to the TUC.

Despite the TUC already finding in our favour and issuing fines to the NEU, their activity and campaigning to be included as a NJC signatory for support staff negotiations has not abated.

Further talks have been held with the TUC and the three signatory Unions however, we are growing concerned that the TUC may be starting to be sympathetic to the NEU.

If this were to be the case, we would be allowing another Union to run roughshod over other Union agreements and in effect, union busting tactics being deployed.

If the TUC concede to the NEU on this matter, then this Congress agrees to seriously review our financial affiliation to the TUC, as they would not be acting in our best interests or those of our members.

B10 BARKING BRANCH London Region

EP 165. RE-INTRODUCTION OF SCHOOL SUPPORT STAFF NEGOTIATING BODY

Congress notes that School support staff are among the lowest paid despite prodding the most valuable jobs within schools and are most definitely undervalued.

School support staff work all year round and not just 39 weeks of the year and it is imperative that their pay reflects this. School support staff are the backbone of every school.

Congress notes that the pay award given to school support staff for 2024-2025 is lower than last year.

Congress notes that the School Support Staff Negotiating Body (SSSNB), which was abolished in 2010 by the previous government, is to be reinstated in recognition of the vital role support staff play in the workplace and young people's education.

This is a step in the right direction for School Support Staff. Congress is asked to:

1. Continue the work around School Support Staff and campaigning to prioritise a pay

raise for all school support staff, including but not exhaustive to, teaching assistants, administrative staff, catering staff, and caretakers.

2. Consider and continue to highlight and campaign to end the pro-rata pay system that means unlike teachers, school support staff are only paid for term-time work, which leads to inconsistent income.

E10 EALING BRANCH London Region

166. END UNFAIR DISCRIMINATION AGAINST AMBULANCE WORKERS



This Congress believes that Ambulance Workers should be able to retire at the same age as their other Emergency Service colleagues in the Police & Fire Services, namely at age 60 rather than the Normal Pension Age.

At the moment the Normal Pension Age is 67 but this is due to be raised to 68 very soon and may be raised again. Our job is very physically, emotionally and mentally demanding and we deserve the right to retire and enjoy our retirement the same as our 999 colleagues. Would you like a 67 year old ambulance worker carrying your elderly relative downstairs in an emergency?

We believe that there is already Policy to support this but the Government are dragging their feet on this. There is a scheme to enable NHS employees to pay increased contributions to bring forward their full pension retirement age, so in the meantime as a stopgap measure, this Congress believes that we should change the Early Retirement Reduction Buy Out Scheme (ERRBO) minimum age from 65 to 60 years old until we achieve parity with our 999 colleagues and end the unfair discrimination against Ambulance Workers.

E28 EAST OF ENGLAND AMBULANCE BRANCH London Region

167. CARE HOMES

This Congress believes that social care and care homes should be properly funded and that care workers should be fairly paid.

The Government should sanction Councils that close their care homes without respect for

human rights of the residents because closure of a care home can affect the wellbeing of the residents and their right to life.

K17 KINGS LYNN BRANCH
London Region

168. CUTS TO POLICE STAFF

This Congress notes

1. Police forces across the country are set to lose large numbers of officers and staff due to continuing cuts across the service.
2. Met Police are predicted to lose 2,300 officers, Lincolnshire Police are predicted to lose 400, and Essex Police are predicted to lose 200.
3. Police forces are predicting budget shortfalls of £10m or more across the country.
4. Police officers are resigning in record numbers (5,151 leaving between March 2023 and March 2024).

This branch believes: Such cuts represent an unacceptable continuation of the austerity seen under the Conservative government, leading to poorer service levels, increased police response time, and increased levels of crime in communities. In addition, increasing pressure on remaining officers will increase already high numbers of officers resigning, further compounding these issues. The Labour government has made much of increasing the numbers of officers but appears to be continuing with cuts set by the previous government. These cuts place officers' well-being at risk, leading to diminishing satisfaction and increasing rates of mental illness.

This branch therefore calls upon the Labour Party to:

- Commit to addressing funding shortfalls, ensuring that police forces do not face budget shortfalls and thus declining numbers of officers
- Call upon the government to create better support for officers
- Call upon the government to further fund police forces, to restore police strength

and thus, the safety of ourselves and our communities.

GMPI GREATER MANCHESTER POLICE BRANCH
North West & Irish Region

169. SCHOOL SUPPORT STAFF 

This Congress notes that:

- Teaching assistants and support staff are essential to the work that schools & colleges do
- The School Support Staff Negotiating Body plays a pivotal role in fighting for better pay and working conditions for all.
- Job descriptions for TAs & support staff have not been reviewed since ...
- There is a recruitment and retention crisis in many educational establishments across the country.

However, Congress believes that:

- The education system across the UK is in crisis
- The UK Gov needs to prioritise education by increasing funding to all educational workplaces.
- All TAs and support staff remain significantly underpaid for the essential job they do.
- There is work to be done to ensure that a progressive system of pay for support staff is implemented

Congress instructs the Executive to:

- Push the UK government to increase funding to all school establishments and review the job description of all support staff as a matter of urgency.
- Campaign actively to reduce the workload for all support staff members.
- Demand that the progressive system of pay is implemented for all support staff.
- Ensure that support staff working in SEN provisions are remunerated accordingly.

M15 MANCHESTER BRANCH
North West & Irish Region

170. END TO PRIMARY AUTHORITY SCHEMES

This Congress recognises the need for GMB to lobby the Government with a view to ending the use of Primary Authority Schemes. The Primary Authority system has had a negative impact on workers protections and serves as a block on much needed enforcement action. It allows a Private Sector business to pay a sole local authority for guidance on matters of Health and Safety. Other regulators and local authorities are then obligated to follow this guidance.

The outcome is a system of regulatory capture whereby businesses are free to shop around for their preferred Primary Authority. Champions of the scheme will often cite lack of enforcement activity as a success yet neglect to mention it actively places a block on enforcement. A 2019 survey by the Chartered Institute for Environmental Health Practitioners within enforcing authorities felt that the schemes were not working to protect the public.

Amongst the first to sign up to these schemes were our Supermarkets. For those of us at ASDA we have seen a sharp decline within our H&S culture during this time. Risk Assessments are poorly briefed, hazardous equipment is waved through, and meaningful consultation is becoming increasingly difficult. It is of the utmost importance that the government acts now to tackle this crisis in enforcement.

A62 ASDA BRANCH North West & Irish Region

171. RECOGNISING AND VALUING EARLY YEARS SUPPORT STAFF

This Congress is asked to support a national campaign to address the growing inequalities faced by early years support staff, whose vital contributions remain undervalued and underpaid.

Support staff in early years settings are under immense pressure due to increasing admissions high levels of undiagnosed Special Educational Needs and Disabilities [SEND] and expanding responsibilities. These include safeguarding, implementing speech and language therapy [SALT] plans, teaching core skills to mixed-ability groups, and managing personal care needs such as potty training.

In addition, the lack of parental engagement is exacerbating these challenges. Many parents fail to attend offered classes on behaviour management or follow through on interventions like SALT leaving staff to re-refer cases and manage additional workloads. Parental responsibility must be prioritised, with clear policies to ensure they play an active role in their child's development.

This motion calls for Congress to:

1. Back a national campaign to work with trade unions and advocacy groups to highlight the essential work of early years support staff
2. Advocate for an independent and fair job evaluation and pay structure, alongside increased Government funding, to ensure staff are fairly compensated and supported with proper training and career development opportunities.
3. Call for policies to promote greater parental responsibility, including compulsory participation in key development programs, to ensure children receive consistent support both at home and in early years settings.

Early years education is the foundation of lifelong success. It is time for the Government to recognise the invaluable contributions of support staff, ensure they are compensated, and hold parents accountable for their role in their children's development. It is time to remove the stigma that we are "glorified babysitters."

L10 BRANCH North East, Yorkshire & Humber Region

172. REBUILD THE NHS

Congress welcomes this New Labour Government and the chance to change to better times.

Although we know this may take some time and we must be patient, we need to place a major focus on re-building our NHS from one that has suffered under Tory Cuts and underfunding, both for staff and patients.

This underfunding can still be seen today, where we find ambulances queuing outside emergency departments, patients being

treated in corridors and waiting lists that are longer than ever.

Add to that lower banded staff on Agenda for Change are being paid minimum wage and certainly below the National Living Wage. Today we recognise that we need to rebuild our NHS and repair the damage caused by constant underfunding and cuts by the Tory Government.

Rebuilding the NHS will take time. However, we should encourage the department of Health and the Health and Social Care Secretary to work with staff on the shop floor as to how we can fix it, so we can work together with the government. It's important we move forward together a rebuild the NHS with the government, rather than the government rebuild the NHS and instruct us how it is to be done.

With the best will in the world, not every decision in not working with Staff of the NHS may not be the right decision.

Therefore, congress calls on the government to work in partnership with NHS staff, so together we can re-build an NHS that is public and to be proud of.

S30 SHEFFIELD HEALTH BRANCH **North East, Yorkshire & Humber Region**

173. SUPPORT FOR LEISURE SERVICES

As austerity in local government has deepened many LA services have been seriously underfunded. Too often councils see leisure services as 'a nice to have' rather than essential community resources, and as a result many leisure services have been outsourced, cut back or closed.

Leisure services provide a vital service, providing far more than just cultural or exercise spaces. They are community services, bringing people together, providing specialist opportunities for a diverse range of residents, many of whom need tailored activity plans. For many people they are where they find comfort from loneliness.

Yet with service cutbacks the pressures upon staff are ever increasing. The vast majority of leisure workers earn pennies above the minimum wage, yet as well as out terms

and conditions being attacked, we are also regularly asked to take on more and more management responsibility without any additional pay or reward.

This is exacerbated as centres are shut, meaning more visitors per site, alongside more and more staff roles being cut.

For those that remain our terms and conditions are under fire. Workers are now expected to take unpaid breaks as normal practice, lose alternative shift bonuses, work longer hours, and face numerous other cost cutting measures. Such changes are not just unreasonable, but as many roles in leisure are safety critical, they are also dangerous.

Resolves

To launch a nationwide campaign, highlighting the role of leisure workers and their contribution to their local communities.

To push Councils to recognise that leisure services are a key part of community infrastructure and campaign for services to be insourced wherever they have been handed to outside management bodies.

As leisure workers urgently need a regrade, to fight for all to earn at least £15 an hour and to reject management responsibilities being handed down to front line workers without any additional pay.

H35 BRANCH **North East, Yorkshire & Humber Region**

174. FUNDING FOR SCHOOLS TO BE FULLY SUPPORTIVE OF ALL CHILDREN

For too long government has underfunded schools, and particularly SEND provision This has now reached the stage that schools are so seriously impacted that its having a majorly detrimental impact to both children and school staff.

The government has just left schools to 'get on with it' and support SEND children with little or no funding, which leads to frustration of employees in schools who know only too well that their goodwill is being used to their disadvantage.

Parents/carers, children and support staff deserve for their voice to be heard, for children

to attend a well funded and staffed school, and be fully supported, enabling them to flourish and develop.

Funding for schools needs to be high on the new Government's agenda to rebuild the battered and broken education system left by 14 years of Tory cuts.

Many mainstream schools now have a majority of SEND children, due to the lack of SEN schools and places. In mainstream schools support staff are struggling to cope with demands of the job, as they are being pulled pillar to post, covering work outside their job description.

More and more support staff are not just 1:1 with a SEND child, providing personalised support, but increasingly 1:3. – All children have different level of needs and require different levels of support. This doesn't work for children, parents or staff.

Alongside coping with supporting educationally, more and more support staff are now being forced to deliver intimate care – with children attending school in nappies.

There is little or no thought to the support staff that are doing their best to support SEND children, employees often receiving a lower pay for their work. At one time all support staff were well paid, now they are pennies above minimum wage.

Many schools are now cutting support staff as they are trying to balance their finances. The staff left behind are backfilling unfilled roles as well as supporting children with additional needs All of these issues mean support staff are leaving education. Our children and staff deserve so much better.

GMB Resolves

- To launch a national campaign to highlight the stories of support staff workers, including highlighting their stories on a dedicated online page, with written testimonials and videos.
- To lobby the Secretary of State for Education (a GMB member) to urgently review the SEND budget so that it provides the personalised support necessary for children and a decent working

B03 BRANCH

North East, Yorkshire & Humber Region

175. VICE CHANCELLOR'S PAY

This Congress condemns the scandal of high pay for University Vice Chancellors.

Whilst workers across the sector endure the long-term effects of austerity their vice chancellors are receiving ever higher pay rises.

The majority of workers in the sector are united by a lack of long-term job security evident in precarious contracts, the de-professionalism of teaching staff and outsourcing of key workers.

In contrast, bosses of the country's top universities now earn £400,000 a year on average. Between 2021/22 and 2022/23 the average pay rise for VC's was 8.3 %. Meanwhile other staff get pay rises worth between 2.5% to 5.7%.

Congress asks the Government to bring in caps for Vice Chancellors salary.

X96 SOUTH LONDON UNIVERSITIES BRANCH Southern Region

176. INVEST IN HIGHER EDUCATION

This Congress asks the GMB to campaign for investment in the Higher Education sector in the form of increased funding for staff across the sector and government grants to improve funding for disadvantaged students.

Context –

The current financial crisis in the higher education sector jeopardizes proposed government plans to promote economic growth and the prospects of our most disenfranchised youth.

Examples –

Despite making significant economic contributions as a world-leading industry the sector has faced a myriad o

visa restrictions

jeopardizes the successful implementation of the government's industry strategy

Provide evidence –

Quote – “The higher education sector

contributed an enormous £265 billion to the UK economy”

The Higher Education sector is worth investing in. We can't afford to allow it to continue sliding into decline.

X96 SOUTH LONDON UNIVERSITIES BRANCH Southern Region

177. SENIOR LEADERSHIP IN HIGHER EDUCATION

This congress is concerned about the growth of senior leadership roles in the higher education sector.

The number of senior leadership roles in higher education institutions have been rising in recent years; a symptom of austerity measures and the subsequent financial crisis in the sector.

The consequences of which hit the least secure and least paid, threatening the profession at the very heart of the sector, teaching. In contrast the growing senior leadership roles remain secure.

Their growth in numbers mirrors a growth in pay which has continued despite attempts to curb them, such as the woefully inadequate voluntary code, introduced in 2018. The combination of their ever-increasing percentage of the overall workforce as well as pay spells disaster for the sector.

In 2025 educational institutions are still providing hefty salaries to senior leaders, attracting the likes of Rishi Sunak, who has taken on what's been described as a 'prestigious' senior role at Oxford earlier this year.

Congress asks the GMB to implement long-term measures to monitor and curb the growing number of senior leadership roles in higher education.

X96 SOUTH LONDON UNIVERSITIES BRANCH Southern Region

179. EXPAND THE SICK OF SSP CAMPAIGN THROUGH OUT THE SOCIAL CARE SECTOR

This Congress feels that we should take this opportunity to build on the hugely successful

campaign we had for our HC One members in 2024. HC One now pay SSP from day one. This campaign showed us through growth in membership and the positive engagement we received from our members throughout HC One that this issue is very important to our members working in the Social care sector especially given that we are still in the midst of a cost of living crisis. This campaign has so far only been launched in HC One, covering 19,500 workers - however care - as a standard does not receive SSP from day one.

We know that less than 3% of our membership who work within the Care Sector don't receive sick pay entitlements other than SSP.

This motion asks GMB to support the expansion and organising agenda of the sick of SSP campaign nationally, into the Social Care Sector as a whole and not just within HC One.

N39 DURHAM AND TEES HEALTH AND SOCIAL CARE North East, Yorkshire & Humber Region

180. FEED OUR FUTURE, FIGHT SCHOOL CATERING PRIVATISATION

School kitchens are increasingly being outsourced by local authorities to private companies. The very nature of these companies means that they prioritise profits above the interests of both children and the workers who deliver in schools.

Evidence suggests that in many cases that the meals produced by private companies have very little nutritional value and are often presented in such measly portion sizes that children are going home hungry. For many of these children this is the only hot meal that they get in a day. To prioritise profits over putting a decent hot meal in every child is simply unacceptable.

School cooks and kitchen workers terms and conditions of service are also being attacked. Many of these, often very low paid women, are losing access to LA pension schemes, having break time cut, and kitchen hours being reduced. The decreasing time available, alongside the poor standard of ingredient, means it's harder and harder for the staff to deliver.

School kitchens are a key part of a whole child orientated education system. They should be

valued as such by councils.

GMB will launch campaigns across the country wherever the outsourcing of school kitchens is threatened, as well as making the case for those currently outside to be brought back in house, for councils to offer a service that prioritises feeding children, respecting workers, and doesn't pass increased costs onto schools, parents, and the tax payer, reducing exploitation by private companies.

We will make the positive case for good school meals, produced by skilled, well-paid staff at every opportunity. Including challenging Labour Councils and the Labour Government when they fail to address this issue.

N64 NORTH TYNE LA1 BRANCH

North East, Yorkshire & Humber Region

X 181. EQUAL ANNUAL LEAVE ACROSS PAYS GRADES

This congress recognises the unfair balance of annual leave depending on pay grade. For example: Maintenance workers get up to 12 fewer days annual leave than management grades in administrative positions at the council. The lowest paid technicians get two fewer days than higher paid colleagues in the same department.

This Congress calls for:

1. All workers to have the same level of annual leave despite pay grade.
2. Ensure that all workers receive work life balance to enhance their wellbeing .
3. No unfair policies in the workplace.

L25 LB SOUTHWARK BRANCH

Southern Region

X 182. SINGLE ITEM PAY NEGOTIATIONS FOR HIGHER EDUCATION

This Congress notes that national pay have become increasingly protracted leading to universities tactically implementing their own offer before negotiations are completed

I should pre fix this motion by saying this is not a criticism of our negotiation team.

JNCHES consists of University and Colleges

Employers Association (UCEA) for the University employers and several unions on behalf of the employees. These unions represent both the support staff and the academic employees. There are many occasions where the issues experienced by both sets of employees (Support and Academic) align but, by the nature of their responsibilities, each group will face concerns that do not necessarily directly affect the other. From experience these issues are dealt with at a local level. In fact most issues, bar pay, are locally negotiated. When JNCHES enter into pay negotiations there are other issues brought forward by other unions which weight heavily on their employee role specific campaigns, such as the UCU's 'four fights'. Correspondence from University and Colleges Employers Association states the condition "that no single element of this offer will be agreed until all elements are agreed ...". On several of the non-pay issues new working committees have been proposed. Whilst the committees are being established the employers have payed unagreed uplifts to employees and it appears no further progress on a more justified increase has been forthcoming. It is understood that pay negotiations will contain several pay related elements but the employers have used this condition to stall and distract from basic pay rises.

GMB should propose to JNCHES that pay negotiations be confined to actual pay increases and other important issues such, as workload, be addressed separately. This does not and will not diminish the importance of any issues pursued by Unions on behalf of their respective members.

R23 ROEHAMPTON UNIVERSITY BRANCH

Southern Region

183. FAT CAT ACADEMY HEAD TEACHERS FAT CAT SALARY SHOULD BE CAPPED

Congress, it is absolutely appalling that Head teachers, Executive Head teachers and CEO's of Academy Trusts are usually over paid and on the highest salary, in their Academy trust yet it is the school support staff who are the backbone of the children's academic lives. Congress notes that most CEO's have never set foot inside their school, nor do they know the pupil's that go to school there. Yet when there are cuts as the school budget needs tightening it is the lowest paid workers who are dismissed.

Congress, we believe that Heads of Academies and CEO's should not be able to pay themselves an extortionate amount of money, while school budgets are cut and struggling. Their pay could go towards another SEN support staff member or more resources. Not in the pocket of a Fat Cat Boss!

L16 LB GREENWICH BRANCH
Southern Region

184. EMPLOYER RESPONSIBILITY FOR MANDATORY AND WORK-RELATED TRAINING

This Congress believes;

1. The Employment Law introduced on April 6, 2020, regarding mandatory training imposes an unjust burden on employees by allowing unpaid or non-work-time training in certain circumstances.
2. Mandatory and work-related training is integral to an employee's ability to perform their role effectively and should be seen as a core employer responsibility.
3. Expecting employees to undertake training without pay or outside working hours undermines fairness, contributes to exploitation, and disregards the value of workers' time and contribution.

This Congress resolves to;

- a. Campaign for the rescission of the Employment Law of April 6, 2020, regarding mandatory training.
- b. Advocate for the introduction of a new law mandating that:
 - All mandatory and work-related training must be fully paid by the employer.
 - Employees must complete such training during their contracted working hours.
- c. Work with other trade unions, parliamentary representatives, and advocacy groups to lobby for this legislative change.
- d. Raise awareness among GMB members of their rights and the importance of fair training practices, highlighting the union's efforts to ensure equitable treatment in the workplace.

L27 LEICESTER HEALTH CARE BRANCH
Midlands Region

185. NHS LONE WORKING STAFF 

This Congress recognises increases in allegation against NHS staff especially those healthcare professional workers who work in the community.

We call on Congress to lobby the NHS to introduce body cameras where workers are lone working or are deemed as vulnerable following a risk assessment. GMB has led a successful campaign for ambulance service workers but there are other vulnerable NHS Staff that this needs to extend to.

C35 ESSEX PUBLIC SERVICES BRANCH
London Region

186. NHS WORK-RELATED STRESS AND WORK-RELATED INJURY 

This Congress considers work-related stress, sometimes known as occupational stress, is a major issue for the UK economy and the wellbeing of the workforce.

When the demands in the workplace make you feel pressured and unable to cope the stress could become unbearable. It's estimated that in the UK alone nearly 18 million working days are lost each year because of stress at work.

Stress, anxiety or depression is now the number 1 cause of workplace illness. When that stress contributes to a mental stress injury, you may need more support to recover. A work-related mental stress injury is a psychological injury or illness caused by one or more substantial sources of stress at a person's work or by one or more work-related traumatic events.

In the NHS, as I am sure across other organisations and industries, work-related stress is the biggest cause of absence and is affecting recruitment, retention, delivery of services and ultimately patient care. The impact of work-related stress is not taken seriously enough, with workplaces constantly under pressure to deliver for the public.

Currently, if you have an injury at work, the protections in place are different to if off work due to general illness, extended protections on pay, protections from absence trigger points due to the injury, protections from loss of leave and more.

Injury at work currently tends to be classed as physical injury such as broken limb, amputation, exposure etc cases of reportable occupational disease such as carpal tunnel syndrome, occupational asthma, occupational dermatitis etc which also have physical presentation, all recognised by the health and safety executive and RIDDOR.

However, mental stress injury caused by injury at work does not have the same recognition. Whilst GMB has done excellent work in supporting reps and members around work related stress, more needs to be done. Whilst as reps in our organisations we can try to influence policy changes to protect this, government and legislative change is required to drive this.

We ask GMB to lobby the government and relevant legislative bodies, to not only recognise work related stress as an injury, but to strengthen the legislative requirement for employers around how work-related stress is recognised, recorded, supported and managed through occupational policies in the same way physical injury at work is.

S77 PUBLIC HEALTH SCOTLAND BRANCH GMB Scotland

187. NATIONAL HEALTH SERVICE

This Congress believes that GMB policy on the NHS does not express clearly enough or radically enough the wishes of both the vast majority of GMB members and the majority of the general public. Nor does it set out the urgent need to publicise the damage currently being inflicted on our NHS or any means by which the public can effectively be mobilised to fight back

This Congress believes that the NHS should be a truly national and universal service, owned by the state, financed exclusively from public funds, managed, and run exclusively by the state, and under the exclusive control and direction of the Secretary of State for Health.

This Congress instructs Congress and the CEC to strongly urge the Labour Government to achieve this policy by, for example:

- repealing, as a matter of urgency, all legislation that either directly or indirectly contradicts this policy; and

- abolishing, as a matter of urgency, all the various bodies that have been created, whose function, either directly or indirectly, contradicts this policy; and
- creating, as a matter of urgency, a single legal entity, which would be the provider of all services, the owner of all assets, and the employer of all workers within the NHS; and
- embarking upon a major programme of public information to explain why such measures are necessary to secure the high standard of service provision demanded both by NHS users and providers.

N24 NORWICH GENERAL BRANCH London Region

188. NHS SICKNESS AND ABSENCE POLICY – NHS TRUSTS



This Congress recognises and applauds the vital role played by activists/officers in delivering high quality representations for GMB members. Sickness and Absence policies within the NHS trusts are applied on a trust-by-trust basis.

Some members are treated much less favourably than others. For example, some trusts have the 'menopause passport' with reasonable flexible working. Some also have the 'disability passport', again this has reasonable adjustment. Different processes for dealing with absence, Stages 1, 2 and 3 are the responsibility of the local trust managers along with HR.

This motion is asking that where the best practice is in place covering these items outlined is to apply across all trusts equally rather than being left to the local managers.

B43 BIRMINGHAM CITY GENERAL BRANCH Midlands Region

189. FAIR DEALS FOR CIVIL SERVANTS AND MP'S

This Congress supports parity of cost of living pay increases to Civil Servants and Members of Parliament as they are both servants of the public and are both paid for from the public purse.

The notion that a cost of living pay award is different for MP's than for civil servants is

essentially and fundamentally unfair.

W27 TOLPUDDLE BRANCH Southern Region

X 190. SUBSIDISED LUNCHTIME FOR TEACHING ASSISTANTS AND SUPPORT STAFF

This Congress notes:

Congress acknowledges that some of our members who get subsidised school meals are obliged to have the meals with the children for that privilege and as a result they are still working. Support staff say that they are not enjoying their meals as they have to stop eating to perform first-aid and assist with children's eating and other chores. This view supports the point of subsidised meals for those members and causes many more support staff to opt out of lunchtime supervision. Also, some are going without lunch just to get some time away from working through their lunchtime. Many of those on low income cannot afford to eat lunch daily.

However, teaching assistants and other support staff are not treated equally when it comes to having a few minutes to eat their lunch without being called away. Members feel undervalued and low as some are given fifteen minutes to cut and swallow their food like animals. This means that for many of our members, their dream of aspiration is set back and they complain all of the time.

Congress calls on the GMB to campaign politically for legal change to prevent this unfairness by amending the lunchtime rules for teaching assistants and other support staff. Let us put pressure on the Government so that teaching assistants and other support staff who get subsidised lunch can eat in a good manner for the time allowed for lunch without attending to children. Teaching assistants and support workers are more likely to get sick after lunch than any other colleague.

Congress also calls on those responsible for the wellbeing of support staff to listen to the voice of the staff and hear how it causes anxiety for them at meal times. Members have to choose between eating and not eating to maintain their welfare in school. We should aim to protect our support staff.

L09 LB LAMBETH BRANCH Southern Region

191. EQUAL PAY IN LOCAL GOVERNMENT

This Congress

Congress welcomes the equal pay settlement in Birmingham, a settlement that wasn't freely given but came with a fight. We congratulate all those workers who stood together to deliver this historic win.

Across the country GMB women are organising, mobilising and campaigning to win Equal Pay. In Sunderland this began by GMB identifying that the Council had used an arm's length body wholly owned by the council 'Sunderland care and support' to undermine the working conditions of already low paid carers, this resulted in an equal pay, equal value campaign which has now widened out to the entire local authority.

Whilst winning for these workers is paramount, we must also place it within the context of existing public spending levels.

It is well known that Local Government has suffered for years due to austerity. Many Councils are already having to declare section 114's. If the current trend continues, there will be a further devastating impact upon front line services and our society. Additionally with the current funding climate being so stark, Local Authority leaders are less likely to proactively deal with equal pay liabilities, most resort to burying their heads in the sand until forced to acknowledge the failure by a tribunal.

With more equal pay battles on the horizon, it's time for the Government to acknowledge both the issue of equal pay and wider LA spending struggles, commit to making it right and put the necessary funding in place. A commitment GMB fought for in 'A new deal for working people', a commitment that this government has shied away from, and now we must hold them to account to their prior commitment's or revoke our funding.

GMB are the only union actively campaigning across the country, our four-step strategy to address equal pay must include;

- To recommit to the battle for equal pay in Local Government.
- To campaign for a fair Local Government Funding settlement, linked to a duty on Local Authorities to assess their own

potential equal pay liabilities.

- To work with GMB Councillors to lobby the Government for a fair funding settlement.
- A joint national campaign pulling together all exiting Equal Pay campaign's for in unity there is strength & together we are strong.

W22 SUNDERLAND COUNCIL BRANCH North East, Yorkshire & Humber Region

192. NATIONAL POLICY ON VIRTUAL WARDS: ACCOUNTABILITY AND SAFEGUARDING WORKFORCE AND PATIENT CARE

This Congress notes:

The growing adoption of **Virtual Wards** across NHS Trusts and employers, as part of efforts to alleviate pressures on inpatient services. While Virtual Wards offer opportunities for innovation in care delivery, their implementation raises significant concerns about governance, staffing levels, workforce implications, and the risks to patient safety.

This Congress believes:

1. The introduction of Virtual Wards must be underpinned by national GMB Union policy that ensures equitable implementation, robust governance, and proper resourcing to safeguard both patients and healthcare staff.
2. NHS Trusts and Employers must be held accountable for ensuring that Virtual Wards are introduced and operated safely, with staffing levels that always exceed demand to account for patient care and staff well-being.
3. The lack of national standardisation has created variations in how Virtual Wards are deployed, leading to inequalities in care and inconsistent workforce protections.
4. Without proper staffing, training, and technological safeguards, Virtual Wards pose serious risks to both patient outcomes and the mental health of overstretched healthcare workers.

This Congress recognises:

The best aspects of Virtual Wards include:

- Improved patient comfort and experience by allowing patients to recover in familiar home environments.
- Reduced hospital pressures by freeing up inpatient beds for those requiring acute care.
- Potential cost savings for the NHS through shorter hospital stays and more efficient resource allocation.
- Innovative care opportunities through advancements in remote monitoring and technology.
- The worst aspects of Virtual Wards include:
 - Exacerbation of health inequalities, especially for patients without suitable home environments, access to technology, or informal carers.
 - Increased burden on families and unpaid carers, who may be unprepared or unable to manage complex care needs.
 - Potential decline in patient safety, with fewer in-person clinical assessments and delayed responses to emergencies.

The riskiest aspects of Virtual Wards include:

- Staffing shortages and inadequate training, leading to unsafe care environments for both patients and staff.
- Technology reliance, which carries risks such as system outages, cybersecurity threats, and errors in remote monitoring.
- Inconsistent implementation, resulting in unequal care quality across different regions and providers.

This Congress calls for:

1. **Adoption of a National GMB Union Policy on Virtual Wards:**
 - The GMB Union to campaign for a nationwide framework ensuring Virtual Wards are introduced and operated with accountability, consistency, and patient safety as priorities.
 - The policy must include clear requirements for minimum staffing levels (that exceed demand), skill mix, and training to ensure

safe and effective delivery of care.

- NHS Trusts and Employers to provide regular reports on Virtual Ward performance, including patient outcomes, workforce impact, and lessons learned.

2. **Accountability of NHS Trusts and Employers:**

- NHS Employers must ensure the introduction of Virtual Wards does not increase workload or exploit existing staff.
- NHS Trusts must develop and publish transparent procedures for monitoring and evaluating Virtual Ward programs, including independent reviews of patient safety and staff well-being.

3. **Workforce Protections and GMB Union Involvement:**

- The GMB Union must be involved in consultations on Virtual Ward policies to advocate for staff rights, fair workloads, and safe working conditions.
- Training must be provided to all staff involved in Virtual Wards, with ongoing support to prevent burnout and maintain high standards of care.

4. **Evaluation and Feedback Mechanisms:**

- Mandate thorough evaluations of Virtual Ward programs, focusing on patient satisfaction, safety, workforce impact, and cost-effectiveness.
- Use evaluation findings to standardise best practices and address identified risks.

5. **Equity in Access and Implementation:**

- Ensure that Virtual Ward services are accessible to all patients, regardless of socioeconomic status, geographic location, or home circumstances.

This Congress resolves to:

1. Adopt this motion and advocate for the development of a robust national GMB Union policy on Virtual Wards.
2. Work with NHS Employers, the Department of Health and Social Care, Staff Council

and devolved government bodies to ensure the safe, equitable, and sustainable implementation of Virtual Wards across the UK.

3. Stand firm that staffing levels must without exception exceed the minimum required to protect both patients and workers, ensuring that Virtual Wards become a positive evolution of care rather than a source of risk and inequality.

PLYMOUTH HEALTH P19 BRANCH Wales & South West Region

193. PANDEMIC RECOGNITION FOR ALL STAFF



This Congress calls for:

- A review of the decision to exclude non-clinical staff from the pandemic bonus payment.
- An equitable payment to all staff who worked through the pandemic, regardless of role.
- Clear and transparent policies to ensure all NHS workers are recognized fairly for their contributions in future.

Taking industrial action is not something we have chosen lightly, but this decision has left us with no alternative to ensure justice is served. Congress's support is vital in amplifying our voices and pushing for fairness.

1. **Equal Contribution, Equal Recognition:** Every member of the NHS workforce contributed to the pandemic effort. Excluding specific roles undermines the principle of equality and fairness.
2. **Violation of Workplace Equality Standards:** The decision to exclude non-clinical staff appears to contradict the Equality Act 2010 and established workplace fairness policies.
3. **Moral and Practical Implications:** This exclusion risks damaging morale and sets a precedent that certain roles within the NHS are less valued than others.

K19 SOUTH LONDON GENERAL BRANCH Southern Region

194. SOCIAL CARE: TIME TO BARGAIN FOR BETTER

This Congress welcomes the scrapping of the Scottish Government's version of the National Care Service (NCS) which lost all confidence from all corners of civic Scotland; believes it would have become yet another hopeless and expensive quango; recognises that despite the years of contributions to the Bill process, very little has changed for social carers who are still enduring overwork and underpayment; recognises the need for urgent investment in frontline social care.

Congress recognises that the role and responsibilities of social carers are rapidly expanding, as proven by win after win in council job evaluation panels; and believes that to meet rising public need due to an aging population and to stem the recruitment and retention crisis in the sector, that the Scottish Government and councils must deliver the pay, terms and conditions to match.

Congress condemns that many private social care employers pay only statutory sick pay; and notes that since 2021, the NCS Bill has cost £28.7m whilst in 2024, the Scottish Government snatched away without consultation the £38m earmarked to deliver sick pay, maternity pay, and paternity pay to the sector – the 'Missing Millions'.

Congress notes the efforts of those to agree a Scottish sectoral bargaining framework in social care; condemns the failure of the Scottish Government to implement it; and notes that the Scottish Government is continuing to agree a social care minimum without any meaningful consultation with trade unions.

Whilst recognising GMB Scotland's right to determine its own policy with regards to the Scottish Parliament, congress supports its calls for the Scottish Government to:

- Immediately implement and convene sectoral bargaining in social care.
- Implement £15 an hour for social carers and a proportionate increase for nursing and ancillary staff, and if it will not, agree with trade unions a timetable on when it will be achieved by.
- Reinstate the 'Missing Millions' to deliver

sector-wide sick pay, maternity pay and paternity pay.

S14 PRIVATE CARE BRANCH GMB Scotland

195. DOUBLE RATE OF PAY FOR CARE AND SUPPORT WORKERS ON WEEKENDS AND BANK HOLIDAYS

This Congress believes that care and support workers play an essential role in our communities and should be fairly compensated for the critical work they do. We demand that care and support workers be paid double the standard rate for work carried out on weekends and Bank Holidays.

These workers frequently work during times when others are resting or spending time with loved ones, sacrificing their own time to ensure the care and wellbeing of vulnerable individuals. Providing a double rate of pay for weekends and Bank Holidays is a fair recognition of their dedication, hard work, and the often challenging nature of their roles.

This Congress calls for the implementation of double pay for care and support workers on weekends and Bank Holidays across all sectors and employers.

S37 SOUTHAMPTON BRANCH Southern Region

INDUSTRIAL & ECONOMIC POLICY: PAY

196. £20 MINIMUM HOURLY WAGE NOW

This Congress believes that the National Minimum Wage should be at least £20 an hour. This increase is essential to address the escalating cost of living, as many workers are struggling to pay their bills and maintain a decent quality of life.

With inflation driving up the cost of essentials like housing, energy, and food, the current wage levels are no longer sufficient to meet basic needs. A £20 minimum wage would help ensure that all workers can live with dignity and provide stability for themselves and their families.

This Congress supports industrial £20 an hour demands on a sector or employer basis where it is supported by our members.

S37 SOUTHAMPTON BRANCH Southern Region

EP 197. NATIONAL LIVING WAGE RIGHTS FOR WORKING PEOPLE AGED OVER 18

According to UK law, individuals are classified as adults from 18, when they can work independently without supervision. In contrast, those aged 16 and older are deemed to require supervision until they reach adulthood. To recognise the efforts of young people, companies should pay fair minimum wages to promote independent living.

GMB note that:

- Despite achieving legal adulthood at 18, individuals within the 18 to 20 age bracket are not entitled to the same minimum National Living wages as those aged 21 and older. This discrepancy occurs even though younger adults may perform identical work to their older counterparts, leading to a situation where pay is determined by age rather than by job role or performance.
- Under the existing Equality Law, discrimination on the basis of age, among other factors, is prohibited. Nevertheless, there appears to be a lack of recognition

and enforcement of this principle regarding wage equality. This oversight can lead to disillusionment among younger workers who see their contributions undervalued, perpetuating the assumption that younger employees have lesser financial responsibilities.

- This perspective fails to account for the diverse personal circumstances experienced by individuals. For example, a young adult may be the primary breadwinner for their family, supporting unemployed parents and grandparents, or may have childcare responsibilities. In contrast, an older adult might not have any dependents. Therefore, determining wages purely on the basis of age does not reflect the complexity of individual financial responsibilities.

Therefore, GMB believes, that taking into account these considerations, it proposes that the GMB should advocate for National Living Wages for individuals of the current eligible age within their recognised companies. It is suggested that National Minimum fair wages should be applied to individuals aged 16 and upward.

We note that the requires “all young people in England to continue in education or training until at least their 18th birthday”. Therefore, those aged 18 and above who are working should be entitled to the current per hour National Living Wage.

Additionally, GMB urges the Government to extend this policy nationwide in alignment with the Equality Act 2010. This initiative aims to ensure that the National Living Wage policy applies from age 18 onwards, thereby bringing it into practice and fostering a more equitable working environment for all working ages, given the previous lack of action by the Tory Party.

P17 PLAISTOW BRANCH London Region

INDUSTRIAL & ECONOMIC POLICY: TAXATION

200. TAX-FREE CHILDCARE INCOME GAP

This Congress call on the Government to immediately begin increasing the tax-free childcare income cap annually by inflation to ensure that parents are not adversely affected by simply receiving a cost of living pay rise or see no financial benefit from promotions.

B33 GMB@BMA/BMJ BRANCH
London Region

201. WEALTH TAX

The GMB Unite M23 branch asks this Congress to come together to support a wealth tax on employers and the wealthiest individuals to help fill the black hole that the Labour government is desperate to fill but is so badly missing the point by raising national insurance and taking away the winter fuel allowance.

'The profit margins of the average British firm have rocketed by 30 per cent since before the pandemic. If we taxed 1 percent on the wealthiest 1 percent, the so-called black hole would be gone.'

Members at the Labour Conference and the TUC Conference have supported a wealth tax.

Can Congress put its support behind this (or a similar!) proposal and leverage our union's membership to ensure that we have a say in increasing investment in Britain and improving worker's lives?

M23 GMB UNITE BRANCH
London Region

202. COUNCIL TAX DEBT

Council Tax debt can occur for a multitude of reasons, often to due personal, financial or circumstantial hardship and unexpected circumstances. Legal frameworks exist to ensure that non-council tax debt is collected in an affordable way that is considerate of an individual's circumstances. However, the same legal framework that governs financial organisations does not apply to Council debt collection, which can often lead to Council bills

for the full year after one missed payment. In light of this, this conference calls upon the CEC to lobby Government on the following principles in relation to the collection of council tax debt:

1. Ethical debt collection: All Council tax debt collection will be carried out in a manner that is fair, transparent and ethical. The Council will not pursue payment plans that are disproportionate to the debtor's financial circumstances
2. Signposting: This Council will continue to signpost to organisations that offer support for those experiencing debt and financial coercive control
3. This Council will only bill an individual for the full year as a final resort, and after all other options for repayment have been exhausted

This motion seeks to request the CEC to lobby to ensure that Council debt collection is underpinned by principles of understanding, fairness and responsibility, prioritising the welfare of taxpayers and ethical recovery principles.

CARDIFF & DISTRICT X12 BRANCH
Wales & South West Region

203. REALIGNMENT OF ROYAL ASSETS

This Congress believes it's time to campaign to get the vast holdings of the Duchy of Cornwall and Lancaster to be brought into public ownership.

We call upon GMB to start a campaign to lobby government to put an end to the privilege that exempt the vast holdings of the Duchy of Lancaster and Cornwall to avoid all taxes and look to take these holdings into public ownership.

To encourage our affiliates and TUC to develop and campaign for a realignment of such assets that have grown to cover a third of the country by avoiding taxes over generations and having exceptional privilege to charge excessive rents and fees for rents, licences, and various other easy money generating schemes.

It's time we held His Majesty the King and HRH The Prince of Wales to account ensuring they

pay the same tax liabilities as everyone else on the private hidden profits estimated to be in excess of 50 million per year. And that all this Duchy Territory becomes subject to Death Duties.

RHONDDA CYNON TAFF R45 BRANCH Wales & South West Region

204. REFORMING ROYAL FUNDING

This Congress notes the following:

- The Royal Family cost a lot more than publicly declared, at least £510m a year.
 - The true cost includes the sovereign grant, which itself is set to rise by £45m a year.
 - The cost includes lost revenues from the Duchies of Cornwall and Lancaster, which the record shows are state assets at the disposal of parliament, not the private property of the Windsor family.
 - The Sovereign Grant is funded wholly by the government, not the Crown Estate. The Crown Estate is a state asset, created in 1960 to manage some Crown (state) lands, but it's only been since 2011 that it has been used as a smokescreen for royal expenditure, by artificially linking the grant to Crown Estate profits.
 - The huge and growing cost of the royals is primarily due to personal and private costs, such as an excessive number of homes, avoidance of large tax bills and private incomes being drawn from the duchies.
 - Using or abusing public office for private gain is a form of corruption, and this corruption is why the monarchy costs so much. Secrecy, dishonesty and deference all feed a culture of impunity and entitlement.
 - Comparable heads of state cost as little as £5m a year, excluding security.
 - There is no evidence to support claims of an economic benefit from having the monarchy.
- Providing a budget of £5-10m a year, to provide an office and staff for the head of state.
 - Providing a salary for the King of £189,000 and peg any increases to that of the Prime Minister. This figure is 110% of the prime minister's salary.
 - Roll all Duchy assets into the Crown Estate and rename the estate the National Estate, changing the law to make public ownership explicit.
 - Limit the King to two homes that the state will provide security and staff for, one in central London and one in the countryside. This will bring the head of state into line with the Prime Minister.
 - Scrap all provision of homes or funding for all other members of the royal family. Ensure all royals have the same tax obligations as everyone else.
 - End all royal exemptions from the Freedom of Information Act and include the royal household and the royal archives in the scope of the Act in relation to official communications, documents and records.
 - Hold an honest and public inquiry into royal finances and spending, one which has full access to all records going back as far as necessary.
 - Take royal financial reporting out of the hands of the palace and ensure comparisons with similar heads of state are included in any reports.

This Congress believes that the cost of the monarchy should and could be slashed to just £5-10m a year. Only by having an accountable head of state can we put an end to this abuse of public money.

X59 NW LONDON BRANCH London Region

This Congress calls on the GMB to campaign for the following royal funding reforms:

- Scrapping the Sovereign Grant.

INDUSTRIAL & ECONOMIC POLICY: INFRASTRUCTURE

205. PROTECTION AND DEVELOPMENT OF NUCLEAR ENERGY IN THE UK

This Congress notes that the UK faces increasing energy demands alongside the need to transition to low-carbon and reliable energy sources to meet its net-zero goals.

Nuclear energy provides a stable, low-carbon energy supply and serves as a critical complement to renewable energy technologies.

The nuclear sector supports thousands of highly skilled jobs, directly and indirectly, contributing significantly to the UK economy.

Investment in nuclear energy infrastructure and innovation can drive technological advances, economic growth, and energy security.

This Congress believes that A robust nuclear strategy is vital for the UK to safeguard its energy security and reduce dependency on volatile international energy markets.

The nuclear industry can provide high-quality jobs and apprenticeships, driving regional economic development in areas that host nuclear facilities.

The UK must commit to nuclear development as a cornerstone of a balanced energy strategy to ensure future stability and resilience.

This Congress asks the CEC to: lobby the UK Government to commit to nuclear as a critical component of the national energy mix, alongside renewable energy sources.

To promote public awareness campaigns to highlight the importance of nuclear energy in achieving energy stability, reducing carbon emissions, and providing job security.

Work with trade unions, industry leaders, support to create training programs that prepare workers for careers in the nuclear sector, ensuring job creation and workforce sustainability.

HPC CONSTRUCTION H03 BRANCH Wales & South West Region

206. FUSION POWER PLANT

This Congress asks GMB to actively engage with the development of the STEP (Spherical Tokamak for Energy Production) project in North Nottinghamshire, building UK's first prototype Fusion Power Plant.

The potential for the construction phase of the project will bring huge (6,000 jobs) employment opportunities.

Z63 GMB NOTTINGHAM TEC BRANCH Midlands Region

207. PROTECTING OUR GAS NETWORK AND WORKFORCE

This Congress believes that the Scottish and UK governments plan for transition from fossil fuels to green energy is unrealistic, unplanned and impossible to achieve: and notes growing redundancies across the oil and gas supply chain creating a huge drop in a highly skilled workforce, a massive loss in income to the treasury and could ultimately lead to the lights going out across the UK.

Congress notes that much of the infrastructure for green energy in the UK is manufactured abroad and run by foreign companies who reap the benefits:

Believes that we as a nation will become more reliant on other nations to meet our future energy needs who will be able to hold us to ransom: and believes that being unable to control our energy supply will increase costs and therefore fuel poverty.

Congress recognises that the current UK electric network is not robust enough to power homes and industry and that the cables underground must be renewed and upgraded to meet our future demands if we are to become more reliant on electricity: but believes that it would undermine our energy security to rely solely on one source of energy and that we are best to use an energy mix: notes that the significant cost of electricity and installation of heat pumps and air source systems in comparison to gas heating; and recognises that hydrogen and bio gas mixed in with natural gas can be relied upon to cut carbon emissions, maintain a healthy income for the Treasury, and keep workers working and homes warm.

Congress calls on the UK and Scottish Governments and private companies to properly invest in the upgrading and renewing of cables throughout the UK to take advantage of new electricity production; and to invest in hydrogen production and trials to increase its use in household and industrial energy supply

E41 SCOTTISH GAS BRANCH **GMB Scotland**

209. HYDROGEN CELL INFRASTRUCTURE

This Congress is often spoken to about the green economy and the importance of new energy technology.

There is now in the UK, several hydrogen initiatives coming to fruition which could transform our energy and motor industry beyond recognition.

Currently there is a distinct lack of refuelling stations available in the UK compared to some of our European competitors.

We are asking the CEC to lobby the government to set about the extra stations and refuelling system throughout the UK as it is sadly lacking at this present moment. I urge.

R36 ROCESTER JCB GENERAL BRANCH **Midlands Region**

210. GREEN INFRASTRUCTURE PROJECTS

The election of a new Mayor for the Humberside Region provides big opportunities for workers.

With millions of government investment in carbon capture, quality training and good unionised jobs should flow into Humberside.

Yet the evidence from other green transition infrastructure projects is that too many of the associated jobs and materials are outsourced around the world.

Where major government spending in subsidising green transition projects, it must lead to quality training and good jobs. This is particularly vital in our industrial heartlands that have suffered from the closure of traditional industries.

A commitment to delivering local apprenticeships, retraining and to signing

trade union recognition agreements should be a component of every green transition contract put out to tender.

Congress Resolves

- To ask the new Mayor of Humberside to use their influence and procurement opportunities to drive the delivery of good unionised jobs across the region
- To ask the Secretary of State for Energy to build trade union recognition agreements into department procurement processes.
- To campaign for all projects/new builds to have a 15 per cent employment level of apprentices.

Z70 BRANCH

North East, Yorkshire & Humber Region

211. NATIONAL UK SHIPBUILDING STABILITY STRATEGY

This Congress recognises the vital importance of shipbuilding to the UK, national security, and industrial capability. For too long, the UK's shipbuilding industry has suffered from cycles of boom and bust, leading to the erosion of skills, the closure of yards, and the loss of strategic manufacturing capacity.

The National Shipbuilding Strategy, launched by the then conservative government in 2017, was meant to provide long-term, sustainable growth for the sector. However, the industry's continued instability highlights the need for more immediate and comprehensive action to ensure that the strategy is fully implemented, with long-term funding and a clear vision for future procurement. This conference therefore calls on the UK Government in collaboration with the GMB to:

1. **Fully implement the National Shipbuilding Strategy** with a clear and defined pathway for consistent investment in the sector.
2. **Ensure sustained funding for shipbuilding**, including support for shipyards, suppliers, and the workforce, to prevent the boom-and-bust cycles that have plagued the industry for decades.
3. **Commit to a long-term shipbuilding programme**, which includes the procurement of both military and civilian

vessels, in order to provide stability and a clear pipeline of work for UK shipyards, thereby preserving skilled jobs and enhancing the UK's strategic industrial capacity.

4. **Support workers in the shipbuilding sector** by ensuring decent pay, training, and long-term job security, with a focus on apprenticeships and skills development for future generations of shipbuilders.
5. **Prioritise UK-built vessels** for both public sector and defence needs, ensuring that the UK's shipbuilding capabilities remain at the forefront of technological innovation and national security.

This conference believes that by implementing these measures, the UK Government can stabilise the shipbuilding industry, create sustainable jobs across the whole sector, and ensure that the UK remains a global leader in shipbuilding for decades to come.

EXETER & NORTH DEVON E35 BRANCH Wales & South West Region

212. STEEL COUNCIL

This Congress is calling for the GMB to have a seat on the new "Steel Council" to help to protect our Steel Industry, to help on rebuilding the industry and developing a planned strategy.

Z63 GMB NOTTINGHAM TEC BRANCH Midlands Region

213. STEEL COUNCIL – SCUNTHORPE/PORT TALBOT

This Congress believes it is vital to the British economy, British Sovereignty and to the communities of Scunthorpe and Port Talbot to keep continuing to make STEEL in these locations. Not just from scrap, but also real virgin Steel. We need to make the steel that can be used in heavy industry and also in the military and not be dependent on Foreign Nations for the supply.

The current owners are not invested in the communities of Scunthorpe and Port Talbot and should there be mass of job losses the effect on these communities would be devastating in the same way the closing of the coalmines devastated those communities.

We welcome the creation of the National Forum for Steel, but this Labour Government needs to be bold and Re-Nationalise the industry.

Congress resolves to engage with the Labour Government to secure a future for the steel works, the jobs, the communities, the British economy and defence of the Nation.

Therefore, it is requested that Congress resolves to support this campaign in protecting its steel industry.

S30 THE GMB NORTH LINCS BRANCH Midlands Region

214. THREAT TO BRITISH STEEL: SUPPORT FOR A STEEL ALTERNATIVE INDUSTRY

This Congress notes the constant threat to our British Steel Industry continues daily Since 2016 with assets acquired from Tata Steel Europe.

There has been a decline in steel making in the UK because of cheap steel being imported as preference to producing at local foundries.

We all know the history of UK steel from Thatcher and her obsession with capitalism to foreign owners, resulting in closures.

Since 2020, British Steel has been owned by the Jingye Group from China.

Congress, we are calling for the Government to purchase more steel from domestic companies and pursue the development of alternatives to steel, ie Kevlar, which can be up to 10 times stronger than steel or other materials.

At a GMB fringe meeting at the 2024 Labour conference, Jonathan Reynolds, MP supported our procurement policy.

Congress, please support this motion for the procurement of alternative materials to steel, with a unionised workforce, leading the way to a better future for British industries.

S71 STANSTED AIRPORT BRANCH London Region

215. LET'S BUILD DRONES IN BRITAIN

This Congress notes that our union is proud of our members in manufacturing and

committed to ensuring the new Labour Government invests to support their jobs and communities. That defence manufacturing makes up a vital part of UK manufacturing, supporting tens of thousands of jobs across the supply chain in every UK region and nation. That drone technology is an increasingly important strategic technology for the UK and its allies.

This is true in defence as well as civilian applications such as construction, agriculture and flood management.

A recent report commissioned by GMB Midlands Region found that the establishment of a UK drone manufacturing hub could be worth £40 billion to the UK economy, as well as lead to the creation of tens of thousands of well-paid manufacturing jobs.

That the UK is at a disadvantage in lacking a large-scale domestic drone manufacturing sector and is heavily reliant on contracting and purchasing drone technology from abroad.

Congress resolves to support Labour Members of Parliament, urging investment in the UK's drone sector.

To urge the Labour Government to act now to make sure that British industry remains relevant in the fast-moving sector.

X20 MIDLANDS APEX GENERAL BRANCH Midlands Region

POLITICAL: THE LABOUR PARTY

217. GMB AND THE LABOUR GOVERNMENT

A Labour Government should always be on the side of the working people of this country as well as those less well off, disabled, homeless and those people fleeing wars that have been initiated by western governments.

This current Government is doing the exact opposite by carrying on the Conservative Government's failed Neoliberal approach although promising the exact opposite whilst in opposition during the general election.

The prime minister himself has been the architect of some of the most baffling

turnarounds in policies that has ever been known in UK politics. From the cut in winter fuel allowance, WASPI Women, disability benefits and further privatizing of our NHS to name but a few to then pledge millions to a Proxy war in The Ukraine for as long as it takes along with outrages support of Israel's Genocide in Gaza. As a Union we have many Labour MPs as members and the time has come for them to step up and pressure for a change in policies as the current trajectory is quickly ushering the unimaginable strong chance that an extreme Far Right Reform UK will win the next General election. We must protect our country from the rising far right movement.

We heard for years about letting the adults in the room to form a government but instead all we have seen is backtracking on much needed policies that the country was crying out for after 14 years of cruel austerity whilst purging Left wing, Socialist MPs and councilors.

The Labour party needs to get back and quickly to the foundations it was built out of from the Trade Union movement and stop taking the Unions support as well as traditional voters support for granted. If they do not heed these warnings, then the future for this country is catastrophic.

GMB should push harder on the government through itself and our colleagues in the TUC. To ensure that our members voices are heard, our country is protected and we can remain a strong and powerful country with workers voices behind it.

We should withhold funds from GMB sponsored MP's where they vote against the interests of workers.

W22 SUNDERLAND COUNCIL BRANCH North East, Yorkshire & Humber Region

218. CHANGING POLITICAL LANDSCAPE

This Congress notes the extraordinary change in Britain's political culture. For example, in the 1951 General Election, 96.8% of voters chose either the Labour Party or Conservative Party. In contrast, in 2024, only 57.4% voted for the two main parties on a meagre 60% turn out, and the Politico poll of polls in January 2025 shows just 50% supporting either Labour or the Conservatives.

GMB notes therefore that there has been an inevitable shift in the political persuasions of GMB members, following the trend of the general population.

Congress believes that GMB, as a general trade union, has its own compelling political values, based upon industrial democracy, solidarity and pursuit of economic and social equality. Congress further believes that GMB, as a general union with a strongly working class composition, speaks with a political authority and integrity unrivalled by any other institution in British public life.

Congress believes that no political party completely aligns with the values of GMB.

GMB further believes that our members trust GMB much more than they trust politicians of any party. Congress believes that this trust is justified, and GMB is right to warn our members about policies or ideologies which are against the interests of GMB members.

Congress believes, however, that there is a danger that where the union expresses strongly partisan political recommendations, particularly during general elections, this may offend or alienate some members who have legitimately drawn their own personal conclusions that another party may better represent their interests.

Congress notes, for example, that despite their strong historical support for the Democrats in the USA, the Teamsters Union decided in 2024 not to support any candidate, after their internal polling showed 67% of their members supported the Republican ticket.

Congress resolves therefore that when making public statements of support for political parties, particularly during general elections, GMB should be mindful of the broad range of political opinions held by our members.

W15 THREE SHIRES BRANCH Southern Region

219. STRENGTHENING THE NEW DEAL FOR WORKING PEOPLE

This Congress welcomes Labour's Employment Rights Bill, which begins the work of implementing the New Deal for Working People including individual day one rights for workers, bans on zero-hours contracts and fire and rehire, repeal of Minimum Service Levels

legislation and most of the Trade Union Act 2016.

Congress also notes that Labour's Next Steps document makes clear that implementing the New Deal is an ongoing process.

Congress is concerned that many of the rights enshrined in the New Deal will only be enforceable by vulnerable workers if they have a trade union in their workplace.

Congress also agrees with the ILO (International Labour Organisation) that collective bargaining is of critical importance and that 'through collective bargaining, workers can negotiate for better wages and improve their standard of living. In addition, collective bargaining helps to reduce inequality, support economic growth, and promote decent work by ensuring that workers have a voice in decisions that affect their lives. Promoting inclusive collective bargaining systems and other forms of social dialogue is key to helping ensure a just share of the fruits of progress to all.'

Congress believes that if the New Deal is to achieve its aim of shifting the balance of power between workers and employers, there must be further action to promote workplace organisation, collective bargaining and enshrine the right to strike.

Congress calls on the union to campaign for:

- the extension Fair Pay Agreements (sectoral collective bargaining) wherever unions believe them to be appropriate and necessary
- Further amendments or legislation to make it easier for unions to organise and win recognition
- further legislation within the lifetime of the current Labour government to establish a legal right to strike

Congress also calls on all GMB Branches and Regions to affiliate to the Campaign for Trade Union Freedom.

X59 NW LONDON BRANCH London Region

POLITICAL: LABOUR PARTY CONSTITUTIONAL ISSUES

220. LABOUR PARTY CONFERENCE

This Congress agrees that the GMB and other Trade Unions spend a lot of time and effort, plus financial funding to get a Labour Party elected.

Congress proposes a rule amendment to be adopted in relation to the 2024 conference motion, Winter Fuel Allowance.

This motion went through all the correct procedures debated and voted on and accepted by Conference only to be told by the Labour Party they do not have to accept it.

The rule amendment should read all conference motions that have gone through all the correct processes and voted on and carried are accepted by the party with no exclusions.

B43 BIRMINGHAM CITY GENERAL BRANCH Midlands Region

POLITICAL: DEMOCRACY & CONSTITUTIONAL REFORM

223. CAUTION NEEDED OVER COERCION – ASSISTED DYING

This Congress notes that on 29th November 2024, the Terminally Ill Adults (End of Life) Bill passed a second reading in the House of Commons by 330 votes to 275 votes.

Congress notes that the question of assisted dying is a controversial one, where people hold strong moral positions in good faith, both in favour and against. The parliamentary vote followed the convention of “conscience” votes, where individual MPs were not whipped by their political parties. Congress further notes that 235 Labour MPs voted in favour, and 147 Labour MPs voted against.

Congress notes that concerns have been raised by, among others, Labour MPs Rachael Maskell and Diane Abbott about the dangers of coercion. Congress also notes that 350 Disability Rights groups have announced their

opposition to the bill.

Congress believes that were assisted dying to be enacted into law, then the strictest protections would be needed to prevent coercion. Sadly, many individuals suffer coercion and control, either directly, or indirectly through social pressure.

Congress believes that as the bill was presented at second reading, it provides weaker protections against coercion than are required. For example, the bill allows a clinician to suggest assisted dying to a patient, which itself could become coercive pressure. The clinicians approving a request for assisted dying are not required to have training to recognise signs of coercion. Although two doctors are required to assent, they have no obligation to meet the patient face to face, and there is no obligation that they consider whether the patient is being coerced. If the second doctor declines assent, then the first doctor can simply choose another. Although a High Court judge must approve the assisted death, there is no obligation for there to be a hearing, nor for the judge to interview the patient or the doctors.

Congress notes that the bill is presented by a private member, and not as a government bill. Congress further notes that (while there may be differences of opinion about the make up of the unelected chamber) the House of Lords typically performs a hugely valuable technical role of scrutiny and proposing constructive amendments to bills, and in the case of government bills, the House of Commons therefore provides time for reviewing Lords amendments. Congress notes that in the case of private members’ bills the House of Lords is constrained by convention from making any amendments unless the government makes available time in the Commons for those amendments to be considered. Congress notes that in the case of the Terminally Ill Adults (End of Life) Bill, the government has not allocated time for Lords amendments to be considered in the Commons..

Congress believes that in the absence of a robust, universal and state funded hospice service, patients may be pushed towards assisted dying as the lesser of two evils, and that this implied coercion will be felt most strongly by the disabled, by people of colour, and women. For this very reason, the UK’s Equality and Human Rights Commission has warned that the bill, as drafted, could force

terminally ill people to choose an assisted death because of a lack of a viable alternative of palliative care, and this would be in breach of their rights under the European Convention of Human Rights.

Congress further notes that while the civil rights group, Liberty, supports the principle of assisted dying, their director, Akiko Hart, says that *“ultimately the safeguards of this bill are just not robust enough and leave too many details to be decided later”*

Congress believes that strong and sincere views will be held by GMB members on both sides of the debate. We celebrate the long established tradition of our union to have fraternal and constructive debate, and to seek unity not division.

Congress believes that for such consequential legislation, it is imperative that the bill receives effective scrutiny and potential amendments in the House of Lords. Congress further believes that the lack of time allocated in the Commons for considering Lords amendments may constrain such scrutiny and amendment. Congress further believes that as a trade union, we have a moral responsibility to ensure that society implements the strictest controls to protect the vulnerable. Any legislation that potentially could disproportionately disadvantage the disabled, or women, or people of colour, or the elderly, or the socially marginalised breaches the goals of social solidarity which GMB holds so dear.

Congress resolves that GMB should ask all MPs and Lords, and especially Labour MPs and Lords, to give due consideration of the questions of coercion, and the lack of universal access to palliative hospice care. GMB asks MPs and Lords to only support legislation on assisted dying if they are fully convinced that sufficient safeguards exist to protect the vulnerable.

Congress resolves that GMB should lobby the government to make available time in the House of Commons for House of Lords amendments to be considered, to facilitate the House of Lords in making amendments to strengthen protections against such coercion.

Congress resolves that should the Bill become law, then GMB will continue to campaign for strong protections against coercion, and for a universal, well-funded hospice service, to

provide terminally ill patients with genuine choice.

W15 THREE SHIRES BRANCH **Southern Region**

224. STOPPING REFORM UK

This Congress believes that we live in a world framed by multifaceted crises, wars, climate, ecological crisis and the threat of the far right. Over a decade of austerity has led to historic cuts in our wages and conditions. It is shocking that in the 21st Century the phrase ‘workplace poverty’ or the ‘working poor’ has become a normalized term to describe those in work who can’t afford to keep up with the costs of living, despite putting a shift in. A class divide still exists today, with the experience of workers being poorer than their parents’ generation, reserved for us the working or under class; as the employers, bankers and the ruling elite have never experienced the pains of hunger but on the contrary sit on unbridled wealth.

Governments in recent times, and employers alike work tirelessly to send out the message that they simply cannot afford decent pay or indeed invest properly in our public infrastructure and services. We have been told categorically that, there isn’t a bottomless pit, however, apparently that is in our interests to fund or support our international partners in the arena of wars.

We celebrated in July 2024 after 14 years of Tory rule ended and a Labour Government promising change was elected. We as members of this great union, through our political funds and campaigning efforts made this win possible. However, it is quite unfortunate that Starmer’s Labour government has continued in some areas with the Tory government’s economic and foreign policies. Local authorities up and down the country is still experiencing hardship, in part due to the legacy of austerity but also due to uncertainty when it comes to setting medium term budgets. On foreign policy, Starmer’s government have done very little build ties with our European partners since the very painful economic and cultural effects of Brexit. This is very much coupled with its relentless efforts to not publicly condemn the actions of a brutal regime in Israel, that has meated out death to many civilians. Despite having a fragile ceasefire in Gaza at the moment, Starmer’s government continues to arm

Israel and our military activities in bases such as Cyprus visavis spying in Gaza goes to embolden, an Israeli government we do no share politics with.

This is coupled with ridiculous policies locally in terms of underfunding our schools and hospitals, the disastrous policy of the scraping of winter fuel allowances for some of our vulnerable elderly. Thus, we have to be critical in acknowledging that some large part of Tory austerity have remained in place, and the practices of renegeing on commitments have also taken place for example that of promises in the manifesto on measures to save the planet.

Working people did not vote for more of the same. They expect real change so that our lives are not one continuous struggle to make ends meet. In Britain and Europe, the far right is positioning themselves to be the benefactors of the collapse of governments' attempts to do the bidding of the bosses. In France the fascist Marine Le Pen could become the next President of France. In Germany the collapse of the collation government has meant the call for a new election where the Fascist AfD could significantly build on the 18% of the vote it received in the last round of the election whilst in Italy Meloni continues to deepen her base.

Rather than countering the racist attacks on immigrants by the far right Starmer sadly, does very little in terms of providing robust rebuttals. It is through desperation that some working people believe that Farage and Reform UK offer a genuine alternative. Of course, we all know they simply don't. They are very wealthy people backed by other very wealthy people who pose to be the friend of workers. They will use every trick in the trade to divide us to gain more political power, which they will then use to pursue a pro-business and anti-union agenda.

This Congress calls for the GMB:

1. To effectively work to bridge ties and clear the air with organization like Stand up to Racism, Hope Not Hate, Led By Donkeys and similar likeminded anti-racist organizations in their efforts to demystify reform or certainly open eyes of the general public to the dangerous agenda of Reform and other fascist organizations or entities in future elections by:

- i. highlighting their racist, fascist and pro-business agenda.
 - ii. Exposing their racism which shapes the idea of who is welcome in the UK and helping to build effective campaigns to reshape the narrative on migration.
2. Support workers' demand for better services, fair pay and conditions by lobbying our government to invest in our public sector and put an end to outsourcing which systematically discriminates against Black workers (members of the global majority).
 3. To lobby our government and also supporting the rights of migrant workers, their safety and dignity at work, an end to exploitation and valuing the contributions that they bring.
 4. To lobby the government to bring forth legislation to deter interference in our political systems through wealthy backers like Elon Musk or social media platforms that spread mis and disinformation, as well as a climate of hatred.

B19 BOLTON BRANCH **North West & Irish Region**

POLITICAL: RACISM & FASCISM

225. WELSH ANTI-RACISM PLAN

This conference calls on the GMB nationally to have a dialogue with UK Government to move towards the same direction as the Welsh Government's on its Anti-Racism Action Plan. Under Boris Johnson in 2021, Lord Sewell, who led on a controversial review from the Commission on Race and Ethnic Disparities, which was heavily criticised by a large number of organisations on the content of the report (Sewell Report).

This conference asks the GMB nationally to campaign and get the UK Government to commit and produce an action plan that will stop prejudice in society towards Black, Asian & Minority Ethnic communities.

CARDIFF 1 C48 BRANCH **Wales & South West Region**

POLITICAL: IMMIGRATION & MIGRATION

227. REFUGEES AND ASYLUM

Congress notes

1. The Government, on 9 Dec 2024, suspended processing of Syrian asylum seeker claims in response to the fall of the Assad regime.
2. The government acknowledges the situation in Syria is not safe. The Foreign Office advises against all travel there. The Foreign Secretary stated "Assad's demise brings no guarantee of peace. This is a moment of danger as well as opportunity."
3. On 13 December, Asylum Matters and over 200 other organisations wrote to the Home Secretary, urging her to reverse the suspension.
4. Many asylum applicants have already been trapped in limbo for years due to the backlog engineered by the last Tory government. This suspension extends their pain. Many are banned from working, forced to subsist on £8.86 per week, and warehoused in barracks and hotels.

Congress believes:

1. We welcome the end of Assad's brutal dictatorship. Our solidarity is with those people in Syria who are working to win a future of peace, freedom, equality, secularism and democracy.
2. The suspension of asylum processing is inhumane; contradicts the government's own assessment of the situation in Syria; and sets a dangerous precedent of blanket treatment of entire nationalities.
3. It is a cowardly concession to racist, anti-refugee agitators. It will only further fuel and empower the bigoted far-right. A Labour government should stand for humanity and solidarity.

Congress calls on the CEC to call on the Labour Government to:

1. Immediately end the suspension;
2. In accordance with GMB policy, to grant all people seeking asylum day-one equal access to work and social security
3. Commit to no forced or coercive removals of Syrians in the UK.

X58 LONDON CENTRAL GENERAL BRANCH London Region

228. FOR A FAIR AND HUMANE IMMIGRATION POLICY

Congress notes the Government's commitment, outlined in the King's Speech on 17th July 24, to introduce a Border Security, Asylum and Immigration Bill; a Migration Advisory Committee report on 16th July 24 which highlighted exploitation of Seasonal Workers; the Guardian report 24 June 24, detailing the adverse impact of the Health Surcharge.

The Tories gave the UK an inhumane, regressive border regime, seeking to scapegoat migrants for the misery caused by austerity and deregulation. Restricting migrant rights makes people more precarious, undermining all workers' power to push back against exploitation, all of which the GMB oppose.

We note that Labour's 2023 NPF report (ref 1) committed Labour to conduct "a full review of the "hostile environment". We note this promise did not appear in the manifesto.

Congress confirms its opposition to the hostile environment.

Congress calls on the Government to begin by reversing the legacy of Tory cruelty. This means going further than the King's Speech.

We call for the

- The repeal of Illegal Migration Act 2023, Nationality and Borders Act 2022, and Immigration Acts 2014 and 2016
- A guarantee of safe and legal routes for asylum seekers
- give asylum seekers day-one rights to work, education, and social security.

- give asylum seekers and all citizens the right to family reunion
- abolish “no recourse to public funds” and NHS charges

Congress calls on the Labour Government to:

- level up domestic workers’ rights
- grant all UK residents equal voting rights
- treat migrants and their families with dignity by ending immigration raids, detention and deportation
- introduce a simple process for all residents to gain permanent residency
- end “double sentencing”
- pursue agreements with other countries giving reciprocal rights to travel, live, work and study without a visa

Congress calls on the CEC to campaign for these aims within the TUC and the Labour Party and the Labour Government.

Ref 1: www.labourfreemovement.org/wp-content/uploads/2024/07/Labour-NPF-Sept2023-compressed.pdf

X58 LONDON CENTRAL GENERAL BRANCH London Region

SOCIAL POLICY: GENERAL

229. STOKE-ON-TRENT POTTERY

This Congress asks for support and immediate action that all GMB Regional Offices have Stoke-on-Trent, Staffordshire pottery, i.e. mugs and plates within their buildings.

To also campaign for all TUC offices and venues throughout the country to have the same, along with a campaign for local government offices, the Houses of Parliament and the House of Lords to have Stoke-on-Trent, Staffordshire pottery within their buildings to show our historical heritage that this government should be proud of.

S75 STOKE UNITY BRANCH Midlands Region

230. REPEAL ENCLOSURE ACTS

This Congress is called upon to lobby the Government into repealing any enclosure act still on the statute book that enable the benefactors of the act to continue to exploit and benefit their estates to the detriment of the common people that land was taken from. Thus, taking a step towards rectifying the biggest miscarriage of injustice in British legal history.

C41 GMB CHESTERFIELD NO.1 BRANCH Midlands Region

231. FAIR TREATMENT FOR FOOTBALL FANS

This Congress notes that in Scotland, fans at professional rugby matches are permitted to drink alcohol across the stadium, as are hospitality fans at professional football matches, but that ordinary fans are not permitted to drink alcohol within football grounds.

Congress condemns the blanket ban against ordinary football fans which is unfair and outdated and amounts to the demonisation and criminalisation of working-class people who turn up week-in, week-out, home and away to support their football team.

Congress notes that many fans and clubs have called for the end of the ban; and believes that in doing so, this would create another revenue stream for Scottish football to improve the game and encourage yet more fans to attend Scottish football grounds in support of their team.

Whilst recognising GMB Scotland’s right to determine its own policy with regards to the Scottish Parliament, congress supports its calls for the Scottish Government to end the blanket ban on alcohol at football matches in consultation with trade unions, fans, industry bodies, clubs, and football associations.

BREWING GLASGOW 05 BRANCH GMB Scotland

232. AFFORDABLE COUNCIL SPORTS FACILITIES

This Congress recognises that the cost to use Council run Sports facilities is prohibitive for young families. Currently, some Councils try to make money from these facilities, even

those which receive external funds such as Government or Lottery Foundation funds. At the moment the total rent for the pitch for grassroots football clubs is around £150 and £80 if you want to rent 1/3 of the pitch.

We are asking Congress to use our GMB Councillors networks to ensure that grassroots clubs or individual children and young people pay a reduced price (around 30% of the price) to use these.

Congress, there is also an issue with access to these facilities. External companies such as Footy Addicts block book and take over, using the pitches where young people could use them for training until 8:30pm. From 8:30pm the pitches are empty until 10:00pm.

We need our children to be healthy and be outdoors, but the costs of council run gyms, swimming pools, tennis courts and other sports facilities are too high. Young people do not use them because their parents cannot afford them.

Again, we are asking Congress to use our GMB Councillors networks to ensure local children can afford access.

W61 WALTHAMSTOW 1 BRANCH London Region

233. WORKERS AGENDA: KEEPING OUR GOVERNMENT ACCOUNTABLE

Congress agrees we have a fantastic opportunity to help deliver real, sustainable growth working alongside the newly elected Labour Government and we will work to ensure the New Deal for working people is driven and implemented in full as agreed in the election manifesto.

Congress is however very concerned by the start this Labour Government have made.

Applying a blanket approach to cutting the winter fuel allowance, shunning the WASPI women and their long fought for campaign for pension equality and justice and now, much to our despair, looking to reduce or scrap much needed Disability benefit payments.

It is accepted that the last Tory government left the country in a poor financial state and in many areas of our society, this will take time to repair but cutting your way out of the current

challenges is not the way to achieve anything sustainable, particularly when you do so from those who are in need of the greatest support.

Congress calls on the Union to campaign for all under represented and vulnerable groups, even where this is against the Labour Party.

It is a shame to have to submit such a motion with a Labour Government in power but our collective responsibility is always your members who are waiting for the change they can feel which was promised by the Labour Party in their election campaign.

Congress agrees to double the unions focus on holding the government to account at every level and to use all available means to do so.

Congress also agrees to support national TULO and help build a more cohesive and collaborative Union approach to delivering social and economic justice.

The Labour Party need to take a careful look at themselves now they're in power and anyone harking back to days gone by or pushing a non worker agenda should consider why they were elected and whether they should continue in their public funded position.

B10 BARKING BRANCH London Region

234. STOP THE ATTACK ON PENSIONERS

Congress, please work with our Government to stop the attacks on pensioners!!

If you have paid NI all your working life then you should not in later years have to scrimp and save for heating and traveling, most old people voted Labour for a change for better not worse.

The cost of heating rising with inflation and out of control greedy corporates, if you raise the bills then raise the pension.

Pensioners cannot survive with today's cost of living, we must support and cap the cost-of-living expenses, so unfortunate decisions are not made. April 2025 a yearly rise will be £425 will be pointless with the energy costs rising out of control.

B22 BRAINTREE & BOCKING BRANCH London Region

235. HEATING FOR THE ELDERLY AND THE VULNERABLE BY CAPPING PAYMENTS

This Congress notes that fuel bills have gone out of control resulting in profit to the fat cats who run these companies.

Keir Starmer made a pledge to make sure we all have a little more money in our pockets in the long run. We have gone back to the ways of our pensioners and our vulnerable are making decisions on eating or heating.

In November 2024 it was announced that the CEO of British Gas Chris O'Shea received an increase pay rise from four million to 8 million! That's 100% increase

We have a national minimum wage of £11.44 per hour and 1.6 million workers are on this money or below- that's 5% of the workforce.

1.6 million pensioners lost their right to claim winter fuel allowance.

The question we need to ask is can you eat, travel to work, buy your food, rent and heating bills and pensioners basic pension are on £11500 a year? What pensioners can survive on that when paying the rates of fuel to heat their homes.

We urge this Government to look to cap all fuel payments to heat their homes, be reasonable and most of all be fair and help the vulnerable and the elderly.

B22 BRAINTREE & BOCKING BRANCH London Region

SOCIAL POLICY: JUSTICE

236. CAMPAIGN AGAINST ANTI-PROTEST LEGISLATION

This Congress believes;

The right to protest is a fundamental democratic right and is essential for working people to ensure fair and just treatment.

The Public Order Act 2023 and the Police, Crime, Sentencing and Courts Act 2022 (commonly referred to as the Anti-Protest Laws) represent a dangerous erosion of this right and signal a move toward an

increasingly authoritarian state.

This Congress resolves to;

- a. Campaign for the repeal of the Public Order Act 2023 and the Police, Crime, Sentencing and Courts Act 2022.
- b. Raise awareness among GMB members about the dangers posed by this legislation to democratic freedoms and trade union activities.
- c. Stand in solidarity with individuals and groups targeted or prosecuted under these laws and provide support where appropriate.
- d. Urge all GMB-sponsored MPs to actively oppose these laws and advocate for their repeal, both within and outside Parliament.

This Congress recognizes that the ability to protest is crucial for trade unions, workers, and the public to voice concerns, challenge injustices, and protect hard-won rights. These new laws undermine this right and risk silencing dissent, making it harder for people to hold power to account. As a union committed to defending democracy and justice, we must lead the fight against these authoritarian measures.

L27 LEICESTER HEALTH CARE BRANCH Midlands Region

237. JUSTICE DELAYED IS JUSTICE DENIED

This Congress condemns the continued horrific delays in UK courts and tribunals. These are particularly severe in the crown court where victims and those accused of crimes have their lives put on hold for years while they wait for justice to be done. Sometimes justice is defeated when memories fade or victims withdraw.

Congress resolves to campaign for proper resources for justice and a proper plan for the courts and tribunals to eliminate unacceptable delays while safeguarding the quality of British justice.

J25 JUDGES BRANCH Southern Region

238. PRESS ANONYMITY OF WORKERS IN THE PRISON ESTATE

Congress notes that staff working in prisons, or whose work involves them entering the prison estate may be potential targets for coercion or other criminal acts.

Congress notes that many GMB members make deliveries to prisons, or provide services to prisons, for example, Bidfood drivers.

Congress notes that in a recent very high profile case of a prison escape, the identity of a Bidfood driver, and GMB member, was widely reported in the press. Neither the prison service, the police nor Bidfood have suggested that the driver was in any way at fault. The reporting of his name was entirely gratuitous.

Congress believes that except in cases of compelling public interest, then the identities of workers involved in the prison service, or working in the prison estate should not be reported by newspapers, or broadcasters, as advertising their identity potentially exposes them at risk from the criminal associates of some inmates.

Congress resolves that GMB should lobby the Department of Justice asking that judges should give due consideration to reporting restrictions in criminal cases where workers involved with the prison estate may be identified.

Congress further resolves that GMB should lobby the Independent Press Standards Organisation to make changes to the IPSO Editors' Code asking that the identities of workers in the prison estate should not be published unless there is a compelling public interest.

W15 THREE SHIRES BRANCH Southern Region

SOCIAL POLICY: EQUALITY & INCLUSION

EP 239. DIGNITY WHEN TRAVELLING

This Congress notes where is the dignity when travelling via an aircraft and also their accompanying carers throughout their journey through the airport and when

boarding the plane, and then the journey on the plane and to go through it all again when you all come out the other side.

The signposts for disabled do nothing to protect the characteristics as they are visibly segregated from other passengers in an openly visible area.

When on the aircraft the toilets are not big enough if the disabled passenger would need to use them, but what if the passenger does not have the use of their legs, how do they get to the toilet.

The aisle is not wide enough for the wheelchair, so the passenger cannot use it, the chair has to go into luggage hold, or at the front of the plane depending on the dimensions of the chair, but it is not guaranteed that the chair will not be damaged.

Congress we ask:

- That the GMB lobby the MP's and also the airlines to find a way to assist disabled passengers when boarding a plane to go on holiday with dignity.

G89 GLASGOW HEALTH SERVICE (APEX) BRANCH GMB Scotland

240. ACCESS TO WORK IN CRISIS

This Congress calls on the GMB to ask the Government to investigate Access to Work, improve the speed on applications and reduce the disability employment gap.

The Government Access to Work scheme is in crisis and needs urgent reform to tackle long delays in applications. Disabled people waiting for decisions has more than quadrupled in the last year.

More than 20,000 disabled people are waiting for decisions compared to just under 4,900 last year.

The waiting list is more than twice as high as it was from the start of the pandemic in February 2020.

These delays will be making the disability employment gap even worse; it's become with so much bureaucratic incompetence and obstruction in recent years that, in many

respects, Access to Work is no longer fit for purpose.

W87 WIGAN BRANCH North West & Irish Region

241. DISCRIMINATION OF PROSTITUTION

This Congress notes that it is 56 years since the signing of CEDAW (Campaign on Elimination of Discrimination Against Women). We currently find ourselves at a crossroads where the rights and gains that previous generations of women have won are being rolled back globally, and a regressive, attack on women's rights prevails.

As trade unionists, we must take a clear position on defending women's rights. A critical approach to what constitutes 'work' is imperative to women's position in a global society. It is for this reason that we must examine our approach to the sex industry because women involved in prostitution is both a trade union and a class issue.

We must recognise that the vast majority of those involved in prostitution are women driven through, but not isolated to, a combination of low wage economies, and desperation. Trade unionists should never accept that a 'job role' can involve rape, torture, violence and degradation or that severe mental trauma, physical harm or death is integral to any form of work. A woman's body is not a workplace and prostitution is not work.

We should all be able to access good, safe jobs, pay and conditions, a viable social security safety net and public services when the need arises.

Where prostitution is supported, enabled and presented as a credible option to women, there cannot be equality between men and women.

The Nordic Model supports these principles and has been successfully rolled out in other countries leading to a fall in prostitution. The model endorses the criminalisation of the purchase of sex and the decriminalization of those involved in prostitution. It calls for investment in high quality services for women and safe exit routes from the sex industry.

Calls for the full decriminalisation of

prostitution which rejects the Nordic framework, ultimately benefit the business profiteers in the industry and do not consider the effects on women on the front line.

No Congress instructs the CEC to:

- prepare and release a public statement that opposes the false notion that 'sex work is work' and that condemns the idea that prostitution provides suitable work for women
- prepare and distribute branch briefings on the Nordic Model
- support the Nordic Model in wider political campaigns
- campaign for a decent social security safety net and better public services for women alongside likeminded unions in the labour movement

S11 SCOTTISH PRIMARY CARE NURSING BRANCH GMB Scotland

242. RETURN THE CONCEPT OF FEMINISM WHERE IT BELONGS

This Congress proposes an idea to separate feminism from the gender critical movement to safeguard all women, indicating that both movements are not compatible.

Feminism advocates for equality between men and women, whereas the gender critical movement questions the validity of gender identity and its impact on society. Opponents of the motion may argue that feminism and the gender critical movement both share a common goal of protecting women's rights and challenging societal norms, and that separating them may weaken the struggle for gender equality.

The gender critical movement's discourse often excludes and marginalizes transgender women, who are also vulnerable to misogyny and violence.

Ultimately, the debate around this motion highlights the complexity and diversity of feminist perspectives and the ongoing need to address the intersectionality of gender, sexuality, race, and other social factors.

Congress we ask:

- GMB to recognise the position that feminism should focus on embracing intersectionality and supporting all women, including transgender women, and not just those who conform to traditional gender norms.
- GMB ensures that equality training is available for both stewards and our members.
- GMB to remind members of this commitment and encourage adherence to this principle.

S11 SCOTTISH PRIMARY CARE NURSING BRANCH GMB Scotland

SOCIAL POLICY: NHS & HEALTH ISSUES

243. REDUCE THE FINANCIAL WASTAGE IN OUR NHS

This Congress acknowledges that our NHS is facing a financial crisis, the government has instructed health boards and trusts to make significant budget cuts, but what does this mean in practice?

Staffing levels are being slashed, with reductions in recruitment across all roles.

Basic necessities—such as uniforms, stationery, and essential equipment are no longer being ordered in sufficient quantities.

Hospitals are operating with dangerously low staffing levels, sometimes half of what is required due to these relentless budget cuts.

When challenged on the impact of these decisions, directors often shift the blame entirely onto the government, failing to acknowledge that the spending patterns of their own health boards may also contribute to the problem.

Millions of pounds are spent on drugs and equipment in our hospitals, but how much of this is being wasted?

Stock is expiring at an alarming rate, unused

and unneeded.

This waste is costing the NHS millions, money that could be used to protect staff and to improve patient care.

Budget cuts must not come at the expense of our members livelihoods or at the cost of patient safety.

Congress we call on the GMB to lobby the government to:

- Ask the government for an investigation into waste and inefficiency within our hospitals.
- Ask the government to commitment to better financial management by health boards.

G95 GLASGOW NURSES BRANCH GMB Scotland

244. THE INSTALLATION AND USE OF AUTOMATIC DOORS IN ALL HOSPITALS

This Congress advocates for automatic doors in all hospitals to improve accessibility, promote hygiene, and create a more efficient flow of traffic in healthcare facilities.

Hospitals are high-traffic areas with diverse groups of people, including patients with mobility issues, healthcare professionals, visitors, and support staff. Ensuring ease of access is essential in such settings to enhance patient experience, support accessibility, and maintain hygiene.

This inaccessible struggle with manual doors affects both those visiting the building and the staff that have to try to navigate objects and patients through them, potentially leading to increased workplace strains and injuries.

The installation of automatic doors in hospitals aligns with modern standards for accessibility, infection control, and operational efficiency that hospitals can improve the experience for patients, visitors, and staff, ensuring a safer, more accessible environment that meets the demands of healthcare settings.

By introducing Automatic doors, in all hospitals they can:

Provide easier access for patients with mobility

challenges, including those in wheelchairs, using walkers, or with limited strength.

Reduce the need for physical assistance to enter and exit, fostering independence for those who may otherwise struggle with manual doors.

Automatic doors support a smooth flow of people, crucial in emergencies or busy periods. They help avoid bottlenecks and allow for quick movement of all equipment.

Hospitals operate 24/7, and reducing friction points ensures that critical areas are always accessible, increasing overall operational efficiency.

Congress we ask:

- The GMB to lobby the UK government and to work with the NHS to provide the finance the SEF that will help support the easy access for disabled staff, patients and visitors.
- We ask that GMB encourage the government to survey hospitals and act positively on the results, to continue to fight for the rights of disabled people to access buildings with ease, ensuring better accessibility for all.

G95 GLASGOW NURSES BRANCH
GMB Scotland

245. PHARMACY STORES CLOSURES

This Congress recognises that pharmacy stores are closing at a record rate in the UK and the impact on deprived communities is high.

The reason why stores are closing is that the funding for pharmacies has decreased by 40% in the last 10 year. There are lower levels of staff which is then compounded by an increased demand for pharmacy services, and they are struggling to keep up. Another possible reason for the decline is that pharmacies can have very busy workdays combined with excessive paperwork.

Closures not only impact all those working in stores, but widen health disparities, making it harder for people to access prescription drugs, vaccinations, and other essential services. Deprived communities, where the

need is greatest have, in recent years, seen the biggest decline. More than one in ten pharmacies have been lost, but in the poorest area with the largest health need, 20% have closed in the last six years. This then reduces footfall and business to local shops and high streets, reducing jobs and choice and affordability to poorer communities without transport, or time.

We call upon Congress and the GMB to lobby Government to protect pharmacy store, to ensure security of jobs, and access to medication for all our members regardless and their families, even in the most deprived areas.

EXETER & NORTH DEVON E35 BRANCH
Wales & South West Region

246. ACCESS TO NHS DENTISTS WITHIN ONE HOUR VIA PUBLIC TRANSPORT



This Congress, this branch notes:

1. That access to NHS dental care is a fundamental part of the public health system and an essential service for the well-being of all individuals.
2. That there is an increasing number of people unable to access NHS dental services, leading to worsening health inequalities and preventable health conditions.
3. That in many areas, patients are forced to travel excessive distances or face lengthy delays to secure an appointment with an NHS dentist, with rural and low-income communities being disproportionately affected.

This branch believes:

1. That access to healthcare, including NHS dental care, should be equitable and convenient for all, regardless of geographic or socio-economic circumstances.
2. That no one should have to travel more than one hour using public transport to reach an NHS dentist, as this places an unfair burden on those reliant on public services.

This branch resolves:

1. To campaign for government commitment to ensure that all individuals in the UK can access an NHS dentist no further than one hour away by public transport.
2. To lobby relevant authorities, including the Department of Health and Social Care, NHS England, and devolved administrations, to address the current dental service shortages and allocate adequate funding to meet this accessibility standard.
3. To raise public awareness of the issue and support community actions demanding improved NHS dental access.
4. To collaborate with other trade unions, patient advocacy groups, and local councils to build a coalition advocating for accessible NHS dental care.

PLYMOUTH P18 BRANCH

Wales & South West Region

C10 247. THE URGENT NEED FOR DENTISTS TO TREAT NHS PATIENTS

This Congress recognises the current financial strain on our members and the increased demand for accessible healthcare. It is essential to address the pressing need for dentists to provide treatment to NHS patients. The ongoing economic challenges faced by families across the UK have heightened the importance of accessible dental care, which is critical not only for individual health but also for the broader well-being of our communities.

The GMB Union represents a diverse workforce, many of whom rely on NHS services for their healthcare needs. However, the availability of dental care within the NHS framework has diminished, leaving many patients struggling to access essential dental services. Increasing costs and the evolving landscape of private dental care have further exacerbated the situation, forcing many to forgo necessary treatment.

We call upon congress to:

- Encourage dental professionals to integrate NHS services within their practices, ensuring that financial barriers do not prevent patients from receiving necessary care.
- Work with healthcare policymakers to

promote the importance of NHS dental care and support initiatives that incentivise dentists to treat NHS patients.

- Advocate for fair compensation and support for dental professionals who provide NHS services, recognising the economic pressures they face.
- Launch awareness campaigns highlighting the benefits of utilising NHS services, encouraging our members to seek dental treatment where necessary.
- We ask the GMB Union to take a stand on behalf of our members, advocating for their rights to accessible healthcare.

G95 GLASGOW NURSES BRANCH

GMB Scotland

248. THE IMPACT OF CHANGES TO GP PRACTICES ON OUR EMERGENCY DEPARTMENTS

This Congress acknowledges the significant strain that our emergency departments are currently experiencing, largely due to changes made to GP practices following the COVID-19 pandemic.

While the pandemic necessitated adaptations in healthcare delivery, the shift towards remote consultations and reduced face-to-face appointments has led to an increasing number of patients relying on emergency services for care that could traditionally have been managed in primary care settings.

This situation has resulted in:

1. Increased wait times for emergency care, impacting patient outcomes and safety.
2. Overburdened emergency department staff, leading to burnout and job dissatisfaction.
3. A deterioration in the overall quality of healthcare delivery as emergency services become the default option for patients unable to access their GPs.

We ask congress to advocate for the following:

- To lobby the government to restore GPs to their full operational capacity, which is essential for alleviating pressure on

our emergency departments, improving patient care, and ensuring a sustainable healthcare system for all.

- We as Congress to take a proactive stance in lobbying for these necessary changes, ensuring that patients have access to timely and appropriate care without overloading emergency departments.
- To work with the government to allocate necessary funding and resources to GP practices to facilitate this transition and assure patients that they can receive face-to-face consultations when needed.
- To prioritise the well-being of healthcare workers in both emergency and primary care settings to mitigate the adverse effects of increased demand on their mental and physical health.

G87 GLASGOW NE&SW HEALTH SERVICE BRANCH GMB Scotland

249. SUBSIDISED FLU VACCINES

This congress notes:

Teaching Assistants and other support staff have been overlooked, underpaid and undervalued since these roles were created.

Support staff worked throughout Covid in schools, many went down with Covid and ended-up with Long Covid.

There was an expectation that support staff were the buffer between teachers and Covid.

Influenza cases in the Winter are on the increase and hospitals are often overwhelmed.

Schools are workplaces where flu can spread quickly.

People are only entitled to the Flu vaccine free of charge on the NHS, if they have underlying medical conditions.

Lessons must be learnt from the pandemic and flu outbreaks since then.

This congress calls on GMB to campaign for the school support staff to have subsidised Covid and flu vaccines for support staff. This should form part of the negotiations over the

SSS NB.

Let's protect our support staff by putting pressure on the Government to subsidise the cost of the injection.

L09 LB LAMBETH BRANCH Southern Region

250. BIRTH TRAUMA

This Congress recognises the increasing number of expecting mothers who suffers from birth trauma, often with little or no psychological support or aftercare. The emotional and mental impact of such experiences has long-lasting effects on mothers, yet the currently system fails to address these needs adequately.

Congress also acknowledges the extreme pressure placed on Midwives, who, due to the overwhelming administrative burdens, are unable to dedicate sufficient time to provide the level of care, emotional support and guidance that expecting mothers require. Therefore, this Congress believes that urgent reforms are needed to ensure that midwives can focus more on patient care and less on paperwork. In addition, we call for the appointment of a Minister for Midwifery within the UK Government, whose responsibility would be to oversee the improvement needed in Midwifery practices and to develop strategies to eliminate the psychological impact on expecting mothers caused by current practices.

H30 HENDON BRANCH London Region

251. MANDATORY TRAINING FOR CARE WORKERS ON TRANS HEALTHCARE

This Congress notes that ageing as a trans person comes with unique challenges.

In the UK there is no mandatory trans-specific training for care workers about gender identity, meaning there is a lack of understanding or respect about trans people's bodies and needs.

Some trans people may also have unsupportive families and fear what they may do when they are too sick to assert themselves, or what might happen to their body once they've died. Even if a trans person

officially changes their legal gender their family could still hold a funeral service for them in in the wrong name and gender.

This Congress therefore calls for:

- Mandatory training to be rolled out to care workers on how to care for trans people
- Protections put in place that allow dignity in dying and the right to a funeral service that respects the gender and name you identify with.

B33 GMB@BMA/BMJ BRANCH London Region

CT1 252. WITHDRAWAL OF HRT FOR TRANS & NON-BINARY WORKERS

Congress notes that many GPs are now withdrawing access to Hormone Replacement Therapy (HRT) to trans and non-binary people. This means that many trans and non binary people are now having to seek alternatives ways of securing HRT.

GPs should not be withdrawing or placing barriers to accessing healthcare for trans and non-binary individuals, specifically related to HRT.

The impact on trans and non-binary worker's well-being, could lead to higher rates of absenteeism or sickness at work due to the stress and challenges of navigating healthcare access.

If someone is unable to continue their treatment, it could impact their ability to express their gender identity comfortably in the workplace, potentially exposing them to discrimination, harassment, mistreatment.

Congress is asked to:

- To consider strengthening any existing campaign to ensure that trans and non-binary people are not discriminated at work as a result of this withdrawal of care.
- To work alongside the current Labour government to ensure this is raised as a matter of urgency and ensure trans and non-binary people are not being discriminated against by healthcare professionals.

E10 EALING BRANCH London Region

253. OPPOSITION TO CRIMINALISATION OF HEALTHCARE FOR TRANS YOUTH

CT1

This Congress are deeply disappointed that the UK Labour Government has decided to continue the Tory culture war-based prevention and criminalisation of the prescription of puberty suppressing medicines for young trans people outside of a proposed several year NHS research study, when the same medications have been approved for puberty related issues for non-trans children and young people.

Every single person, whether a youth or an adult, across all nations of the UK, should be able to get the care that they need to grow up happy and healthy. To be supported by well trained, knowledgeable professionals who can make the right decisions with them, and who have access to appropriate medical treatments. To not have to wait too long or travel too far. And right now, that simply isn't what's happening for trans and gender diverse young people across the UK. This decision will not make things better and will inevitably result in significant mental health harm to those people and potentially result in some choosing to end their lives rather than go through, to them, the wrong puberty.

The Government is entirely disregarding the voices of trans youth and numerous advocacy groups, who made clear their deep opposition to the restriction of private prescriptions for puberty blockers during consultation. This is particularly concerning given the lack of information about the proposed study and concerns raised about it by the Council of Europe, and the disregarding of significant amounts of research due to, amongst other reasons, not using double-blind processes and control groups, which isn't possible without the unethical provision of placebos for vulnerable young people.

The Government's approach will further harm and alienate trans children and young people and their families, who already experience significant barriers and discrimination when accessing the services that are meant to support them.

This Congress advocates for timely, supportive and holistic healthcare access for all. It is vital the NHS now steps up its efforts to substantially reduce the 6+ year waiting lists for gender transition treatment, through a

rapid expansion of youth and adult gender identity services that recognise and support trans people's experiences, including access to puberty suppressing medicines and gender affirming hormones where appropriate.

This Congress therefore calls on the CEC to:

1. Contact the Labour leadership to demand that medical treatment, including access to puberty blockers, not be withheld to trans youth, given the history of success with their use over decades, and the ability for young people to prove Gillick competency and agree to their own treatment and acknowledgement of risks;
2. Contact the leadership of the group of independent MPs convened by Jeremy Corbyn, the suspended Labour MPs, and the leadership of the Liberal Democrats, Green Party and Scottish National Party to discuss how collaborative efforts to advocate for and protect trans youth can be carried out across the progressive parties;
3. Contact relevant large LGBTQ+ organisations and charities, such as Stonewall, Equality Network, Mermaids and the Rainbow Project to discuss how GMB can aid with advocacy and support for the LGBTQ+ community, particularly trans and trans youth, from the pressures and attacks on their rights by the increasing hostility from politicians and other groups via the right-wing culture war; and
4. Work closely with the LGBTQ+ groups and structures within GMB to work on advocacy and policy regarding the union's support of trans rights, given the long-standing support of the trade union movement of the LGBTQ+ movement, stretching back to the Miners Strikes in the 1980s.

X34 GMB@PCS BRANCH London Region

CTI 254. ACCESS TO GENDER AFFIRMING CARE FOR TRANS PEOPLE

Conference notes:

- Since the Cass Report, trans people are having issues with accessing HRT/Care in relation to gender affirmation

- Many GPs are now removing access to HRT for trans people, and they are referring many of these people back to gender specialist clinics, despite already having an official diagnosis of 'gender dysphoria'
- Trans Actual have mounted a legal challenge since the Cass report and the current Labour government is committed to its implementation, despite many academics and medical professionals stating how one-sided it is, and how it is impossible to do double-blind trials
- Because trans people are no longer to access HRT through their GPs, they are resorting to the black market to buy this.
- The Council of Europe Experts have recently released a new report on LGBT+ rights in the UK (25/10/2024) and has a list of recommendations for the UK Government, in particular rights for trans and non-binary individuals and refugees as examples.
- GMB has written to the secretary of state of health and education previously on the guidance for schools and the impact the Cass Report will have on our members but for children.

Conference believes:

- General practitioners should not be removing the ability for trans people to access HRT safely, especially after they already have a diagnosis and were originally prescribed the HRT by the specialist, and the GP asked to take over. This is unfair and could be seen to be discriminatory
- Without access to proper healthcare, sickness and absenteeism at work will continue to rise for trans people.
- We should not put trans and non-binary people at risk of discrimination or harassment at work because they cannot have access to gender-affirming care through the use of Hormone Replacement Treatment (HRT).
- The referrals from GPs back to Gender Clinics for prescriptions will stretch them further and will create a backlog, and make it more difficult for trans and non-binary people to access their medication, often due to the lack of ability to get an

appointment with the specialist doctors.

Conference resolves:

- To create a campaign to ensure trans people are not discriminated at work
- To work with the TUC LGBT+ Committee on this issue to create a campaign
- Work with Labour MPs in Parliament to ensure this is raised as a matter of urgency and ensure trans and non-binary people are not being discriminated against by healthcare professionals

AVON & WESSEX A55 BRANCH Wales & South West Region

SOCIAL POLICY: EDUCATION & TRAINING

255. HIGHER EDUCATION, KNOWLEDGE AND FUNDING

Congress notes Motion 172/Congress 2023 and in line with our policy, union has a commitment for demand led growth and free higher education for all.

Congress believes that the introduction of tuition fees has in effect privatised higher education. Congress notes that historically the UK Higher Education (HE) sector is a significant source of export earnings.

Congress notes that GMB policy is to oppose tuition fees

Congress notes the coming funding crisis in the universities sector and calls on the Labour Government to restore grant funding for students and universities and to forgive the student debt book.

Congress calls on the Labour Government to reverse the Tory ban on overseas students bringing their families with them when accepted on courses of study or on research contracts. It also calls on the Government to abolish the health service surcharge for people entering as students or researchers and their families.

Congress believes that a key driver for economic growth is the human capital of the

nation and that tuition fees are an effective inhibitor to that growth. Education should be free for all and that the HE sector should be able to recruit the best talent from around the world.

X58 LONDON CENTRAL GENERAL BRANCH London Region

256. YOUNG PERSONS UNION EDUCATION

EP

This Congress calls on the Department for Education to include within the National Curriculum the teaching of Employment Rights, Health and Safety, and how Trade Unions work along with the improves brought about through generations of Trade Unionists.

Many of our workplace representatives have had, and continue to have, conversations in workplaces having to explain employment rights, what a Trade Union is and how Health and Safety in the workplace is important.

It should never have got to this.

As a country we need to be educating and informing the next generation of workers before they get into the workplace. Having an understanding of what to expect from any employer would naturally reduce instances of abusive workplace practices.

In addition, young people are already taught about Equality and Diversity, even sex education is taught. But not this.

Congress, it just makes sense to be teaching this stuff in schools and colleges.

This motion calls for GMB to make representation to the Department for Education to adjust the National Curriculum to enable this education to take place.

C15 CUMBRIA PUBLIC SERVICES BRANCH North West & Irish Region

SOCIAL POLICY: SOCIAL CARE

257. RESOLVE THE CRISIS IN CARE

This Congress believes that the crisis in social care is primarily down to low wages and private companies not prepared to increase these higher than the minimum wage.

One way the UK Government can address this issue, is to introduce a new tax code to exempt the care sector from paying tax from their meagre earnings.

This would provide an incentive for carers to join the sector, work longer hours and work overtime

BLAENAU COUNTY B66 BRANCH Wales & South West Region

SOCIAL POLICY: ENERGY & UTILITIES MARKET

259. INCREASE FOR THAMES WATER CUSTOMER BILLS

This Congress notes OFWAT's decision in December 2024 to allow water companies to increase bills over the next 5 years. In Thames Water's case this is at least a £250 increase, a slap in the face to the 16 million Thames Water bill paying customers.

It is clear to everybody that this situation has arisen because OFWAT have failed to do their jobs for the last 35 years.

Increasing water bills in line with OFWAT's decision and handing the Water Companies large bags of cash won't stop the leaks and sewage spills or protect our members terms and conditions.

The Water companies are broken, financially unsustainable, environmentally unsustainable and putting the pressure on customers to pay at least £250 extra over 5 years. This is immoral and will push customers who are already struggling further into poverty.

The water companies must deliver on their broken promises and must engage properly with the workforce and the trade unions who have kept the taps running faced with lack of investments for 35 years.

Gary Carter, GMB National Officer said in December 2024:

"If water companies squander the money and don't deliver, they must be stripped of their licenses and be brought back into public ownership."

Jonathan Haskins the Chief Compliance & Reporting Officer at Thames Water spoke out against limiting bonuses, saying "we have made it very clear to OFWAT that if it proceeds with its proposals, it is highly unlikely that base pay will need to be increased to compensate for the loss of performance related pay plans"

The campaigner, Feargal Sharkey described the banning of water chief executive bonuses as "nothing but ineffectual, cheap political posturing".

Thames Water are now facing threat of bankruptcy if they fail to get emergency funding and fail to increase bills.

We call on GMB Congress to start a vigorous campaign to stop the increase in water bills. Should there be a form of nationalisation, and the Government have to take on the £16bn debt, we urge the Union to ensure our members jobs are protected.

E15 THAMES GENERAL BRANCH London Region

260. WASTEFUL WATER REGULATIONS

This Congress affirms that in-house public services are proven to deliver higher quality, more cost-effective service and performance, and in the case of Scottish Water, award winning services; condemns the increasing reliance on the private sector in vital public services in Scotland, such as Scottish Water, which is allowing private interests to embed themselves and profit from a core human need.

Congress notes that regulation of the water industry is required to ensure drinking water is safe and accessible, and that wastewater is dealt with responsibly to protect human life, environmental health and our waterways; but believes that excessive regulatory demands from the Water Industry Commission Scotland (WICS), Drinking Water Quality Regulator and Scottish Environment Protection Agency has created a blame culture within Scottish Water where workers – not management – are held to account for organisational failures; and further believes this motivates management to place excessive responsibilities and pressures on the performance of the workforce affecting health and morale.

Congress believes that an excessive number

of regulatory bodies, overbearing Board governance and a lack of transparency amongst both have created a top-heavy system of patronage and a culture of elitism where undisclosed contracts and bonuses are given to executives while the pay of Scottish Water workers lags far behind the private sector leading to the increased threat of industrial action; notes that the Scottish Government's guidance on executive pay in its Public Sector Pay Strategy has been repeatedly broken; notes Scottish Water's Chief Executive is Scotland's highest paid quango chief with a total salary package of £483,000 – including £87,000 of bonuses; and believes that the planned 10% increase in Scottish water charges forced onto households in 2025 could be mitigated if this culture was confronted.

Whilst recognising GMB Scotland's right to determine its own policy with regards to the Scottish Parliament, congress supports its calls for the Scottish Government to:

- Include and implement strict conditions around public sector executive pay and bonuses through its Public Sector Pay Strategy – extending this to the quangos, commissions and regulatory bodies.
- Meaningfully consult trade unions on future Public Sector Pay Strategies to deliver value for frontline workers and avoid industrial action.
- Conduct a full review of all regulatory bodies in relation to Scottish Water with an aim to consolidate responsibilities and reduce costs.

L11 SCOTTISH WATER BRANCH

GMB Scotland

SOCIAL POLICY: CLIMATE CHANGE

261. RECLAIMING THE ENERGY DISCUSSION

The political direction on the push to net zero is being dominated by academics, big business, think tanks and ideologues.

Those pushing the agenda are often extremely distanced not only from the world of work, but from the communities based in Britain's

industrial and manufacturing heartlands.

The wider public have a limited understanding about the huge, negative impact on jobs and working conditions the current government proposals will have. The trade union movement must reclaim the narrative on the future of UK energy policy.

Centering manufacturing and energy workers voices in all policy and delivery discussions has the potential to change the current political discussion. They provide the experience needed to base the debate in practical reality alongside a vested interest in the future of their communities.

GMB should be insisting that for any discussion, debate, research paper or government proposal to be considered legitimate workers voice must be reflected.

GMB Congress Resolves

- To run a high profile campaign exposing the reality of the impact of the current government energy proposals on jobs and communities.
- To build a broad coalition to challenge the Secretary of State for Energy wherever it diverts from the interests of workers.
- To write to every MP, Metro Mayor and Council Leader in the country asking them to meet with the GMB Manufacturing and Energy Workers Panel.
- To challenge rigorously and publicly call out all those who fail to engage with energy and manufacturing workers in their contributions on the transition to net zero, including politicians, academics, think tanks, campaign groups and other trade unions.

S15 SMART ENERGY BRANCH

North East, Yorkshire & Humber Region

262. FAIRNESS, FUTURES AND GREEN JOBS

This Congress recognises that climate change is the biggest risk to all our members. We see prominent world leaders ignoring the facts, as each year our members suffer more frequent and more severe storms. More frequent and more severe flooding, ever greater fluctuation

in temperature. Most of this climate damage is done by the wealthiest few, while the cost in taxation to cover it, increases in insurance (if you can get it) heating, cooling, storm damage and flooding. Even loss of life, is burdened on those that can't afford it, and didn't cause it.

We call upon Congress and the GMB to lobby Government to challenge this, so the cost is born by those choosing that luxury lifestyle without consideration for the impacts on others and our children's future and make GMB the Union with not just a proud past, but a long and healthy future by creating secure green jobs and a sustainable future for our children.

EXETER & NORTH DEVON E35 BRANCH Wales & South West Region

263. JUST TRANSITION

This Congress notes that the idea of a just transition was one thought up and developed by sister trade unions in Canada, to mean the process of ensuring that workers displaced from workplaces due to the transition away from fossil fuels and environment harmful professions were provided with the training needed to help them move from one role to another without being out of pocket, enabling them to continue with a career path which maintained them in employment with the same or better standard of living, importantly leaving nobody behind.

This was passed into the policy of the UN's International Labour Organisation and later written into the introduction to the 2015 Paris accord.

However, since then there have been moves made by the employer's organisations and some nation states with appalling human rights records to change the meaning of "Just Transition" to mean a change of any kind which may only be just for an employer or country leaving the rest to wither on the vine.

The GMB along with other unions has shown at Ratcliffe-on-Soar that with time and planning, it is possible to realise a Just Transition along the lines of that original meaning, where no worker was left behind when the last coal fired power station closed.

This motion calls on the GMB to work with

other unions around the world to remind the United Nations that a Just Transition is one that supports the workers into new professions, where possible preserving skilled individuals in the economy to assist in the transition to a more sustainable way of life. It should not be used to include a change that only benefits an employer, industry or nation state such as their claim for compensation for their losses because they can no longer continue to pollute while creating a product such as fossil fuels.

A "Just Transition" is a level of protection for the workers of the world and for economies to preserve transferable skills, leaving nobody behind or out of pocket and they need reminding of that fact.

M23 GMB UNITE BRANCH London Region

264. TRANSITION

This Congress agrees that climate change is the result of burning fossil fuels since the dawn of the industrial revolution. We recognise that the climate crisis is worsening and the measures by governments to tackle it have failed.

According to the UK Climate Change Committee, the previous Tory government was failing to protect the public from the impact of climate change and watering down its international commitments. Trump will almost certainly mean the US withdrawing from the 2019 Paris Agreement, signed by 196 nations, the greenhouse emissions must decline by 43% by 2030 to limit catastrophic global warming.

Congress welcomes the electorate defeat of the Tories and Ed Miliband's commitment to action on climate change. The Labour government has promised 'zero carbon electricity' by 2030, to cut bills, achieve energy independence, create 650,000 new jobs in the green sector, slash fuel poverty, and force water companies to clean up rivers. A key plank of Labour's plan is to set up a new public energy company, Great British Energy, which will focus on energy conservation. The promised funding is a fraction of Labour's previous pledge of 28 billion investment into 'green prosperity plan.'

Government spending restrictions appear

to be prioritised over clean energy, better air quality and lower bills. Instead of bringing the Big Six Energy suppliers and the National Grid under public ownership, GB Energy is based on a 'partnership between the public and private sector' and will compete alongside private companies. Too much fanfare, a pledge of 21.7 billion for Carbon Capture and Storage technology (CCS) is a small sum in relation to the level of green investment necessary and is spread over 20 years. There are serious doubts Labour's plans will be sufficient to meet government targets agreed at COP 2019.

Congress agrees that climate change is a trade union issue, and we agree to include the following in our approach.

GMB and trade unions must play a central role in continuing to develop an industrial strategy that ensures a Just Transition. This must recognise the vital contribution of workers in energy intensive industries who 'keep hospital lights on and production lines moving' and must guarantee the jobs, pay, employment conditions and livelihoods of members and their families for a Just Transition to have real substance.

It is not the working class who should pay for the transition through various traffic and tax charges, but the energy corporations in the UK and globally who are responsible for the situation we are in. The Fossil Fuel Corporations and Petrostates who continue to be responsible for unsustainable levels of greenhouse emissions and use their power and wealth to obstruct any threat to their profits.

Congress agrees to continue to support initiatives taken by the CEC and elected members in GMB sectors who wish to utilise their manufacturing and technical expertise and industrial power, to draw up wherever possible, concrete plans for Just Transition. This can include renewable energy forms, affordable and clean public transport, sustainable construction and social housing, a properly funded programme of heat-pumps and retrofitting, manufacture and installing of turbines and nacelles, energy efficiency in homes and public buildings, and an integrated public national grid that utilises smart technology available.

This will also require training in schools and colleges, apprenticeships and government

funded research. This can help reduce the UK dependency on imported energy and imported materials that should be generated and built in the UK and are essential for a revived manufacturing sector and a Just Transition.

Any plans drawn up can be used to inform our bargaining agenda, influence Labour policy and place GMB and workers' interests at the heart of the debate on climate change. Any plans and financial resources deemed appropriate will obviously be for the CEC to determine.

Putting our industrial alternative can help prevent the government and employers dominating the agenda and imposing upon GMB members the type of 'Unjust' Transition that we witnessed after the heroic Miners' Strike of 1984 and Thatcher's destruction of the coal industry and ruthless disregard for its impact upon mining communities.

Congress instructs the CEC to consider and consult branches and the young member groups on setting up a network of GMB reps interested in climate change and exchanging information and ideas.

Finally, Congress agrees we need to continue a debate in GMB that recognises the continued importance of Motion (2023:229) in guiding union policy on the issue of climate change where public utilities including energy, gas, electric and other associated generating networks and water systems should be brought back into full public ownership.

P42 PRESTON BRANCH **North West & Irish Region**

265. CALL FOR ACTION ON THE GLOBAL CLIMATE EMERGENCY

This Congress acknowledges that the climate emergency will affect all jobs and all workers adversely. This is an issue for the whole of humanity.

The working class, locally and globally, are already being impacted by the consequences of climate change with it affecting the supply and cost of food, water and energy, harming people's health & wellbeing and putting unacceptable additional strain on public services.

This Congress notes that:

- i. the international Energy Agency (IEA) states that to stay below the Paris Climate Agreement of 1.5°C, we must reduce fossil fuel use by 25 per cent this decade
- ii. the working class in the UK and globally are already being impacted by the consequences of climate change
- iii. we need a rapid and just transition away from fossil fuels to prevent catastrophic climate breakdown
- iv. failing to take urgent measures puts jobs at risk from sudden climate events and their economic consequences

This Congress calls on GMB to implement:

- a. negotiated transition plans that guarantee protection for all workers in all sectors of the economy including equality strands to cover jobs, wages, pensions, training and skills, and trade union rights
- b. formulate a plan, to coordinate and fund education and training for members and to work towards a wide scale transformation to a decarbonised economy
- c. co-operate in negotiating industrial strategies for decarbonisation, including the building of combines within and across sectors, at the level of branches including engagement with community groups
- d. the NEC to formulate a year of green activity including engagement with community and climate justice groups

**X10 BIRMINGHAM GENERAL BRANCH
Midlands Region**

**266. CAMPAIGN TO LOBBY WESTMINSTER
GOVERNMENT TO IMPLEMENT A FLOOD
RELIEF SOCIAL FUND**

This Congress are conscious that due to the of Global Warming many residential properties are regularly being subjected to the devastation of flooding. Such properties are now being denied access to flood insurance which then devalues or renders the property unsaleable.

Generations of past Governments' have blindly

overturned planning rules to allow for many properties to be built on natural flood planes have exasperated the situation putting many families who have heavily invested in such assets into a desperate unescapable situation.

We therefore ask GMB to develop a campaign and lobby Government and other culpable parties such as local authorities, housing developers to buy into a specific government scheme that will underwrite any losses due to flooding.

Our aim is to see the Government set up a scheme where individuals who cannot access flood insurance being able to pay into for peace of mind and security that financial relief will be available in the event of being flooded.

To push the Government to invest more in flood prevention schemes or look to compulsory purchase of properties at fair market value if flooding cannot be alleviated.

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

SOCIAL POLICY: HOUSING

267. ROUGH SLEEPING

This Congress requests that that local councils and Government look into the issue of rough sleepers.

The causes of rough sleeping include homelessness and many interrelated structural, individual and interpersonal factors.

Poverty, unemployment housing shortages and systemic barriers in welfare support are understood to be drivers for Rough Sleepers. These underlying causes can often be

exacerbated by personal vulnerabilities such as poor health or substance abuse.

Greater London has seen a 16% increase in Rough Sleepers and the countryside has seen a ten- fold increase over the last five years which is almost a 40% increase. The London Annual Report 2023/2024 stated that a total of 11,993 people were seen rough sleeping in Greater London alone up from 8,413 the

previous year an 19% increase.

The Tory government report on circumstances preceding individuals first experience of rough sleeping was missed by early intervention and gaps in specialist services. Often, rough sleepers are unaware of housing support options.

Some of the people who fall through the safety net can include people with no recourse to public funds leaving institutions such as Prison, Armed Forces, Hospital, Local Authority Care, Women, Young People and also LGBT People having to assist where they can.

The Tories had 14 years to sort this issue out but have failed. This Congress asks that this Labour movement reduces the numbers of rough sleepers and keeps their promise to build more homes.

E20 EDMONTON & ENFIELD BRANCH London Region

268. COUNCIL TAX- A FAIRER SYSTEM FOR ALL

This Congress, every year the Council Tax rises to extortionate levels, beyond the reach of the pockets of most households and working families.

Some of the criteria used to assess and justify the charges of the property, for banding are as follows: size, layout, character, location and valuation.

If you adapt part of the property so that a relative is able to live with you and it has a separate entrance but still the same property, the Government is saying that it has to have its own banding, so you now end up with two council tax bills for the same property.

Residential properties are built on a plot of land, which comes with the price of the property at no extra cost. Therefore, one council tax bill should cover you for any changes or adaptation to the property, so we thought.

The Cost of living rises every year without fail and so do all household utility bills including council tax. If you are already paying council tax for the property, why should you be made to pay separately for any changes made to the same property, which means you will be

paying twice, plus the annual increase. This is just one example of the exploitation and unfair policy of the Government.

GMB must seek to pursue the government for a new or fairer system that will work for all.

Please support this motion

A37 AVIATION SECURITY BRANCH London Region

269. AFFORDABLE HOUSING FOR THE 21ST CENTURY

This Congress acknowledges that 20 years ago this year, our CEC presented a special report on Housing to GMB Congress and recognises that GMB has existing policy on housing but that the fifteen years of cuts under the previous governments have led to inflated house prices that are outside the reach of many low paid workers.

With the election of a Labour government since our last congress, this motion calls on the GMB to commit to lobby and campaign politically for affordable housing for our members.

Affordable housing for working people can provides protection against the risks of unsafe housing which brings multiple health and issues.

Town centre regeneration or masterplans have seen the reintroduction of housing in former retail and brown field sites, such as in Wigan and Bolton and we need to ensure that this becomes the norm, with affordable property at the heart.

B23 BOLTON LOCAL GOVERNMENT BRANCH North West & Irish Region

270. SUPPORT FOR THE LESNES OCCUPATION AND CAMPAIGN CONTEXT

We, recognise the importance of supporting the residents of the Lesnes Estate in their campaign against Peabody's misleading "regeneration" plans. Peabody has misled residents with promises of regeneration without transparent communication about demolition plans. We believe that existing homes should be refurbished, not destroyed, ensuring that long-term residents are not displaced.

Requests: We call upon local trade unions, community groups, and allies to:

1. **Show Solidarity:** Support the residents' campaign by sharing the petition and promoting any events related to the occupation through your networks, including on social media platforms.
2. **Financial Support:** Contribute donations to fund the printing of leaflets and materials to further the campaign and petition drive.
3. **Political Advocacy:** Urge local MP Abena Opong-Asare to write to Angela Rayner, requesting her intervention to summon John Lewis into Parliament to address the concerns around the Ballot consultation process and the ongoing lack of maintenance on the estate.

By passing this motion, we commit to standing in solidarity with the residents of Lesnes Estate in their fight for housing justice and transparency.

K19 SOUTH LONDON GENERAL BRANCH
Southern Region

271. MANAGING SOCIAL HOUSING

This Congress believes that it will be in the best interest of our members working and living in social housing if housing was let and building inspected by the relevant local authority.

Often Housing Association's pick and choose the tenants they want denying would be tenants to live in areas they would like to. One housing letting system with one set of guidelines would help in this matter.

Many Housing Associations and some Councils fall behind with repairs and maintenance, this needs to be closer regulated.

Housing Associations charge higher rents than Councils and one set of pricing would also be beneficial to all.

AVON & WESSEX A55 BRANCH
Wales & South West Region

272. FINANCING SOCIAL HOUSING

This Congress requests that the General Secretary and President talk to the Government about the following:-

Public service pensions funds should be allowed/encouraged to load money to Local Authorities, at a mutually favourable rate, to build social housing, council housing.

This will help reduce the housing waiting list to the benefit of members and more over provide jobs in the construction industry.

It is better for these Pension Funds to invest in local initiatives to the benefit of the members whose money they are responsible for.

AVON & WESSEX A55 BRANCH
Wales & South West Region

273. STOP FINANCIAL CLEANSING

This Congress calls upon the CEC to seek agreement from GMB backed politicians and councillors to put a stop to the trend, that the poorest people who live in affluent areas of the country are moved and re-homed around the country like pawns on a chess board just because it is cheaper to house them elsewhere.

It is a common practice for a person or family who live in affluent areas to be moved to the midlands or other areas in the country purely because the houses are cheaper to rent then after a month or so the rent cost is taken on by the local council which puts strain on already stretched resources.

These are people who do not have a choice and often are in the poorest paid jobs this needs to stop.

W60 WELLINGTON BRANCH
Midlands Region

SOCIAL POLICY: TRANSPORT

274. NO TO PAY AS YOU GO MILES TAX

This Congress, when car tax wasn't high enough, potholes alone is a reason money is not being invested into our roads infra structure, tax has risen time and time again, but yet we have more and more potholes. You must ask "where has the money gone"?

Taxing drivers per mile is simply a way of controlling us and raising taxes to which we will eventually pay more in the long run. An

average of 10000 miles could end up costing us £600 per year. From five pence to fifteen pence per mile one year, then twenty to thirty pence another year.

When will the rising costs stop? We need value for service, not another way to make money from us.

Congress, say “No” to pay per mile on cars, as it is another attack on working people, old people and people who live in rural areas.

B22 BRAINTREE & BOCKING BRANCH London Region

276. I FELL DOWN A POTHOLE WHAT ARE MY RIGHTS?

This Congress

We now live in a time where almost every road has potholes, this is a health and safety issue for pedestrians, cyclists, drivers, etc.

The problem is that although Highways are responsible for the potholes it is difficult to gain any form of compensation for the following reasons –

1. Has the pothole been reported to Highways? This will be at your Local Authority, and they will have a grading system which states when the hole has to be repaired.
2. What evidence have you got that you did fall down the pothole? This also includes damage to vehicles, drivers or anything else that has been damaged because of the Pothole.

The law needs to change and be more specific around how soon a pothole should be repaired. We also should have an awareness campaign on potholes so that our members know how to report a pothole and what to do if they have an accident because of a pothole.

T08 TAMESIDE BRANCH North West & Irish Region

277. INCLUSION OF LIGHT RAILWAYS AND TRAMS IN LABOUR GOVERNMENT’S RAIL NATIONALISATION POLICY

This Congress notes with approval the Labour Government’s commitment to bringing the

heavy rail industry back into public ownership. This move is a vital step towards creating a more equitable, efficient, and sustainable transport network that prioritises public needs over private profit. However, this Congress also recognises the critical role light railways and tram networks play in urban and regional connectivity, sustainability, and economic development.

Currently, light rail and tram systems are excluded from the nationalisation agenda. These systems, often operated under fragmented private contracts, are vital to the daily lives of millions, providing an environmentally friendly alternative to cars, reducing congestion, and supporting urban regeneration.

This Congress believes:

1. Light railways and tram systems are as integral to the public transport network as heavy rail systems and deserve the same protections and public oversight.
2. Continued private operation of light rail systems undermines the potential for an integrated and equitable public transport network.
3. Nationalising light railways and tram systems would allow for greater coordination, fairer pricing, and a stronger focus on sustainability and accessibility.

This Congress resolves to:

1. Campaign for the Labour Government to expand its rail nationalisation policy to include light railways and tram networks.
2. Lobby MPs, local authorities, and transport policymakers to recognise the value of publicly owned light rail and tram systems.
3. Work with other unions, passenger advocacy groups, and environmental organisations to build a broad coalition of support for this policy expansion.
4. Ensure that the voices of workers in the light rail and tram sectors are central to any campaign or transition process, safeguarding jobs, working conditions, and collective bargaining rights.

The exclusion of light railways and trams from

the nationalisation agenda risks perpetuating a two-tier system within public transport, where only heavy rail benefits from public ownership's efficiencies and fairness. This Congress calls on all delegates to support this motion and send a clear message to the Labour Government: an equitable and integrated public transport network must include all its key components—heavy rail, light rail, and tram systems alike.

N67 NOTTINGHAM TRAM BRANCH Midlands Region

279. STOP THE BUS FARE CAPPING INEQUALITIES

Bus capping has been welcomed by many throughout the UK. It has resulted in cost savings of up to 80% on single journeys. For example, a single ticket from Broadstairs to Cliftonville was capped at £2 last year and this year at £3.

Whilst this is good for some journeys, this has resulted in higher fares for short journeys. The system is not fit for purpose for short journeys, which used to cost less than £2 but are now costing more than £3. This is more than doubling short distance fares, no wonder bus operators are making more profit under this scheme.

This is however at the expense of people who work locally and need to make these short journeys. A cap should be introduced, which addresses this and people should never have to pay more in single fares under the cap.

Without addressing this, the purpose for the cap becomes void and puts an unnecessary financial burden on low paid workers who make short journeys to their workplaces.

Congress please support the motion.

L26 RICHMOND AND WANDSWORTH BRANCH Southern Region

SOCIAL POLICY: WELFARE RIGHTS & SERVICES

280. REVIEW OF WINTER FUEL ALLOWANCE FOR PENSIONERS

C12

This Congress notes with concern the ongoing issue surrounding the winter fuel allowance for pensioners, which has been impacted by previous incorrect decisions. These changes have disproportionately affected some of the most vulnerable members of our community, placing undue stress on their well-being, particularly during the challenging winter months.

This Congress believes that it is the duty of the new government to address these issues as a matter of urgency. The well-being of pensioners must be prioritised to ensure that no individual is left to struggle unnecessarily.

This Congress further notes the dissatisfaction among Labour voters due to the failure to resolve this issue, which risks eroding trust in our ability to advocate for the interests of those we represent.

This Congress calls upon the Central Executive Council (CEC) to take the following steps:

1. Lobby the Government: Work to urge the government to review the current policies regarding the winter fuel allowance and reverse the decisions that have led to hardship for pensioners.
2. Engage GMB MPs: Mobilize GMB-affiliated Members of Parliament to advocate for this issue in Parliament and push for necessary reforms.
3. Protect the Vulnerable: Campaign to ensure that future policies consider the specific needs of pensioners and prevent further dissatisfaction among Labour voters.

This Congress believes that decisive and immediate action is necessary to rectify past errors, protect the well-being of pensioners, and demonstrate our commitment to standing up for vulnerable communities.

CARDIFF & DISTRICT X12 BRANCH Wales & South West Region

c12 281. LOSS OF WINTER FUEL PAYMENTS

This Congress recognises that the GMB has many retired life members. These members have paid income tax and national insurance all their working lives. Many are now just above the threshold for claiming the Government's winter fuel payments. This is because they followed Government advice and paid into company pension schemes. A sacrifice to their income and quality of life while working, for believed security in their retirement. Now in retirement, as they are entitled to claim a basic state pension as well, they will lose their winter fuel payment under latest legislation.

What is next for our retired life members – loss of a bus pass, loss of much needed free prescriptions. We call upon congress and the GMB to lobby Government and get the winter fuel payment reinstated for all pensioners and not those just on pension credit.

**EXETER & NORTH DEVON E35 BRANCH
Wales & South West Region****c12 282. WINTER FUEL ALLOWANCE**

The GMB Unite M23 branch calls upon this Congress to support all GMB members (present, retired, yet to join) who are affected by the withdrawal of the Winter Fuel allowance.

This represents a huge hit to the health of the nation, people who have put endless hours into their working lives and who need that support to keep themselves warm and well in the winter months.

We urge Congress to join campaigns to restore this payment that helps the most vulnerable members of our society.

**M23 GMB UNITE BRANCH
London Region****283. PLAN FOR POVERTY**

This Congress notes

1. Poverty in the UK is at a record high. 14.4 million people are now considered to be in poverty.
2. 4.2 million children are considered to be in poverty, the highest proportion of any demographic.

3. Poverty rates in the north of England and the Midlands are significantly higher.
4. Whilst the Labour government has produced a plan to tackle child poverty, no such plan exists for the wider population.

This branch believes:

Poverty rates of 1 in 5, within the 6th richest nation in the world, are wholly unacceptable and are a complex attribution of factors, such as flat productivity, a welfare state gutted by austerity, and a continued failure of governments to meaningfully address the issue of a growing gap of inequality between the north and south. The Labour government, whilst offering plans to some of these issues and committing to tackling child poverty, is ignoring the growing crisis of poverty many see in our communities across the North of England.

This Branch therefore calls upon the Labour Party to:

- Introduce a 'Plan for Poverty' to tackle poverty at all levels across the UK
- Investigate the main drivers of poverty across the nation and produce a report on poverty across the UK
- Commit to levelling up the North of England to reduce rates of poverty compared to the South

**GMPI GREATER MANCHESTER POLICE BRANCH
North West & Irish Region****285. CAMPAIGN TO RAISE AWARENESS OF THE ATTENDANCE ALLOWANCE**

This Congress will be aware of much discussion and concern around the removal of the Winter Fuel Allowance (WFA), for those not in receipt of Pension Credit. It is estimated that last year nationally there were around 800,000 pensioners not claiming this benefit.

While there has been some publicity about the Attendance Allowance (AA), eg, Age UK; the Martin Lewis show and others, this allowance isn't as widely known about and could give significant financial support to retired GMB members/those who are pensioners.

It could also help family members currently

involved in support and caring responsibilities, and you do not have to have someone caring for you in order to claim but you do need to have a physical disability, a mental disability, or a health condition and you need to be of State Pension age or older

The Martin Lewis website estimated that there were 6.41m people over 65 who needed help with daily activities, but only 2.98 m claimed help (2019 figure)

It is clear that GMB needs to raise awareness across our membership as the “AA” unlike some other benefits has significant advantages – both financial and in the application process

- **Financial** : there are 2 levels of award, lower and higher rate . The lower rate is £ 72.65p per week, (=£3,778 per annum) and the higher rate is £108.55 per week (=£5,644.60 per annum The rate goes up in April 2025 to around £110 per week for the higher rate [ref 1].
- If you get the AA it can also help to get other benefits, such as Council Tax reductions
- **It is not means tested** – your savings or income are not taken into account
- **It is paid net**, every four weeks, and is not taxed
- **Help to apply** – Age UK have a tool to help you, and any Citizens Advice Bureau can help. [ref 2]
- **Flexibility** – when an award is made you can use it for help around the house, garden, -anything that you have difficulty or cant do or limited by your condition. You don't have to show how you use it. Just demonstrate that you have had the need 6 months before applying
- **Backdated** – payments are backdated to when you requested the application form (by phone or email)
- **Long term** – is likely that any award will be permanent- unless your condition really improves and help no longer needed. You will be asked every 2 years if you still want the award

- **Application process** – Unlike other applications its much shorter, only 32 pages, and not all will apply. Apart from your personal details it just asks (tick boxes) , which tasks /functions you have difficulty with – e.g going up and down stairs; getting in a bath etc, personal hygiene; domestic tasks
- **Is a medical involved?** Not as such but you need to ask your GP practice to send you a “Patient Summary “ (they are required to do this , there's no fee) and this will list any conditions you have, and medication etc.
- **Conditions might be (not exclusive)- Arthritis, Asthma, bad back, Diabetes.. and more. Its HOW your condition LIMITS your daily life**

As an example, a GMB London Region member (Pensioner) was above the Pension Credit limit, and not entitled to any other benefits (or so they thought!). They already had asthma/mild COPD and developed osteoarthritis in a knee, but not severe enough for a replacement knee. But they had problems with stairs, getting into a bath, and in domestic tasks as well as walking, gardening. An advice worker noticed their difficulty and urged them to apply for the AA. They were awarded the higher rate £ 5,646pa and now life is much easier and there's less reliance on family members!

What can GMB do?

We are asking that GMB send communications to members to raise awareness of the AA and adopt this as a general campaign.

We call on Congress to ask the Government to look into how the NHS App might be used to alert patients to the AA allowance. “Do you know that you may qualify for an Attendance Allowance? and the “trigger” points are being of retirement Age (DWP/NHS) and having a diagnosis of one or more conditions by your GP.

Sources:

1. DWP : <https://www.gov.uk/attendance-allowance>
2. Age UK : www.ageuk.org.uk/information-advice/money-legal/benefits-entitlements/attendance-allowance/

INTERNATIONAL

287. INTERNATIONAL TRADE AND THE EU

Congress notes that in January 2025, Maros Sefcovic, the EU Trade Commissioner indicated but the UK might be welcome to join the Pan-Euro-Mediterranean convention. The Government seem willing to consider this.

Congress also notes that in January 2025, the Government acknowledged that the EU were pursuing eight breaches of the Withdrawal Agreement and committed to successful remediation.

Congress notes that the EU have proposed a youth mobility scheme which is an important part of their requirements for a reset of the EU/UK relationship. Congress confirms its support for the youth mobility scheme and Erasmus+.

Congress notes that any “reset” of the relationship between the UK & the EU will need to resolve the Tory Government’s failure to implement the Withdrawal agreement and supports the Labour Government’s aim to remediate these disagreements.

Congress reaffirms its long-term policy (M168/23) of rejoining the EU Customs Union and Single Market, confirmed in passing of CEC Special Report: A New Deal with Europe 24 and believes that signing up to the Pan-Euro-Mediterranean convention and agreeing a youth mobility scheme would be an important step towards these goals.

X58 LONDON CENTRAL GENERAL BRANCH London Region

288. RESETTING BRITAIN’S RELATIONSHIP WITH NATO

This Congress notes that the British government has made a “cast iron commitment to spending 2.5% of GDP on defence” and that NATO is ‘part of Britain’s DNA.’

Congress further notes that

- NATO is the largest military force the world has ever seen, accounting for 57% of global military spending in 2023, spending 5 times more than China, 10 times more than

Russia, 7 times more than whole of Asia and 31 times more than the whole of Africa.

- NATO’s record of overseas interventions, including: the bombing of Yugoslavia, which used depleted uranium, cluster bombs, and other weapons to kill 500 civilians, injure 6,000 more and cause substantial environmental damage; the disastrous war in Afghanistan, which killed more than 200,000 people, including 46,000 civilians and 453 British servicemen and women and, the intervention in Libya, which threw that country into chaos.
- NATO is playing a key role in the war being fought between Russia and Ukraine, which is bringing the world to the brink of nuclear catastrophe and has led the Bulletin of Atomic Scientists to set the Doomsday clock to 90 seconds to midnight for two years running, calling this ‘the most dangerous moment in modern history’.
- The government’s ‘cast iron’ commitment to funding its obligations to NATO stand in contrast to the decision to means test the Winter Fuel Allowance for pensioners, the Chancellor’s call for 5% efficiency savings from all government departments and its refusal to abandon ‘ironclad’ fiscal rules for government spending that could create economic growth.

Congress believes that the interests of the British people lie in a government that is committed to peaceful diplomatic solutions to overseas conflicts and a diversion of spending toward creating economic growth.

Congress calls on the GMB to campaign for:

- A reset of Britain’s defence policy so that it privileges domestic defence over interventionist treaty obligations:
- A review of the commitment to NATO obligations subject to wider economic growth targets.
- The convening of a labour movement conference to discuss how trade unions can build support for de-escalation of global conflicts.
- Opposing any further expansion of NATO.

X59 NW LONDON BRANCH London Region

C13 289. GAZA, ISRAEL AND THE MIDDLE EAST

This Congress condemns the brutal assault by the Israeli government and military in Gaza, the West Bank and now Lebanon.

This is causing a humanitarian disaster. In Gaza, aid agencies and media workers report that Israel is committing mass atrocities against the civilian population. At the time of writing, over 40,000 have been killed, of whom at least 16,000 are children. Many more tens of thousands have been injured – or are believed to be lying dead under the rubble of the demolished landscape.

It is estimated that up to 1.7 million people in Gaza have been displaced, out of a population of 2.23 million.

The bombardment of Lebanon by Israel, along with the land invasion, now brings war to that country with a rising death toll and 1.2 million displaced and threatens a wider regional conflict with many more casualties.

This Congress:

- notes the support being given to the extreme right-wing Israeli regime by US imperialism, as well as by a number of Western capitalist powers, including the UK
- condemns the backing given by Sir Keir Starmer's Labour government to the Israeli regime, which includes operation of military resources and the sale and supply of arms and logistics
- believes that the continuing aggression of Netanyahu's government is a clear threat to the security and lives of millions of working-class and poor people throughout the Middle East, including the Israeli Jewish and Arab working-class
- notes that, in Israel, there was a general strike against the Netanyahu government on 2 September 2024, calling for a ceasefire in Gaza and a deal to return Israeli hostages. And that before the war, there was a mass movement and general strike against the government's authoritarian drive to curb the judiciary.

This Congress therefore calls on the CEC to:

1. Contact the Labour leadership via the GMB

Parliamentary Group to demand the UK government immediately withdraws all UK support from the Israeli regime and halts the direct and indirect sale and supply of weapons, any parts for weapons, or other military equipment, logistics and financial aid to that regime.

2. Contact the group of independent MPs convened by Jeremy Corbyn, and the seven suspended Labour MPs, as well as the parliamentary leaderships of the Green Party, Scottish National Party, Plaid Cymru and Liberal Democrats, to discuss how to oppose the UK government's policy in the Middle East, which is supporting the forces of violence, racism and oppression.
3. Provide a much-needed lead to the rest of the UK trade union movement, and ensure GMB nationally and regionally starts to play a central role in the anti-war movement. This must include GMB starting to play a central role in the building of national demonstrations and workplace days of action – and our GMB leaders speaking at national demonstrations.
4. Strengthen our solidarity work with Palestinian trade unions in Gaza and the West Bank, and support Palestinian Arab workers in Israel, including providing platforms for them to speak and amplifying their voices.
5. Demand the withdrawal of Israeli forces from the occupied territories of Gaza, the West Bank, east Jerusalem and Lebanon, and support the call for an independent, socialist Palestinian state, alongside a socialist Israel, with guaranteed rights for all minorities – as part of the struggle for a socialist Middle East, based on international working-class unity.

X34 GMB@PCS BRANCH London Region

290. GAZA, ISRAEL AND THE MIDDLE EAST **C13**

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DENBIGHSHIRE COMPOSITE R01 BRANCH Wales & South West Region

291. GENOCIDE IN GAZA

This Congress, whilst recognising the atrocities committed on 7 October, is alarmed at the ongoing genocide and ethnic cleansing in Palestine – Gaza and the West Bank, at the hands of the Israeli state.

We are concerned that the UK Government should not be aiding or assisting Israel's unlawful presence in Palestine and is at risk on being in breach of its obligations under international law and complicit in war crimes against Palestinians and call on the UK Government to:

- cease selling or providing weapons of any kind that are used against Palestinians.
- Stop buying or procuring goods from illegal settlements.

- Protect workers who refuse to handle goods from illegal settlements.

B33 GMB@BMA/BMJ BRANCH London Region

C14 292. TRADE UNION SUPPORT FOR PALESTINE

This Congress is deeply concerned that the continued illegal military occupation of Palestine will only exacerbate and increase the ongoing forced displacement of Palestinians from their land or the erasure of Palestinian life, culture, and history in the occupied West Bank, including eastern Jerusalem, and Gaza.

We call on the GMB to link in with TU colleagues in Palestine to offer support and solidarity.

B33 GMB@BMA/BMJ BRANCH London Region

C14 293. BUILDING SOLIDARITY WITH PALESTINE

Conference calls on GMB to:

Demand that the government works towards an immediate and permanent ceasefire by imposing a full arms embargo and banning trade with illegal Israeli settlements and all other trade that aids or assists Israel's violations of international law.

Encourage branches and regions to affiliate to Palestine Solidarity Campaign (PSC), support PSC demonstrations including by sending representatives to speak, and publicise workplace days of action.

Reiterate our support for BDS campaigns. Work with PSC to engage members and reps in relevant sectors and urge members and branches to take part in local divestment campaigns to challenge complicity with Israel's violations of international law.

Israel's assault on Gaza has killed over 45,000 Palestinians and displaced almost the entire population destroying housing, hospitals, factories, schools and universities.

Israel is on trial for genocide at the International Court of Justice (ICJ). The International Criminal Court (ICC) has issued arrest warrants for senior Israeli leaders for crimes against humanity and war crimes. Israel's offensive in Gaza follows decades of violations of Palestinian human rights, ethnic

cleansing, and the imposition of a system of oppression against all Palestinians that is recognised internationally as meeting the legal definition of apartheid.

Palestinian civil society, including trade unions, have called on their counterparts around the world to support Boycott, Divestment and Sanctions (BDS) to end all complicity with Israel's crimes.

The British government, local councils, companies and other institutions should not contribute to crimes against humanity and war crimes.

L26 RICHMOND AND WANDSWORTH BRANCH Southern Region

294. STOP THE RIGHT-WING IDEOLOGY

C15

This Congress recognises the profound consequences of unchecked right-wing extremism that has risen in the United States, particularly during the Trump administration. This administration has not simply acquiesced but has actively championed a narrow agenda that prioritises the interests of cisgender, white, middle-class Christian men, often to the detriment of marginalised communities.

It is disheartening to observe a regression in the progress for which many have fervently fought—a deterioration fuelled by the votes of ordinary citizens who may not fully comprehend the ramifications of their choices. Nonetheless, we must redirect our focus to the global repercussions of this shift. It is imperative that other nations do not perceive this as a mandate to perpetuate or intensify their own regressive policies and actions against vulnerable populations.

We must forge a unified front with other nations to resist and confront this perilous tide of regressive ideology that imperils human rights worldwide. As Trade Unionists in the UK, we bear a responsibility to lead by example within our workplaces by advocating for and enacting equality policies and legislation.

The UK is already exhibiting troubling signs of regressive behaviour, and we cannot permit the detrimental effects of Trump and his associates to take root here. We must remain vigilant and proactive in opposing these influences.

Together, let us stand resolute in our commitment to equality and safety for all. We ask Congress to work closely with GMB equalities:

To also work with other self-organised groups to demonstrate support and solidarity with our American counterparts. Together, we must foster continuous awareness of the threats posed by right-wing organisations and implement concrete measures to counter their influence.

We ask the GMB to join forces with the STUC and TUC in urging the Government to ensure that these ideologies do not permeate the UK.

G95 GLASGOW NURSES BRANCH

GMB Scotland

C15 295. PREVENTING THE RIGHT-WING WAVE CROSSING THE ATLANTIC

This Congress recognises that the recent gains of the far-right ideologies in the United States elections have raised significant concerns for democracies worldwide, this is including the UK.

The interplay between political movements across the Atlantic and the global push for equality highlights the urgent need for intersectional approaches in addressing systemic inequalities.

We call on congress:

- To lobby the UK government regarding the equality's networks and to come together in communication to push back against these United States views.

G89 GLASGOW NE & SW HEALTH SERVICE BRANCH

GMB Scotland

296. VETO POWER NO MORE – EMPOWER THE GENERAL ASSEMBLY

This Congress believes that the United Nations Security Council (UNSC) veto powers undermine the effectiveness and fairness of the United Nations. The current system allows certain permanent members of the Security Council to block resolutions, regardless of global consensus, which limits the UN's ability to act in the best interests of all member states.

We call for the removal of veto powers from the Security Council and the transfer of decision-making authority to the General Assembly. The General Assembly, as the most inclusive and democratic body of the UN, should be the primary governing body, representing the interests of all member states equally.

This Congress supports the empowerment of the General Assembly as the main decision-making body within the UN, ensuring more balanced and transparent governance in international matters.

S37 SOUTHAMPTON BRANCH **Southern Region**

RULE AMENDMENTS

RA297. RULE NO: 2, CLAUSE: 5 TITLE: AIMS AND OBJECTIVES OF THE UNION

Print Existing Rule or Clause:

To campaign to ensure that work is secure and safe; providing, as a basic minimum, a genuine living wage

State Amendment

Insert the words “environmentally sustainable,” after “is”

Print how amended Rule or Clause is to read:

To campaign to ensure that work is environmentally sustainable, secure and safe; providing, as a basic minimum, a genuine living wage

Reasons for the Amendment

2024 saw unprecedented global temperatures, following on from the remarkable warmth of 2023. It also became the first year with an average temperature clearly exceeding 1.5°C above the pre-industrial level – a threshold set by the Paris Agreement.

Flash floods were caused by intense, in some cases record, precipitation (for example in California in January, Persian Gulf countries in April, eastern Spain in October). There was also larger scale flooding due to the passage of atmospheric rivers (such as in California in February), monsoon rainfall (in Australia and South Asia during the respective wet seasons), large low-pressure systems and tropical cyclones.

2024 saw 86 tropical storms, of which 43 became tropical cyclone strength and 22 major tropical cyclones. Many resulted in impacts on populations and infrastructure around the world. Storm Boris in September, which brought record-breaking rainfall and severe flooding to central and eastern regions. In northwestern Europe, 12 storms were named by the UK Met Office, Met Éireann and KNMI (Netherlands) storm-naming group during the 2023–2024 storm season. This is the highest number of named storms in a season since storm-naming was introduced in 2015. Across

Europe, estimates suggest close to 50 named storms^[5] occurred during 2024.

During 2024, there were numerous heatwaves, often breaking national or local temperature records. Significant heatwaves occurred in southeastern Europe, North Africa, the Sahel, the Middle East and parts of the Americas, central and south and east Asia, southern Africa and Australia.

Several regions saw a prolonged lack of precipitation, often coincident with high temperature extremes, in particular in Central and South America (Amazon basin, Pantanal wetlands, among others), southern Africa, regions of the Mediterranean and eastern Europe.

Dry conditions were conducive to wildfires in several regions. The Americas were the most affected continents according to the Copernicus Atmosphere Monitoring Service (CAMS) GFAS wildfire emission data. Persistent and large-scale vegetation fires were observed across Canada (July and August), and south Brazil and Bolivia (August to October). Fire carbon emissions were the highest on record for Bolivia and Venezuela, and Canada ranked second after 2023.

We have all seen the devastating new of the fires that have struck in Los Angeles in early January of this year.

During a large part of 2024, sea ice extent reached historically low values around Antarctica. At its annual minimum in February, the monthly extent ranked third lowest on record.

Before the industrial revolution the concentration of methane in the atmosphere was around 700 parts per billion. By January 2008 the 12-month average methane concentrations in our atmosphere exceeded 1750 parts per billion for the first time in recorded history. By December 2024 the concentration had almost reached 1900 parts per billion showing a sharp rise in concentration as we increased our consumption of things like fossil fuels. This increase may not sound much but when you consider that the International Panel on Climate Change (the IPCC) who advise the United Nations on the impacts of climate change estimate that a tonne of fossil fuel methane has the equivalent impact of

29.8 tonnes of Carbon Dioxide this is a very worrying statistic.

The pre-industrial level of carbon dioxide (CO₂) in the atmosphere was around 280 parts per million (ppm) by 1911 we had increased the level of CO₂ to 300 ppm by 2002 we had driven this up to reach 365 ppm. By November 2024 we reached 420ppm almost doubling the increase of carbon dioxide in the atmosphere that we as a species had put their in 91 years in just over 22 years despite our world's global government's efforts to reduce this impact.

We are currently at the gates to hell on earth. Our cities are burning, being flooded out, devastated by high winds or being seared by excessive heat.

Given the battle we all face against climate change this conference calls for an amendment to rule 2.5 to incorporate the words "environmentally sustainable" to put drive for sustainability at the heart of this union.

This is only a minor change of wording but one which we hope will redirect some hearts and minds to change their ways.

M23 GMB UNITE BRANCH London Region

RA298. RULE NO: 6 CLAUSE: 1 (PARA 3) **TITLE: RULE 6 COMPLAINTS PROCEDURE FOR MEMBERS**

Print Existing Rule or Clause:

Any member may raise a complaint with their regional secretary if the complaint concerns the branch secretary or for any reason it would be inappropriate for the matter to be raised with the branch secretary ... (continues)

State Amendment:

Any member may raise a complaint with their regional secretary if the complaint concerns alleged personal misconduct by the branch secretary or alleged malpractice in branch governance, or for any other substantial reason whereby it would be inappropriate for the matter to be raised with the branch secretary ... (continues)

Print how amended Rule or Clause is to read:

Any member may raise a complaint with their regional secretary if the complaint concerns alleged personal misconduct by the branch secretary or alleged malpractice in branch governance, or for any other substantial reason whereby it would be inappropriate for the matter to be raised with the branch secretary and considered by a branch meeting when it will be considered by the Regional Committee.

W15 THREE SHIRES BRANCH Southern Region

RA299. RULE NO: 6 CLAUSE: 1 (PARA 6) **TITLE: RULE 6 COMPLAINTS PROCEDURE FOR MEMBERS**

Print Existing Rule or Clause:

The regional committee will consider the complaint as soon as reasonably practicable.

State Amendment:

Add sentence:

The Regional Committee should ask the Regional Secretary to organise a hearing under this rule, unless the Regional Committee considers that the matters raised by the complaint are sufficiently straightforward that resolution can be achieved without such a formal hearing.

Print how amended Rule or Clause is to read:

The Regional Committee will consider the complaint as soon as reasonably practicable. The Regional Committee should ask the Regional Secretary to organise a hearing under this rule, unless the Regional Committee considers that the matters raised by the complaint are sufficiently straightforward that resolution can be achieved without such a formal hearing.

W15 THREE SHIRES BRANCH Southern Region

RA300. RULE NO: 8.5 CLAUSE:..... **TITLE: CONGRESS OF THE UNION**

Print Existing Rule or Clause:

For 90% of delegates, each branch of any

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

State Amendment:

Delete number 1500 and insert number 1000.

Print how amended Rule or Clause is to read:

For 90% of delegates, each branch of any region may nominate one member to stand for election as delegate to represent the region at the Congress. A branch whose financial membership exceeds 1,000 as stated in the membership figures for the previous September may nominate one further member per additional 1,000 members of the branch, as stated in the membership figures for the previous September. Where a branch nominates more than one member at least one nominee must be a woman. These nominations must be sent to the regional office no later than 31 December. The region will then print and issue lists during the third week of January, setting out the name and branch of each candidate. The closing date for voting will be 28 February. The candidates who receive the largest number of votes will be elected.'

Currently the GMB rulebook allows for delegate nomination to annual congress based on branch size. Every branch of up to 3000 members can make 1 nomination, branches of 3000-4500 can make 2 nominations, and any over 4500 can make 3 nominations.

The overwhelming number of branches are entitled to make 1 nomination. In the NEYH region the vast majority of branches range from 40 members to up to 2999 members,

but all are entitled to equal nomination rights. In addition, many LA branches are organised differently, some as one combined branch, others as several different groupings.

This is fundamentally unfair. Whilst it is important that congress hears from a range of voices to reflect the diversity of our membership it is time to properly acknowledge the makeup of our active branches and the workplaces we represent.

Congress should support the changing of the rulebook to allow 1 nomination per 1000 branch members.

This would allow opportunities for branches to develop more reps to take on this crucial role, as it provides the opportunity for mentoring and shadowing.

N33 NEWCASTLE CITY LA BRANCH North East, Yorkshire & Humber Region

RA301. RULE NO 8 CLAUSE 5 TITLE: CONGRESS OF THE UNION

Print Existing Rule or Clause:

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

State Amendment:

Replace 31 December with 14 January

Print how amended Rule or Clause is to read:

For 90% of delegates, each branch of a region may nominate one member to stand

for election as a delegate to represent the region at the Congress. A branch whose financial membership exceeds 1,500 as stated in the membership figures for the previous September may nominate one further member per additional 1,500 members of the branch, as stated in the membership figures for the previous September. Where a branch nominates more than one member at least one nominee must be a woman. These nominations must be sent to the regional office no later than 14 January. The region will then print and issue lists during the third week of January, setting out the name and branch of each candidate. The closing date for voting will be 28 February. The candidates who receive the largest number of votes will be elected.

Z22 SOUTH YORKSHIRE AND NORTH DERBYS BLMKS

North East, Yorkshire & Humber Region

RA302. RULE NO: 9 CLAUSE: 4 TITLE: BUSINESS OF THE CONGRESS

Print Existing Rule or Clause:

Rule 9 Business of the Congress
Any branch or regional committee or the Central Executive Council can put forward motions for inclusion in the agenda of the Ordinary Congress. In addition the National Equalities Conference can select one motion for submission to ordinary Congress. That motion will stand in the name of the National Equalities Conference and be moved by the region that originally submitted the motion to the NEC. Branches must put forward their motions to reach the appropriate regional secretaries by no later than 31 January. Regions must pass the motions to reach the general secretary by no later than 7 February. Any branch or regional committee or the Central Executive Council can put forward proposals to amend rules at Congresses named in clause 3 above

State Amendment:

Replace with the following

Print how amended Rule or Clause is to read:

Any branch or regional committee or the Central Executive Council can put forward motions for inclusion in the agenda of the Ordinary Congress. In addition, the National

Equalities Conference and National Retired Members Association Conference can select one motion for submission to ordinary Congress. That motion will stand in the name of the National Equalities Conference or the National Retired Members Association Conference and be moved by the region that originally submitted the motion. Branches must put forward their motions to reach the appropriate regional secretaries by no later than 31 January. Regions must pass the motions to reach the general secretary by no later than 7 February. Any branch or regional committee or the Central Executive Council can put forward proposals to amend rules at Congresses named in clause 3 above

E12 EAST DEREHAM BRANCH

London Region

RA303. RULE NO: 11 CLAUSE: ADD ADDITIONAL CLAUSE 3E TITLE: ELECTIONS TO THE CENTRAL EXECUTIVE COUNCIL

Print Existing Rule or Clause:

Elections to the Central Executive Council , Rule 11

State Amendment:

3e to be added as an additional clause.

Print how amended Rule or Clause is to read:

Two members will be elected to national retired members reserved seats of the Central Executive Council. One of the two seats under this clause will be reserved for women.

A17 ASDA BRANCH

Midlands Region

RA304. RULE NO: 12 CLAUSE: 1 (PARA 1) TITLE: RULE 12 PRESIDENT

Print Existing Rule or Clause:

The president will be elected in 2005 and at every fourth Ordinary Congress from then on, from among members of the Central Executive Council. The President will hold office for four years and be eligible to be nominated and reelected after their four-year term of office. (continues)

State Amendment:

Qualify eligibility for reelection:

Change “after their four-year term of office” to “after their first term of office”

And add sentence:

The president will serve a maximum of two four-year terms.

Print how amended Rule or Clause is to read:

The president will be elected in 2005 and at every fourth Ordinary Congress from then on, from among members of the Central Executive Council. The President will hold office for four years and be eligible to be nominated and reelected after their first term of office. The president will serve a maximum of two four-year terms. (continues)

B50 SUSSEX BRANCH
Southern Region

RA305. RULE NO: 12 CLAUSE: 1 (PARA 1)
TITLE: RULE 12 PRESIDENT

Print Existing Rule or Clause:

The president will be elected in 2005 and at every fourth Ordinary Congress from then on, from among members of the Central Executive Council. The President will hold office for four years and be eligible to be nominated and reelected after their four-year term of office. (continues)

State Amendment:

Qualify eligibility for reelection:

Change “after their four-year term of office” to “after their first term of office”

And add sentence:

The president will serve a maximum of two four-year terms.

Print how amended Rule or Clause is to read:

The president will be elected in 2005 and at every fourth Ordinary Congress from then on, from among members of the Central Executive Council. The President will hold office for four years and be eligible to be nominated

and reelected after their first term of office. The president will serve a maximum of two four-year terms. (continues)

S13 SOUTH EAST TRANSPORT
Southern Region

RA306. RULE NO: 12 CLAUSE: 1 (PARA 1)
TITLE: RULE 12 PRESIDENT

Print Existing Rule or Clause:

The president will be elected in 2005 and at every fourth Ordinary Congress from then on, from among members of the Central Executive Council. The President will hold office for four years and be eligible to be nominated and reelected after their four-year term of office. (continues)

State Amendment:

Qualify eligibility for reelection:

Change “after their four-year term of office” to “after their first term of office”

And add sentence:

The president will serve a maximum of two four-year terms.

Print how amended Rule or Clause is to read:

The president will be elected in 2005 and at every fourth Ordinary Congress from then on, from among members of the Central Executive Council. The President will hold office for four years and be eligible to be nominated and reelected after their first term of office. The president will serve a maximum of two four-year terms. (continues)

W15 THREE SHIRES BRANCH
Southern Region

RA307. RULE NO: 12 CLAUSE:
TITLE: RULE 12 PRESIDENT

Print Existing Rule or Clause:

1. The president will be elected in 2005 and at every fourth Ordinary Congress from then on, from among the members of the Central Executive Council. The president will hold office for four years and be eligible to be nominated and re-elected after their four-year term of office. With effect from

and including Congress 2018 in the event an election is required at Congress in an intervening year to fill a casual vacancy, it shall be from among the members of the Central Executive Council and the president then elected will serve the balance of the period of office until the next election is due in line with this rule. Nominations for president will be made by a regional committee, a regional council or a regional pre-Congress delegation meeting. During their term of office (which commences at the end of the Congress at which they are elected), the president will chair Congress and all meetings of the Central Executive Council and other union meetings the Central Executive Council may hold. They will also:

- be responsible for making sure Congress carries out its business in a proper way;
- sign the minutes (the general secretary and treasurer will also do this);
- make sure all members of Congress keeps to these rules; and
- go to the TUC and Labour Party Conferences, and other conferences as appropriate.

1a The president shall vacate office if they are no longer an elected member of the Central Executive Council.

State Amendment:

Add new Clause 12. 1b

1b The President does not hold delegated authority, and any decisions must be ratified by the CEC before being actioned.

Print how amended Rule or Clause is to read:

1. The president will be elected in 2005 and at every fourth Ordinary Congress from then on, from among the members of the Central Executive Council. The president will hold office for four years and be eligible to be nominated and re-elected after their four-year term of office. With effect from and including Congress 2018 in the event an election is required at Congress in an intervening year to fill a casual vacancy, it shall be from among the members of the Central Executive Council and the president

then elected will serve the balance of the period of office until the next election is due in line with this rule. Nominations for president will be made by a regional committee, a regional council or a regional pre-Congress delegation meeting. During their term of office (which commences at the end of the Congress at which they are elected), the president will chair Congress and all meetings of the Central Executive Council and other union meetings the Central Executive Council may hold. They will also:

- be responsible for making sure Congress carries out its business in a proper way;
- sign the minutes (the general secretary and treasurer will also do this);
- make sure all members of Congress keeps to these rules; and
- go to the TUC and Labour Party Conferences, and other conferences as appropriate.

1a The president shall vacate office if they are no longer an elected member of the Central Executive Council.

1b The President does not hold delegated authority, and any decisions must be ratified by the CEC before being actioned.

L16 LB GREENWICH BRANCH Southern Region

RA308. RULE NO: 13 CLAUSE: 1 (PARA 1)
TITLE: RULE 13 VICE PRESIDENT



Print Existing Rule or Clause:

The vice- president will be elected in 2005 and at every fourth Ordinary Congress from then on, from among members of the Central Executive Council. They will hold office for four years. (continues)

State Amendment:

Add eligibility for reelection:

The vice-president will hold office for four years and be eligible to be nominated and reelected after their first term of office. The vice-president will serve a maximum of two four-year terms. (continues)

Print how amended Rule or Clause is to read:

The president will be elected in 2005 and at every fourth Ordinary Congress from then on, from among members of the Central Executive Council. The President will hold office for four years and be eligible to be nominated and reelected after their first term of office. The president will serve a maximum of two four-year terms. (continues)

B50 SUSSEX BRANCH
Southern Region

X RA309. RULE NO: 13 CLAUSE: 1 (PARA 1)
TITLE: RULE 13 VICE PRESIDENT

Print Existing Rule or Clause:

The vice- president will be elected in 2005 and at every fourth Ordinary Congress from then on, from among members of the Central Executive Council. They will hold office for four years. (continues)

State Amendment:

Add eligibility for reelection:

The vice-president will hold office for four years and be eligible to be nominated and reelected after their first term of office. The vice-president will serve a maximum of two four-year terms. (continues)

Print how amended Rule or Clause is to read:

The president will be elected in 2005 and at every fourth Ordinary Congress from then on, from among members of the Central Executive Council. The President will hold office for four years and be eligible to be nominated and reelected after their first term of office. The president will serve a maximum of two four-year terms. (continues)

S13 SOUTH EAST TRANSPORT
Southern Region

X RA310. RULE NO: 13 CLAUSE: 1 (PARA 1)
TITLE: RULE 13 VICE PRESIDENT

Print Existing Rule or Clause:

The vice- president will be elected in 2005 and at every fourth Ordinary Congress from then on, from among members of the Central Executive Council. They will hold office for four

years. (continues)

State Amendment:

Add eligibility for reelection:

The vice-president will hold office for four years and be eligible to be nominated and reelected after their first term of office. The vice-president will serve a maximum of two four-year terms. (continues)

Print how amended Rule or Clause is to read:

The president will be elected in 2005 and at every fourth Ordinary Congress from then on, from among members of the Central Executive Council. The President will hold office for four years and be eligible to be nominated and reelected after their first term of office. The president will serve a maximum of two four-year terms. (continues)

W15 THREE SHIRES BRANCH
Southern Region

RA312. RULE NO: 15 CLAUSE: 5
TITLE: ELECTING A GENERAL SECRETARY AND TREASURER

Print Existing Rule or Clause:

1. This rule will apply to how the general secretary and treasurer is elected. They will hold office for five years, or some shorter term, if this is agreed by the holder of the office and the Central Executive Council.
2. The Central Executive Council will ask branches for their nominations on whichever is the earlier of:
 - a. six months before the 5 year term of office of the holder of the office runs out, or
 - b. dates determined by the Central Executive Council if a shorter term of office is agreed in line with clause 1; or
 - c. if there is a vacancy, as soon as possible after taking account of any relevant matters. Branches should send their nominations to a returning officer appointed by the Central Executive Council.

2a The Central Executive Council may remove wording from a personal statement of a potential nominee, to be published in accordance with bylaws made under this rule by GMB that is deemed to be untrue, obscene, discriminatory, defamatory or otherwise unlawful. The decision of the Central Executive Council will be final and Rule 59 shall not apply to any such decision. For the avoidance of doubt this rule does not apply to the election address of a candidate to accompany the voting paper.

3. No member will be eligible to stand as a candidate in an election under this rule unless the Central Executive Council is satisfied that:
 - a. he or she is eligible under these rules to be elected to office; and
 - b. he or she meets the conditions set out in by-laws for people who are nominated as candidates. Only candidates who meet the above conditions will be validly nominated.
4. Elections under this rule will be organised and carried out in line with by-laws issued by the Central Executive Council, which may in particular:
 - set a threshold for the number of branch nominations required, and set other conditions which possible candidates will need to meet.
 - ban or allow and control canvassing (campaigning for votes) and spending by or on behalf of candidates; and
 - decide how (including the format, layout and typeface) copies of candidates' election addresses will be produced and given out to voters.

By-laws made under this rule may set out whether failing to keep to any bylaws would disqualify a candidate or possible candidate from standing for election. The Central Executive Council may amend or withdraw any by-law if it thinks it is necessary.

5. An election will not need to take place if the holder of the office:
 - a. having been elected to that

office under this or the previous rule; and

- b. having been a full-time employee of the union for at least 10 years; would otherwise reach retirement age within five years of their current term of office ending.

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

State Amendment:

Delete clause 5, 5a and 5b completely and renumber clause 15.6 as clause 15.5

Print how amended Rule or Clause is to read:

1. This rule will apply to how the general secretary and treasurer is elected. They will hold office for five years, or some shorter term, if this is agreed by the holder of the office and the Central Executive Council.
2. The Central Executive Council will ask branches for their nominations on whichever is the earlier of:
 - a. six months before the 5 year term of office of the holder of the office runs out, or
 - b. dates determined by the Central Executive Council if a shorter term of office is agreed in line with clause 1; or
 - c. if there is a vacancy, as soon as possible after taking account of any relevant matters. Branches should send their nominations to a returning officer appointed by the Central Executive Council.

2a The Central Executive Council may remove wording from a personal statement of a potential nominee, to be published in accordance with bylaws made under this rule by GMB that is deemed to be untrue, obscene, discriminatory, defamatory or otherwise unlawful. The decision of the Central Executive Council will be final and Rule 59 shall not apply to any such decision. For the avoidance of doubt this rule does not apply to the election address of a candidate to accompany the voting paper.

3. No member will be eligible to stand as a candidate in an election under this rule unless the Central Executive Council is satisfied that:
 - a. he or she is eligible under these rules to be elected to office; and
 - b. he or she meets the conditions set out in by-laws for people who are nominated as candidates. Only candidates who meet the above conditions will be validly nominated.
4. Elections under this rule will be organised and carried out in line with by-laws issued by the Central Executive Council, which may in particular:
 - set a threshold for the number of branch nominations required, and set other conditions which possible candidates will need to meet.
 - ban or allow and control canvassing (campaigning for votes) and spending by or on behalf of candidates; and
 - decide how (including the format, layout and typeface) copies of candidates' election addresses will be produced and given out to voters.

By-laws made under this rule may set out whether failing to keep to any bylaws would disqualify a candidate or possible candidate from standing for election. The Central Executive Council may amend or withdraw any by-law if it thinks it is necessary.

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

X98 LFB BRANCH
Southern Region

RA313. RULE NO: 15 CLAUSE: 5
TITLE: ELECTING A GENERAL SECRETARY AND TREASURER

Print Existing Rule or Clause:

5. An election will not need to take place if the holder of the office :
 - a) having been elected to that office under this or the previous

rule; and

- b) having been a full-time employee of the union for at least 10 years; would otherwise reach retirement age within 5 years of their current term of office ending.

State Amendment:

Delete clause 5, 5a and 5b completely and renumber clause 15.6 as clause 15.5

L16 LB GREENWICH BRANCH
Southern Region

RA314. RULE NO: 15 CLAUSE: 5
TITLE: ELECTING AND GENERAL SECRETARY AND TREASURER

Print Existing Rule or Clause:

1. this rule will apply to how the general secretary and treasurer is elected. They will hold office for 5 years, or some shorter term, if this is agreed by the holder of the office and the central executive council.
2. the Central executive council will ask branches for their nominations on whichever is the earlier of:
 - a. 6 months before the 5 year term of office of the holder of the office runs out, or
 - b. dates determined by the Central executive council if a shorter term of office is agreed in line with clause 1; or
 - c. if there is a vacancy, as soon as possible after taking account of any relevant matters. Branches should send their nominations to a returning officer appointed by the central executive council.

2a The central executive council may remove wording from a personal statement of a potential nominee, to be published in accordance with bylaws made under this rule by GMB that is deemed to be untrue, obscene, discriminatory, defamatory or otherwise unlawful. The decision of the central executive council will be final and rule 59 shall not apply to any such decision. For the avoidance of doubt this rule does not apply to the election address of a candidate to accompany the voting paper.

3. no member will be eligible to stand as a

candidate in an election under this rule unless the central executive council is satisfied that:

- a. he or she is eligible under these rules to be elected to office; and
 - b. he or she meets the conditions set out in byelaws for people who are nominated as candidates. Only candidates who meet the above conditions above will be validly nominated.
4. Elections under this rule will be organised and carried out in line with byelaws issued by the central executive council, which may in particular:
- set a threshold for the number of branch nominations required, and set other conditions which possible candidates will need to meet.
 - Ban or allow and control canvassing (campaigning for votes) and spending by or on behalf of candidates; and
 - Decide how (including the format, layout and type face) copies of candidate's election addresses will be produced and given out to voters.

Bylaws made under this rule may set out whether failing to keep any bylaws would disqualify a candidate or possible candidate from standing for election. The central executive council may amend or withdraw any bylaw if it thinks it is necessary.

5 An election will not need to take place if the holder of the office :

- a. having been elected to that office under this or the previous rule; and
- b. having been a full-time employee of the union for at least 10 years; would otherwise reach retirement age within 5 years of their current term of office ending.

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

State Amendment:

Delete clause 5, 5a and 5b completely and renumber clause 15.6 as clause 15.5

Print how amended Rule or Clause is to read:

1. This rule will apply to how the general secretary and treasurer is elected. They will hold office for 5 years, or some shorter

term, if this is agreed by the holder of the office and the central executive council.

2. The central executive council will ask branches for their nominations on whichever is the earlier of ;
 - a. 6 months before the five year term of office of the holder of the office runs out, or
 - b. Dates determined by the central executive council if a shorter term of office is agreed in line with clause 1; or
 - c. If there is a vacancy, as soon as possible after taking account of any relevant matters. Branches should send their nominations to a returning officer appointed by the central executive council.

2a The central executive council may remove wording from a personal statement of a potential nominee, to be published in accordance with bylaws made under this rule by GMB that is deemed to be untrue, obscene, discriminatory, defamatory or otherwise unlawful. The decision of the central executive council will be final and rule 59 shall not apply to any such decision. For the avoidance of doubt this rule does not apply to the election address of a candidate to accompany the voting paper.

3. No member will be eligible to stand as a candidate in an election under this rule unless the central executive council is satisfied that:

- a. he or she is eligible under these rules to be elected to office and; and
- b. he or she meets the conditions set out in bylaws for people who are nominated as candidates .

Only candidates who meet the above conditions will be validly nominated.

4. Elections under this rule will be organized and carried out in line with bylaws issued by the central executive council, which may in particular;

- Set a threshold for the number of branch nominations required, and set other conditions which possible candidates will need to meet.

- Ban or allow and control canvassing (campaigning for votes) and spending by or on behalf of candidates; and
- Decide how (including the format, layout and type face) copies of candidates election addresses will be produced and given out to voters.

Bylaws made under this rule may set out whether failing to keep any bylaws would disqualify a candidate or possible candidate from standing for election. The central executive council may amend or withdraw any bylaw if it thinks it is necessary.

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

C23 CARSHALTON BRANCH
Southern Region

RA315. RULE NO:17D CLAUSE:1
TITLE: REGIONAL SECRETARY

Print Existing Rule or Clause:

1. When a vacancy arises an appointment panel made up of an equal balance of members of the regional committee and the Central Executive Council will appoint a regional secretary. The person appointed will need to be approved by the Central Executive Council.
2. For the purposes of these rules, a regional secretary will be treated as if they were a member of the regional council for as long as they hold office as regional secretary.
3. Appointments under this rule will be made in accordance with guidelines and procedures issued by the Central Executive Council.

State Amendment:

Insert after first sentence in Clause 1: “The Appointments Panel will be lay members only. The Regional Committee members will be chosen by the Regional President and the CEC members by the National President. CEC members will not be from the Region with the vacancy. In the event that a consensus is not reached by the panel in any part of the recruitment process, the Regional President will have the casting vote. If the vacancy is from the Region the National President belongs

to, they will take no part in the appointment process or panel and their responsibilities under this Rule will be undertaken by the National Vice-President.”

Print how amended Rule or Clause is to read:

1. When a vacancy arises an appointment panel made up of an equal balance of members of the regional committee and the Central Executive Council will appoint a regional secretary. The Appointments Panel will be lay members only. The Regional Committee members will be chosen by the Regional President and the CEC members by the National President. CEC members will not be from the Region with the vacancy. In the event that a consensus is not reached by the panel in any part of the recruitment process, the Regional President will have the casting vote. If the vacancy is from the Region the National President belongs to, they will take no part in the appointment process or panel and their responsibilities under this Rule will be undertaken by the National Vice-President. The person appointed will need to be approved by the Central Executive Council.
2. For the purposes of these rules, a regional secretary will be treated as if they were a member of the regional council for as long as they hold office as regional secretary.
3. Appointments under this rule will be made in accordance with guidelines and procedures issued by the Central Executive Council.

X98 LFB BRANCH
Southern Region

RA316. RULE NO: 17D CLAUSE: 3
TITLE: REGIONAL SECRETARY

Print Existing Rule or Clause:

3. Appointments under this rule will be made in accordance with guidelines and procedures issued by the Central Executive Council.

State Amendment:

Delete “...be made in accordance with guidelines and procedures issued by the Central Executive Council” and Insert “not be delayed whenever a vacancy arises and will allow for a handover with the outgoing

Regional Secretary wherever possible.”

Print how amended Rule or Clause is to read:

4. Appointments under this rule will not be delayed whenever a vacancy arises and will allow for a handover with the outgoing Regional Secretary wherever possible.

X98 LFB BRANCH
Southern Region

RA317. RULE NO: 17D CLAUSE: 4 (NEW)
TITLE: REGIONAL SECRETARY

State Amendment:

New clause 4. The General Secretary may be present to observe during the interview.

Print how amended Rule or Clause is to read:

4. The General Secretary may be present to observe during the interview.

X98 LFB BRANCH
Southern Region

RA318. RULE NO: 18 CLAUSE: 2A
TITLE: QUALIFYING FOR OFFICE, AND THE DEFINITION OF OFFICERS

Print Existing Rule or Clause:

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 45 and 46.

- 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 race officers
 - Branch member auditors
 - Collecting stewards
 - Representatives going to authorised conferences
 - Candidates for public organisations

State Amendment:

Add the bullet point of ‘Branch women’s officers’ between ‘Branch race officers’ and ‘Branch member auditors’.

Print how amended Rule or Clause is to read:

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 45 and 46.

- 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 race officers
 - Branch women’s officers
 - Branch member auditors
 - Collecting stewards
 - Representatives going to authorised conferences
 - Candidates for public organisations

X47 HOLBORN BRANCH
London Region

RA319. RULE NO: 18 CLAUSE: 2B
TITLE: QUALIFYING FOR OFFICE, AND THE DEFINITION OF OFFICERS

Print Existing Rule or Clause:

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 45 and 46.

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

State Amendment:

Include “Regional Secretaries” after “The general secretary and treasurer” in the bulleted list b. Bulleted list a remains the same

Print how amended Rule or Clause is 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 45 and 46.

- b.
- The general secretary and treasurer
 - Regional Secretaries
 - Senior organisers
 - Organisers

I35 ISLINGTON & HARINGEY BRANCH London Region

RA320. RULE NO: 18 CLAUSE: 4 **TITLE: QUALIFYING FOR OFFICE AND THE DEFINITION OF OFFICERS**

Print Existing Rule or Clause:

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.

State Amendment:

and also cannot be a current member of the Regional Committee if elected.

Print how amended Rule or Clause is to read:

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 and also cannot be a current member of Regional Committee if elected. This does not apply to any member wanting to be elected to the post of general secretary and treasurer.

B34 BATHGATE BRANCH GMB Scotland

RA321. RULE NO: 18 CLAUSE: 5 **TITLE: QUALIFYING FOR OFFICE, AND THE DEFINITION OF OFFICERS**

Print Existing Rule or Clause

:
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.

State Amendment:

In line 2 add ‘branch women’s officer’ between ‘branch youth officer’ and ‘branch member auditor or collecting steward’.

Print how amended Rule or Clause is to read:

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

X47 HOLBORN BRANCH London Region

RA322. RULE NO: 19 CLAUSE: 7 **TITLE: REGIONS AND HOW THEY ARE MANAGED**

Print Existing Rule or Clause:

7 The regional committee or regional council will have the discretion to fill any vacancies that arise on the regional council as follows.
a. Vacancies which arise during the first two years of the term of office will be filled by the next highest on the list of unsuccessful candidates in the relevant section at the last election.
b. Vacancies which arise during the third year of the term of office will be filled by holding a by- election in line with rule 17f and clause 4 above.
c. Vacancies which arise during the fourth year of the term of office of the regional council will not be filled.

State Amendment:

Remove “have the discretion to” on the first line of the first paragraph 7a Delete “two years” and insert “the first twelve months”

Add at the end of 7a: If the runner-up member is no longer available to serve, a by-election will be held in line with rule 17f under clause 4 above.

7b Insert “second or” before “third” and add ‘s’ to year

Print how amended Rule or Clause is to read:

7 The regional committee or regional council will fill any vacancies that arise on the regional council as follows:

- a. Vacancies which arise during the first twelve months of term of office will be filled by the next highest on the list of unsuccessful candidates in the relevant section at the last election. If the runner-up member is no longer available to serve, a byelection will be held in line with rule 17f under clause 4 above.
- b. Vacancies which arise during the second or third years of the term of office will be filled by holding a by-election in line with rule 17f and clause 4 above.
- c. Vacancies which arise during the fourth year of the term of office of the regional council will not be filled.

Q22 MANCHESTER CENTRAL BRANCH

North West & Irish Region

**RA323. RULE NO: 19 CLAUSE 8
TITLE: REGIONS AND HOW THEY ARE MANAGED**

Print Existing Rule or Clause:

Existing At its first meeting the Regional Council will elect from its own members

- a) A President

State Amendment:

Amendment Add after members by voting with a show of hands or ballot by those members taking part in the meeting in person.

Print how amended Rule or Clause is to read:

Rule 19 (8)

At its first meeting the Regional Council will elect from its own members by voting with a show of hands or ballot by those members taking part in the meeting in person.

- a) A President

.....

S13 SOUTH EAST TRANSPORT

Southern Region

**RA324. RULE NO: 19 CLAUSE: 11
TITLE: REGIONS AND HOW THEY ARE MANAGED**

Print Existing Rule or Clause:

11. Any regional council may make by-laws for how it carries out and manages its own affairs and those of the region. However, these by-laws must be in line with our rules and be approved by the Central Executive Council.

State Amendment:

Add at the end of the paragraph: “All by-laws must be available to members on request. Any subsequent amendments to Regional by-laws must be notified to all the Regional Council Members and Branches within one month of approval by the CEC.”

Print how amended Rule or Clause is to read:

11. Any Regional Council may make by-laws for how it carries out and manages its own affairs and those of the region. However, these by-laws must be in line with our rules and be approved by the Central Executive Council. All by-laws must be available to members on request. Any subsequent amendments to Regional bylaws must be notified to all Regional Council Members and Branches within one month of approval by the CEC.

Q22 MANCHESTER CENTRAL BRANCH

North West & Irish Region

**RA325. RULE NO: 20 CLAUSE: 2A, 2B, 2C, 2D
TITLE: RESERVED SEATS ON REGIONAL COUNCILS**

Print Existing Rule or Clause:

Rule 20 2a – Two representatives will be elected to seats on regional councils reserved for black and minority ethnic members of the regional equality forum. Only black and minority ethnic members of the regional equality forum will be eligible to be nominated for election under this clause. One of the two seats under this clause will be reserved for women and only black and minority ethnic women members of the regional equality forum will be eligible to be nominated for election to that seat.

Rule 20 2b – Two representatives will be elected to seats on regional councils reserved for young members of the regional equality forum. Only young members of the regional equality forum will be eligible to be nominated for election under this clause. One of the two seats under this clause will be reserved for women and only young women members of the regional equality forum will be eligible to be nominated for election to that seat.

Rule 20 2c – Two representatives will be elected to seats on regional councils reserved for disabled members of the regional equality forum. Only disabled members of the regional equality forum will be eligible to be nominated for election under this clause. One of the two seats under this clause will be reserved for women and only disabled women members of the regional equality forum will be eligible to be nominated for election to that seat.

Rule 20 2d – Two representatives will be elected to seats on regional councils reserved for lesbian, gay, bisexual and transgender members of the regional equality forum. Only lesbian, gay, bisexual and transgender members of the regional equality forum will be eligible to be nominated for election under this clause. One of the two seats under this clause will be reserved for women and only lesbian, gay, bisexual and transgender women members of the regional equality forum will be eligible to be nominated for election to that seat.

State Amendment:

Amendment to apply to Rule 20 clauses 2a, 2b, 2c and 2d. Take out reserved from the regional equality forum.

Print how amended Rule or Clause is to read:

Rul 20 2a – Two representatives will be elected to seats on regional council reserved for black and minority ethnic members. One of the two seats under this clause will be reserved for women and only black and minority ethnic women will be eligible to be nominated for election to that seat.

Rule 20 2b – Two representatives will be elected to seats on regional council reserved for young members. One of the two seats under this clause will be reserved for women and only young women will be eligible to be nominated for election to that seat.

Rule 20 2c – Two representatives will be elected to seats on regional council reserved for disabled members. One of the two seats under this clause will be reserved for women and only disabled women will be eligible to be nominated for election to that seat.

Rule 20 2d – Two representatives will be elected to seats on regional council reserved for lesbian, gay, bisexual and transgender members. One of the two seats under this clause will be reserved for women and only lesbian, gay, bisexual and transgender women will be eligible to be nominated for election to that seat.

B43 BIRMINGHAM CITY GENERAL BRANCH Midlands Region

RA326. RULE NO: 28 CLAUSE: 1 **TITLE: REGIONAL AND CONTINGENT FUNDS**

Print Existing Rule or Clause:

“Regions must pay 50% of their income to the central fund. At the end of every three months, they will also pay 50% of their bank balance. Regions will also pay to the central fund any extra amounts the Central Executive Council may ask for.”

State Amendment:

Amend the clause to reduce the percentage of income and bank balance that regions must pay to the central fund, empowering branches to retain more of their income for local operations and emergencies.

Print how amended Rule or Clause is to read:

“Regions must pay 40% of their income to the central fund. At the end of every three months, they will also pay 40% of their bank balance. Regions may use the remaining funds to support branches with operational costs, casework support, and training needs. The Central Executive Council may request additional payments only under extraordinary circumstances.”

M27 MERTON BRANCH Southern Region

RA328. RULE NO: 35 CLAUSE: 3
TITLE: BRANCHES

Print Existing Rule or Clause

Each branch will have a president, secretary, equality officer, youth officer, race officer and two auditors (except in branches of less than 100 members, which will only have one auditor), and a committee of no less than nine members. The president, secretary, equality officer, youth officer and race officer will all be members of the committee, and will act within the powers set out in these rules. There will need to be at least five members present at the committee meetings for any decisions to be valid (known as a quorum).

State Amendment:

In Line 2 after 'race officer' and between 'and two auditors' insert 'women's officer'. In Line 4 after 'youth officer' and before 'race officer' insert 'women's officer'

Print how amended Rule or Clause is to read:

1. Each branch will have a president, secretary, equality officer, youth officer, race officer, women's officer, and two auditors (except in branches of less than 100 members, which will only have one auditor), and a committee of no less than nine members. The president, secretary, equality officer, youth officer, women's officer, and race officer will all be members of the committee, and will act within the powers set out in these rules. There will need to be at least five members present at the committee meetings for any decisions to be valid (known as a quorum).

X47 HOLBORN BRANCH
 London Region

RA330. RULE NO: 35 CLAUSE: 7
TITLE: BRANCHES

Print Existing Rule or Clause:

7. All branch officers, and the branch committee, will be elected at the last meeting in June every four years. Nominations can be made at any of the three meeting nights before the general meeting, and should be displayed clearly in the meeting room. If no nominations

(or not enough nominations) are made at any of the three meeting nights before the general meeting, nominations can be made at the general meeting. However, if enough nominations have been made, nominations for that particular office will not be accepted at the general meeting.

State Amendment:

Replace clause 7 with this wording to remove reference to June to allow for flexibilities in election cycles and remove reference to displaying in meeting rooms as these are normally sent by email.

Print how amended Rule or Clause is to read:

All branch officers, and the branch committee, will be elected at the last meeting of the branch election cycle (or annual general meeting) every four years. Nominations can be made at any of the three meetings before the general meeting and should be communicated to all members prior to the meeting. If no nominations (or not enough nominations) are made at any of the three meetings before the general meeting, nominations can be made at the general meeting. However, if enough nominations have been made, nominations for that particular office will not be accepted at the general meeting.

I35 ISLINGTON & HARINGEY BRANCH
 London Region

RA332. RULE NO: 35 CLAUSE: NEW CLAUSE
TITLE: EMOTIONAL AND OPERATIONAL
SUPPORT MECHANISM FOR REPRESENTATIVES

Print Existing Rule or Clause:

(No existing clause on emotional support for representatives)

State Amendment:

Introduce a new clause to ensure the provision of emotional and professional support services for branch representatives.

Print how amended Rule or Clause is to read:

"Branches shall ensure that representatives and branch secretaries have access to professional emotional support services. The union shall provide a 24/7 confidential helpline, access to counseling services, and

resilience training. This support aims to reduce burnout and provide representatives with tools to manage the emotional challenges of casework effectively. The Central Executive Council shall allocate funding to ensure that support remains accessible across all regions.”

M27 MERTON BRANCH

Southern Region

RA334. NEW RULE NO: 38C TITLE: BRANCH WOMEN’S OFFICER

Print Existing Rule or Clause:

THIS IS A NEW RULE

State Amendment:

THIS IS A NEW RULE

Print how amended Rule or Clause is to read:

Rule 38c Branch Women’s officer

1. The branch women’s officer will be responsible for encouraging those who identify as women to join the union and promote female issues into the branch’s activities.
2. The branch women’s officer must give one month’s notice before they resign

X47 HOLBORN BRANCH

London Region

RA335. RULE NO: 40 CLAUSE: ALL TITLE: BRANCH MEMBER AUDITORS

Print Existing Rule or Clause:

1. The branch member auditors must finish their examination within 14 days of the end of the quarter.
2. The branch member auditors will have free access to all the branch’s books and documents, and to any collecting stewards’ books.
3. The branch member auditors must not accept any receipt which is not dated for the accounts they are examining.
4. The branch member auditors will report on that quarters’ balance sheet at the next branch meeting.

5. Branch member auditors whose examinations turn out to be inaccurate will be held responsible if any funds are stolen or misused as a result.
6. The examinations branch member auditors carry out must

State Amendment:

Insert new clause 1 and renumber original clauses

Print how amended Rule or Clause is to read:

1. The branch member auditor must be independent and cannot be one of the signatories of the branch bank account
2. The branch member auditors must finish their examination within 14 days of the end of the quarter.
3. The branch member auditors will have free access to all the branch’s books and documents, and to any collecting stewards’ books.
4. The branch member auditors must not accept any receipt which is not dated for the accounts they are examining.
5. The branch member auditors will report on that quarters’ balance sheet at the next branch meeting.
6. Branch member auditors whose examinations turn out to be inaccurate will be held responsible if any funds are stolen or misused as a result.
7. The examinations branch member auditors carry out must not replace the audit chartered accountants carry out under rule 29

B10 BARKING BRANCH

London Region

RA336. RULE NO: 41 CLAUSE: ALL CLAUSES TITLE: BRANCH MEMBERS

Print Existing Rule or Clause:

1. Each member must pay their contributions regularly. The member is responsible for keeping their payments up to date, not the branch secretary, collecting steward or other officer.

2. If we find out that someone has become a member of the union by giving false information, we will cancel their membership.
3. Any member taking part or waiting to take part in a meeting must behave properly. If they do not, they will be refused access to the meeting or, if the meeting has already begun, asked to leave.
4. Any member who changes address must let the branch secretary know as soon as possible.
5. Every member should help other members to find suitable employment.

State Amendment:

Replace with this wording to make the clause more useful and bring it in line with current practices Print how amended Rule or Clause is to read:

1. Each member must pay their contributions regularly. The member is responsible for keeping their payments up to date, not the branch secretary, collecting steward or other officer.
2. If we find out that someone has become a member of the union by giving false information, we will cancel their membership.
3. Any member taking part or waiting to take part in a meeting must behave properly in line with our zero-tolerance policy. If they do not, they will be refused access to the meeting or, if the meeting has already begun, asked to leave.
4. Any member who changes address must inform the Regional membership department or update their records via the national website as soon as possible.
5. Members wishing to cancel their membership must do so by writing to Regional Office giving at least 14 days notice. In line with GDPR Regulations, the member will be contacted by the Region to confirm their identity.

I35 ISLINGTON & HARINGEY BRANCH London Region

RA338. RULE NO: 45 CLAUSE: 1 **TITLE: RULE 45 CONTRIBUTIONS**

Print Existing Rule or Clause:

Once they join the union, members will pay a contribution in line with this rule.

Members who joined before 1 March, 2018 and all members in Northern Ireland will pay £3.42 a week and be classed as grade-1 members, unless they are:

- part-time members employed for 20 hours or less;
- young people under 18; or
- recruited as being unemployed;

in which case, they will pay £1.95 a week and be classed as grade-2 members.

Members who join on or after 1 March, 2018 will pay £3.43 a week if they opt in to the political fund and £3.42 if they do not, and be classed as grade-1 members, unless they are:

- part-time members employed for 20 hours or less;
- young people under 18; or
- recruited as being unemployed;

in which case, they will pay £1.96 a week if they opt in to the political fund and £1.95 if they do not, and be classed as grade-2 members. Grade-2 members can choose to pay the contribution rate for, and be classed as, a grade-1 member. The above grades are only used for deciding what contributions members should pay and the benefits they may receive.

State Amendment:

The National Minimum Wage for those aged 18 to 20 is currently £10.00 and for those under 18 it is £7.55. These rates are below the National Living Wage of £12.21, which you have to be 21 or over to be entitled to (figures correct at April 2025).

Rule 45 Clause 1 currently makes an allowance for young people under 18 to be classed as Grade 2 members. Presumably this is to reflect the different minimum rates of pay at this age

group. However, this does not account for the difference in the rate of pay for those between the ages of 18 and 20 who similarly are not entitled to the higher National Living Wage rate.

This rule amendment seeks to remedy this and extend eligibility for Grade 2 membership to any young member up to the age of 21.

Print how amended Rule or Clause is to read:

Once they join the union, members will pay a contribution in line with this rule.

Members who joined before 1 March, 2018 and all members in Northern Ireland will pay £3.42 a week and be classed as grade-1 members, unless they are:

- part-time members employed for 20 hours or less;
- young people under 21; or
- recruited as being unemployed;

in which case, they will pay £1.95 a week and be classed as grade-2 members.

Members who join on or after 1 March, 2018 will pay £3.43 a week if they opt in to the political fund and £3.42 if they do not, and be classed as grade-1 members, unless they are:

- part-time members employed for 20 hours or less;
- young people under 21; or
- recruited as being unemployed;

in which case, they will pay £1.96 a week if they opt in to the political fund and £1.95 if they do not, and be classed as grade-2 members.

Grade-2 members can choose to pay the contribution rate for, and be classed as, a grade-1 member. The above grades are only used for deciding what contributions members should pay and the benefits they may receive.

M20 MILTON KEYNES CITY BRANCH
London Region

COMPOSITE MOTIONS

Composite	Motions	Title
1	15, 16, 17	“GMB To Boycott, Withdraw And Close Accounts On ‘X’ (Formerly Known As Twitter) And For Members To Lobby Their Employers To Do The Same”
2	38, 39, 40, 42	“Comprehensive Mental Health and Welfare Support for GMB Representatives”
3	49, 50, 53	“GMB Reps Induction Day and Training”
4	68, 69	“Engagement with Anti-Fascist Groups and Affiliation with ‘Stand Up To Racism’ Nationally and Regionally”
5	83, 84, 85, 86	“Better Workplace Rights and Protection for Workers Undergoing IVF and Fertility Treatment”
6	123, 124	“A Review of National Statutory Sick Pay”
7	134, 135, 153	“AI on Improving Working Conditions, Not Replacing Skilled or Experienced Workers, and Tackling AI in Amazon”
8	141, 142, 143	“Number of Private Hire Vehicles Licences, National Standards, and the De-Regulation Impact on Private Hire and Hackney Trade”
9	147, 148	“Fight to Stop Abuse of Aviation Staff”
10	246, 247	“Access to NHS Dentists”
11	252, 253, 254	“Withdrawal of Access to Gender Affirming Health Care for Trans & Non Binary workers and Trans Youth”
12	280, 281, 282	“The Winter Fuel Allowance Loss, and Review for Pensioners”
13	289, 290	“Gaza, Israel and the Middle East”
14	292, 293	“Building Solidarity with, and Trade Union Support for Palestine”
15	294, 295	“Preventing the Right-Wing Ideology Wave Crossing the Atlantic”
16	55, 57	“Education & Progression: Supporting Access To Industrial Relations Educational Resources”

COMPOSITE MOTIONS

COMPOSITE 1

“GMB To Boycott, Withdraw And Close Accounts On ‘X’ (Formerly Known As Twitter) And For Members To Lobby Their Employers To Do The Same”

LO 15. GMB TO CLOSE ALL OF IT'S X ACCOUNTS AND FOR MEMBERS TO LOBBY THEIR EMPLOYERS TO DO THE SAME

LO 16. GMB BOYCOTT X (FORMERLY KNOWN AS TWITTER)

SC 17. GMB WITHDRAWAL FROM X

This Congress, is it time for GMB to stop using the platform X for communications?

This Congress condemns the outside interference, the far right provocative and degrading language used by Elon Musk as the owner of X to negatively influence the British political system. The calling of Jess Phillips as a ‘rape genocide apologist’ is completely unacceptable as is the calling for the USA to ‘liberate the UK’.

The platform has become ever increasingly the go to platform of the far right since Elon Musk completed the acquisition. During President Trump’s inauguration, Musk openly made a clear Nazi salute to the crowd.

Any attempts to play this down as anything else, was flawed when days later Mr Musk made a surprised address at the German Alternative for Germany (AfD) campaign launch.

A number of public authorities have withdrawn from using Elon Musk’s X social media platform as concerns over its role in promoting violence and extreme content persist. It has been used to spread misinformation that sparked riots across Britain and has reinstated British-based accounts that had been banned for extremist content.

Musk’s approach fosters hate speech, which is very different from free speech, something GMB does not align itself with. There has been a significant increase in unfiltered and inappropriate content that does not align

with GMB views. GMB have fought for equality, protections and much more for over a century so it’s time to look to change.

Congress calls on GMB to boycott social media platform X (Formerly known as Twitter). Since Elon Musk \$44 billion deal to take over social media Twitter in 2022 and re-branding the platform as X.

This motion is that not only for GMB to close their own X accounts and move to another similar platform but for members to lobby their employers to do the same. Many companies, broadcasters, MPs etc have already made this move as a way of showing their unhappiness for the way X is now becoming a platform for far right hate speech.

GMB should be part of the exodus from X, to remain on X it lends legitimacy to the far right rhetoric it is currently spreading and we should have no part in it.

This Congress calls on GMB to remove itself from X and use alternative platforms to share the good work, we do as a Trade Union.

Currently the alternative platform which people who are leaving X are using is ‘Bluesky’ so Congress is asked to pass this motion that GMB moves to this platform.

As GMB reps we cannot call on or influence our organisations to withdraw from using X when our own union continues to do so. Therefore, whilst we appreciated there may need to be a staggered withdrawal, we call on GMB to cease to use X as a communication platform and seek other communication channels such as Bluesky to use instead.

Moving London
Seconding GMB Scotland

COMPOSITE 2

“Comprehensive Mental Health and Welfare Support for GMB Representatives”

LO 38 GMB WELFARE

SO 39 COMPREHENSIVE MENTAL HEALTH SUPPORT FOR REPRESENTATIVES

MI 40 REPS MENTAL HEALTH SUPPORT

NEYH 42 GMB ACTIVISTS STRESS/MENTAL HEALTH MOTION

This Congress recognises the importance of the mental health and welfare of all GMB reps.

Statistics have shown that over the last decade the amount days lost at work have changed from muscular skeletal physical conditions being the highest reasons to now being days lost caused by stress and mental health illness being the highest reasons for employees losing time from work.

You have to show that your mental health problem is a disability to get the protection of the Equality Act. Its not a given that your condition is covered by the 2010 Equalities Act.

This Congress notes that some employers are micromanaging their staff which results in members being off sick with stress and mental health conditions. We have examples of this across our members working in local authorities, care homes and schools amongst some.

GMB representatives play a crucial role in supporting members, often handling complex and emotionally challenging cases involving safeguarding concerns, harassment, health and safety incidents, near-misses, and even fatalities.

As a GMB Reps/Activists, Shop Stewards we are increasingly supporting and representing their members in more difficult, challenging, and emotional aspects of their work and home lives. The earlier intervention and the correct advice we give to our members can assist in preventing time off work and an all-round better mental health and wellbeing.

Representatives frequently face situations where they must advocate for members in ways that may conflict with their personal

beliefs or values. This emotional burden can result in stress, anxiety, and burnout, particularly as many representatives balance these duties with full-time employment and personal responsibilities.

The information we receive from members can place a heavy weight on our shoulders and place a high demand on us to ensure we are offering the best advice and representation we can.

As reps, we feel helpless. Instead of signposting our members to an assortment of charities and other organisations, we call on Congress to look into a welfare service for our members like the schemes other Unions offer which provide confidential advice and support services for members and/or their dependents.

Representatives should have access to mental health and emotional support services at all times, including outside of standard working hours, to ensure they receive timely assistance when dealing with particularly difficult cases. Ideally a form of counselling sessions, advice and overall support professionally should be offered to our reps knowing the pressures and stressors that some encounter going about their service.

Some employers ask employees if they would like to volunteer to become a certified mental health first aider approved by mental health first aiders England within their workplace and offer paid time off for training and support in this role, but not all employers do this GMB would support any activist who wishes to become a certified mental health first aider within their workplace. Every GMB activist should be provided with information regarding the free “Hub of Hope” mobile app where upto date information is stored to enable them to have the knowledge to signpost and better represent our members suffering from mental health conditions.

I would encourage our union to go one step further and offer our activists who are the unpaid workers of our union the support we need when our stress and mental health is being pushed to the limits, a supportive framework we can reach out to help us. We would like to agree in Congress to provide a support network across the UK to alleviate this growing issue.

Not all GMB activists are employed by employers where they can access the organisations mental health support system such as counselling sessions, and not all employers even offer this support to their employees.

The NEYH region currently offers a five day dealing with stress and mental health in the workplace course for activists in their regional education programme. This course is not mandatory and has a wait list due to the popularity of the course.

We call on congress to ensure that each region has employed qualified counselling advocates where activists/ reps/ convenors/ shop stewards can gain access to and help us, the people that are helping our members in their times of need.

This Conference Resolves to:

1. Establish a 24/7 confidential mental health support helpline dedicated to GMB representatives, providing professional counseling and guidance.
2. Implement regular resilience and mental well-being training for representatives to equip them with coping strategies for handling difficult cases.
3. Develop peer support networks within regions to allow representatives to share experiences and provide mutual support, fostering a sense of solidarity and reducing isolation.
4. Ensure that adequate resources are allocated for the provision of mental health services, including funding for emergency sessions with mental health professionals when required.

Congress, we urge you to allow this to happen.

**Moving North East, Yorkshire & Humber
Seconding Southern**

Priority in debate London, Midlands

COMPOSITE 3

“GMB Reps Induction Day and Training”

MI 49 REPS INDUCTION DAY

SO 50 GMB REP TRAINING

NEYH 53 IMPROVING THE QUALITY OF REPRESENTATION

The role of the workplace representative is a vital and often difficult role. The fantastic training provided by the GMB provides the resources to do this job and do it well. However, as a new representative you do not immediately have access to all these tools and resources, yet you may be representing our members and the union as a whole.

This Congress notes that GMB Workplace Organisers currently receive credentials during initial support meetings, before undertaking any form of GMB training in health and safety or employment law and that once the initial training has been completed there is no requirement for reps to attend refresher training or update sessions.

This Congress supports to agree for the GMB ISM Training to be put into a one-day Training Course so that prospective new workplace Reps can be given a clear idea of exactly what it means to be a rep and understand what is involved so during the one-day they will be given an insight into the role and the opportunity to ask any questions. Our aim is for this is to help them make an informed decision on whether or not the role is for them. By doing this, we as a union would only be sending new Reps onto the 10-day training course who will be sure that becoming a workplace rep is right for them and they can fulfil the role.

This Congress believes that members deserve the best possible representation from well informed reps with relevant and up to date training.

To provide the best possible service for members we believe that newly elected representatives should be restricted in their duties as reps until they have conducted their 10 day induction course. That rather they are allowed to attend meetings with other representatives such as disciplinary and negotiations to gain experience, confidence

and knowledge. However, until they have completed their induction course, they do not conduct these meetings themselves, this is not to discourage representatives but to ensure they have the right training and resources.

This Congress resolves that: -

- The GMB should review the ISM process to ensure that new reps are fully aware they should not, and commit not to, represent members without first having undertaken the relevant training and discussed the issue with their branch contact.
- Regional education departments should be required to make provisions for short focused update courses relating to technical and legislative changes; deliverable in a flexible way, be that in person, remotely, prerecorded webinars, e learning modules or self-teach materials.
- All reps upon re-election should be required to undertake update training.
- Branch secretaries should be required to undertake an annual audit of their reps training records and where necessary have discussions with anyone having failed to complete the required levels of training to see if they require any support in overcoming barriers they may face to participation, whilst emphasising the importance of attendance.

Please support.

**Moving Midlands
Seconding Southern**

**Priority in debate North East, Yorkshire and
Humber**

COMPOSITE 4

“Engagement with Anti-Fascist Groups and Affiliation with ‘Stand Up To Racism’ Nationally and Regionally”

LO 68 ENGAGEMENT WITH ANTI-FASCIST GROUPS

NEYH 69 GMB TO AFFILIATE WITH ‘STAND UP TO RACISM’, NATIONALLY AND REGIONALLY

This Congress notes that:

Regardless of race or background; we must unite in the fight against racism and fascism. Therefore GMB union should affiliate with ‘Stand Up to Racism’.

We live in a world where racism continues to divide, to harm, and to silence millions of voices. From the workplace to our communities, from our schools to our streets, the shadow of racism looms large. But it doesn’t have to be this way. Together, we have the power to change the narrative, to demand that justice and equality become more than just words, but actions we live by every day.

Our union has always been about more than just improving pay and conditions for workers. It’s about standing for justice in all its forms. We have always fought for the rights of the oppressed, for the marginalised, and for those who have been silenced. This is a fight that transcends borders, and now more than ever, we must unite in confronting the scourge of racism and fascism.

Stand Up to Racism’s (SUTR) leading role in organising the fight against racism, fascism, and far-right extremism in the United Kingdom. SUTR co-ordinates major national and local campaigns, notably those in response to the rise in far-right violence in England and Northern Ireland in summer 2024.

Many trade unionists were involved in these campaigns, with trade union blocs amongst the most visible components of anti-fascist demonstrations. The Trades Union Congress publicly supports SUTR, as do several of the trade unions that like GMB are affiliated to the Labour Party. GMB’s continued self-imposed exclusion from affiliation with SUTR limits our participation in this vital work and undermines our role in the national anti-fascist movement. Furthermore, the involvement of other

Labour-affiliated unions suggests that it is not incompatible to co-operate with SUTR whilst maintaining formal ties to the Labour Party.

'Stand Up to Racism' is a campaign that has proven time and again that solidarity is our most powerful weapon. It brings people together, across communities, across generations, and across borders, to say enough is enough. They stand on the front lines of resistance, fighting for a world where everyone can live with dignity and respect.

Affiliating with 'Stand Up to Racism' is an essential step. It would give us the platform and the network to amplify our message, to connect with like-minded organisations, and to mobilise our members in solidarity against racism and fascism. It would give us the chance to take direct action, whether that's through protests, campaigns, or other initiatives, to create a society that stands for peace, equality, and the dignity of all people.

GMB is opposed to racism and fascism, recognising their divisive impact on workers and their incompatibility with the values of the labour movement. GMB has consistently opposed far-right movements such as the British National Party, and more recently organisations like Britain First and the Football Lads Alliance.

GMB's longstanding commitment to combating all forms of racism aligns closely with SUTR's objectives. Allowing affiliation with SUTR would therefore support and enhance GMB's position as a leader in the fight against racism and fascism, strengthening the union's efforts to challenge far-right ideologies within our communities and the trade union movement itself.

By affiliating with 'Stand Up to Racism', the GMB would send a powerful message. We would be standing not just for our members, but for everyone who faces the daily reality of racism, bigotry, and injustice. We would be showing that the fight for workers' rights cannot be separated from the fight for racial equality.

We are witnessing a profound shift in the political landscape. Far-right, fascist, and racist ideologies are increasingly gaining traction, both in the UK and globally. A key figure in this alarming rise is Tommy Robinson, who has a long history of fostering hate. He was a member of the Nazi British National

Party, and he founded the English Defence League – an organisation known for its Islamophobic and racist actions. In 2024, Robinson held successive mobilisations, culminating in a rally that saw up to 25,000 people march in an incredibly Islamophobic demonstration. Months prior to this, he had incited riots and racist violence, contributing to the unrest that plagued the summer months.

Polling suggests that far-right ideologies are gaining traction even among some trade unionists, which poses a direct challenge to the unity of the labour movement. Affiliation with SUTR would enable GMB to counter these dangerous movements, ensuring that the union remains at the forefront of anti-fascist action, within the workplace and beyond.

Anti-fascism and social justice are key issues for younger generations, and involvement in these campaigns can provide a clear pathway into trade unionism for a young people who have less exposure to traditional industrial trade unionism. Allowing engagement with SUTR would help attract younger workers to GMB, addressing the demographic challenges facing the union movement.

Internationally, the far-right is also on the rise. Earlier this year, Donald Trump was inaugurated for another term, giving fresh confidence to the global far-right movement. Perhaps even more disturbingly, figures like Elon Musk – once seen as a tech mogul – are now key players in the far-right ecosystem, stoking racism and Islamophobia.

Domestically, we are seeing the far-right emboldened by political forces such as Reform UK. This party now boasts over 170,000 members, surpassing even the Conservative Party in membership, and is setting the agenda in British politics. Their hardline, racist stance is giving dangerous confidence to fascists and hate groups. Tommy Robinson's call for a protest in February this year is nothing more than a continuation of an agenda to promote racism, Islamophobia and building the forces of fascism in Britain.

We must unite against the forces that seek to divide us. 'Stand Up To Racism' has been at the forefront of challenging fascism and racism, and it is calling on all of us to join the fight. By affiliating with 'Stand Up To Racism', we are not just making a stand against one man or one group, we are standing up for the values

of unity, equality, and justice for all, and we will not allow our communities to be torn apart by hate.

This Congress resolves to:

1. Support the 'Stand Up To Racism' organisation, nationally and regionally.
2. Allow the union, including self-organised groups, to affiliate with SUTR and participate in its campaigns.
3. Support the protests called by 'Stand Up To Racism' to stop the far-right.
4. Build a strong trade union presence at demonstrations to challenge hatred and division.
5. Direct GMB to formalise a partnership with SUTR, ensuring the union plays a proactive role in the national anti-fascist movement, in line with the principles of the labour movement.
6. Support future anti-fascist initiatives organised by 'Stand Up To Racism'.
7. Recognise that engaging in anti-fascist campaigns is an effective way to engage younger workers, combat far-right influence, and strengthen GMB's leadership in the fight for equality and solidarity.

We must stand together to fight the rise of far-right extremism, challenge racist and fascist agendas, and protect the values we hold dear.

Adopting this motion will enable GMB to take a leading role in combating racism and fascism, ensuring the union remains a strong, relevant force in the labour movement and a key contributor to the national anti-fascist effort.

Moving **North East, Yorkshire & Humber**
Seconding **London**

COMPOSITE 5

“Better Workplace Rights and Protection for Workers Undergoing IVF and Fertility Treatment”

MI 83 RIGHTS FOR WORKERS RECEIVING IVF TREATMENT

WSW 84 PROTECTION AND BETTER RIGHTS FOR EMPLOYEES UNDERGOING IVF

SO 85 WORKPLACE POLICY FOR FERTILITY TREATMENT

NEYH 86 FERTILITY LEAVE

This Congress supports that in the UK, workers have a limited amount of statutory rights but the right to time off when going through IVF is not one of them.

This Congress notes that one in every seven couples have difficulty conceiving, yet very few employers have a formal policy concerning fertility treatment. This means that many employees going through such treatment do not have either the understanding or support from their employer about what this involves.

Over 50,000 individuals a year in the UK undertake fertility treatment.

For many this is an emotionally and physically demanding journey. Despite this there are very few legal protections for those undertaking treatment.

Without proper understanding and support, the physical, mental and financial stresses of fertility treatment often lead to increased sick leave.

This congress calls upon the GMB to advocate for enhanced workplace protections and rights for employees undergoing In Vitro Fertilization (IVF) treatment. Currently, individuals undergoing IVF do not receive the same level of support and accommodations as those who are pregnant, despite the significant physical, emotional, and financial challenges associated with the treatment. It is imperative that we address this gap to ensure that all employees have the necessary support to balance their reproductive health needs with their professional responsibilities.

IVF treatment often requires multiple medical

appointments, procedures, and recovery periods, which can be difficult to manage alongside work commitments. Without adequate support, employees may face undue stress and potential discrimination. The Human Fertilisation and Embryology Act 2008 provides a framework for fertility treatment in the UK, but it does not specifically address workplace rights for those undergoing IVF. Recent changes in legislation, such as the extension of storage periods for eggs, sperm, and embryos, highlight the evolving nature of fertility treatment laws. However, there is a clear need for workplace policies that provide flexibility and protection for employees during this challenging time.

In too many workplaces discussions about fertility treatment are seen as taboo or outside of the scope of employment practice, resulting in people feeling unable to disclose what they are experiencing, and consequently suffering.

In 2024, a report by Totaljobs and the Fawcett Society, showed that one in five workers who have undergone fertility treatment quit their job because of the way they were treated during the process. It shouldn't be the case that workers have to choose between their job and their wish for a child. The report also found that the emotional well-being of women is more likely to be impacted than men, and this increases for women on low-incomes and single women.

Infertility is a recognised medical condition, so there should be no stigma or discrimination for anyone undergoing fertility treatment. Whilst employers often offer paid medical leave for IVF appointments very few have progressive policies that cover the breadth of the fertility journey.

The lack of fertility rights policies means that many women are forced to take annual or unpaid leave for treatment symptoms, and as with miscarriage, there is no automatic right to time off for a failed treatment despite the emotional and physical difficulty it can produce.

We feel that a worker who has been unfortunate enough to have to use costly fertility treatment to be able to have the opportunity to have a child should be supported as a national right when doing so.

We call for GMB to campaign and use

influence on this issue to ensure workers who are going through IVF treatment can have the required time off and not suffer a detriment to do so. We would like for GMB to work with employers to negotiate policies and procedures to ensure that these workers are supported by their workplace.

Congress Resolves

- To develop a model fertility rights policy and distribute across the Union.
- the GMB should campaign for the introduction of specific workplace protections for employees undergoing IVF. This includes paid leave for medical appointments, protection against discrimination, and the provision of reasonable adjustments to work schedules.
- To work with other campaigning groups to launch a national fertility rights campaign, that includes developing a best practice guide, fertility rights charter and campaign resources for reps looking to negotiate locally.
- To lobby MPs and the Labour Government to introduce fertility rights legislation during this parliament, so that all employers have a policy on infertility that shows both flexibility and compassion. Anyone going through fertility treatment should, at the very least, be entitled to paid time off to attend appointments, as well as partners given leave to attend with them, as well as paid compassionate/bereavement leave, when necessary.
- To champion those unionised employers and union reps who are the leaders in the fight for fertility rights in union campaign materials.

In conclusion, By advocating for these changes, we can ensure that all employees are treated with dignity and respect, and are supported in their journey towards parenthood.

Mover **Wales & South West**
Seconder **Southern**

Priority in debate **North East, Yorkshire & Humber, Midlands**

COMPOSITE 6**“A Review of National Statutory Sick Pay”****LO 123 A REVIEW ON NATIONAL SICK PAY****NEYH 124 SICK OF STATUTORY SICK PAY**

Congress, people are hit with climbing debts they cannot pay every day and unfortunate illnesses keep them away from their jobs short or long term.

It is a disgrace that the UK has the worst Statutory Sick Pay (SSP) in the developed world.

Statutory sick pay is just £96 or £384 a month. For some this doesn't even pay their rent, their food, or their utility bills.

At just £116.75 a week (only payable from day four) SSP works out shamefully at less than £3 an hour for a full time worker.

We are in a society where reality is far from close to normal living where the cost of living is, we need to level up.

We must raise statutory sickness payments to a suitable level that helps the working class be able to cope when signed off by their doctor.

A third of UK workers only receive SSP and they are overwhelmingly already the poorest paid in the country. Women, disabled, and black and minority ethnic workers are disproportionately more likely to receive SSP.

More than half of the people on SSP are living in poverty. Shockingly 1.3 million workers, often holding down multiple part time jobs (such as cleaning, lunch assistance, caring), have no access to sick pay at all.

The burden on low paid workers is also effectively doubled as they are likely to work in professions that create higher risks of picking up sickness, such as hospitality and care.

Too often a vicious cycle can begin as workers force themselves back to work as soon as possible, even when they are unfit, to find the money necessary to pay the upcoming bills, thus spreading more illness, impacting upon both their and others health.

You can't get better when under pressure to

return to work unwell becoming a safety issue to yourself and your workplace.

To have the worst Statutory sick pay scheme in the developed world is a disgrace and the new Labour Government must taken action.

We must review statutory sick pay. No one should have to try and survive below the poverty line, its about time we benefitted from paying our high-end taxes.

GMB should:

Use all its political and broader campaign influence to push the Government to legislate to:

- End the waiting period for SSP: make sick pay available to all workers from day 1
- Increase the level SSP is set at for all
- Close the system gaps that mean 1.3 million workers cannot even access SSP

**Moving North East, Yorkshire & Humber
Seconding London**

COMPOSITE 7**“AI on Improving Working Conditions, Not Replacing Skilled or Experienced Workers, and Tackling AI in Amazon”****MI 134 EMBRACING AI TO IMPROVE WORKING CONDITIONS FOR GMB MEMBERS****WSW 135 AI TO SUPPORT NOT REPLACE SKILLED AND EXPERIENCED WORKERS****MI 153 TACKLING AI IN AMAZON**

This Congress recognises that Artificial Intelligence and Technology is moving fast and has potential to be very useful in assisting knowledgeable and highly skilled staff in their roles.

This Congress notes the continued use of AI technologies by Companies such as Amazon in the excessive monitoring of employees.

In France, the Supervisory Authority (SA), carried out several investigations into Amazon. These investigations found several breaches of the GDPR regarding:

Warehouse stock and order management.

Failure to comply with the principle of data minimisation (Article 5.1.c GDPR).

Failure to ensure lawful processing (Article 6 GDPR) by using three indicators which are illegal.

Work schedule and employee appraisal.

Failure to comply with the principle of data minimisation (Article 5.1.c GDPR).

Failure to comply with the obligation to provide information and transparency

(Articles 12 and 13 GDPR).

Video surveillance processing.

Failure to comply with the obligation to provide information and transparency (Articles 12 and 13 GDPR).

Failure to the obligation to ensure the security of personal data (Article 32 GDPR).

As a result of these breaches, the French SA imposed a fine of EUR 32M€ on Amazon.

The exact same breaches are happening in the UK, but no action has yet been taken. Amazon workers deserve better.

This Congress believes;

1. Artificial Intelligence (AI) has the potential to transform workplaces by improving efficiency, reducing workload, and enhancing safety.
2. If implemented responsibly, AI can lead to better work-life balance, increased productivity, and the creation of new opportunities for workers.
3. it is not ready nor safe to be used unsupervised, particularly in serious decision-making situations such as healthcare. For example, replacing GPs, consultants and pharmacy clinical decision making and databases that provide that clinical data support to those GPs and hospitals.
4. Artificial Intelligence should be used as a tool to support human decision making

and not be a replacement for skilled employment, nor be allowed to risk public safety or health.

5. Workers must be at the heart of AI integration to ensure its use supports their wellbeing, protects jobs, and upholds rights.

This Congress resolves to:

- a. Actively support the use of AI in workplaces where it demonstrably enhances the working lives of members, such as:
 - Automating repetitive or hazardous tasks.
 - Providing tools for upskilling and professional development.
 - Enabling better work-life balance through smarter scheduling and workload distribution.
- b. Ensure that the implementation of AI is guided by the following principles:
 - No job losses as a result of AI deployment.
 - Full consultation with workers and their unions before introducing AI systems.
 - Transparency in how AI systems operate, including their decision-making processes.
 - Worker protections against AI misuse, such as unfair surveillance or bias in decision-making.
- c. Campaign for the establishment of clear regulations and industry standards to govern the use of AI in workplaces, ensuring it benefits workers.
- d. Provide training and resources for GMB members to help them understand and adapt to AI technologies, enabling them to thrive in an evolving workplace.
- e. Advocate for employer-funded retraining programs for workers whose roles are impacted by AI to secure their future in alternative or upgraded positions.
- f. GMB to lobby Government and ensure skilled jobs and public safety are protected.
- g. to campaign to ensure that the

Government undertakes an investigation of Amazon regarding breaches of GDPR through the Information Commissioner's Office or other regulatory department.

- f. Building on the work of the GMB our sister unions and the TUC in drafting the Artificial Intelligence (Employment and Regulation) Bill, this Congress also resolves to campaign for the Bill to be taken through Parliament. This will ensure that Amazon, and other employers who follow in their footsteps, are prevented from utilising AI technologies to exploit working people.

AI represents a significant shift in how work is performed and organized. While it carries risks, it also offers unique opportunities to improve the quality of work and reduce the burden on workers. The GMB Union must lead the charge in ensuring that AI is used as a tool for empowerment, not exploitation, and that its benefits are shared fairly among workers.

This Congress calls for a proactive approach to AI, ensuring GMB members are supported, jobs protected, and positioned to benefit from technological advancements in the workplace.

**Moving Midlands
Seconding Wales & South West**

COMPOSITE 8

“Number of Private Hire Vehicles Licences, National Standards, and the De-Regulation Impact on Private Hire and Hackney Trade”

SO 141 CAP THE NUMBER OF PRIVATE HIRE VEHICLES IN ENGLAND

MI 142 CAMPAIGN TO GIVE ALL COUNCILS THE ABILITY TO CAP THE NUMBER OF PRIVATE HIRE LICENCES AND INTRODUCE NATIONAL STANDARDS FOR PRIVATE HIRE LICENSING

NWI 143 DE-REGULATION IMPACT ON PRIVATE HIRE & HACKNEY TRADE

This Congress acknowledges that our members working in the private hire sector are struggling to earn enough money to live on.

Congress notes this issue has been exacerbated by the emergency of highly competitive app-based operators; rates per journey have been slashed to the bone, and driver earnings are at an all-time low.

Congress, we call upon the GMB to work with the Government, Local Mayors and Local Councils to correct the consequences of the De-Regulation Act of 2015 on the Private Hire and Hackney Carriage Trade.

The Act has led to a number of consequences for the safeguarding of drivers, the effective enforcement of regulation by Local Authority Licensing Departments and on the livelihoods of Members. It has also led to a significant increase in the numbers of vehicles, operating in many towns and villages across the UK and with-it a consequential impact on environmental controls and Air Quality targets.

We are calling on the Trade to be Re-Regulated and for the cap on the number of vehicles to be restored. This should be based upon local surveys of needs to establish the number of plates and licences required in any Local authority area.

This Congress calls on the government to amend the law to give local authorities the power to cap the number of private hire vehicles in their areas. The uncontrolled growth of private hire vehicles has created an oversaturated market, driving down driver earnings and allowing operators to benefit unfairly at drivers' expense.

Congress should be aware that while the rates might be low, drivers still have to pay the associated costs of their trade (vehicles, sky-rocketing insurance premiums, fuel, MOTs, vehicle maintenance, and the cost of applying for and then renewing their private hire licences). All the financial risk is undertaken by the individual driver, while the operator simply takes a cut out of every fare. As a result, it suits the app-based operators to have more drivers than they need working on their platform, as there is always a driver available when a customer books a job, and they will get their commission. However, for private hire driver members of P42 branch, they are often left waiting for hours with no work, and when they do get a booking, the rate is so low they may only just break even after deducting their costs and VAT. Many of our members are working long hours 7 days a week just to survive.

Congress should be aware that this issue has been compounded by Wolverhampton City Council dominating private hire licensing. The number of vehicles now operating outside of the area in which they were licensed,

has grown substantially. For example, Wolverhampton now has up to 10,000 registered Private Hire Vehicles operating in Greater Manchester.

From FOI information requested by GMB, we established that Wolverhampton issued 8,563 private hire licences between 01/01/24 – 01/05/24, compared to 277 at neighbouring Birmingham City Council. Wolverhampton are charging drivers for these licences, knowing that the work is not available for them. Wolverhampton correctly state that they are unable to refuse applicants providing they meet the licensing requirements.

The same applies in other towns like Liverpool, Preston and other districts outside of where they are registered. This undermines and fragments effective enforcement by Local Authorities. This trade over supply is destroying the livelihoods of Drivers as availability is outstripping demand leading to loss of earnings for drivers both in Private Hire and the Taxi Trade as a whole.

Income going to Authorities that have turned the Licensing process into a “Cash Cow”, is undermining Local Authority Licensing Standards and the revenue they need for overseeing the Licenced trade in their area. Drivers now hunt for the authorities with favourable reduced standards, regulation and licencing costs. However, enforcement of regulations can only be conducted by the Authority under which a driver is licenced.

A change in the law to allow councils to cap private hire licences in the event that they already have enough drivers to meet the requirements of the area, along with the introduction of national standards for licensing so that the tests, costs and application process is the same across the UK would make private hire work fairer and pay better for our members.

We believe forward looking Mayors like Andy Burnham who have committed to work with the GMB drivers to bring in new controls and legislation to improve the position that is spiralling out of control need our support.

Giving local councils the power to cap licenses would:

- Protect drivers’ incomes by reducing excessive competition.

- Give local authorities better control to manage the trade based on local needs.
- Create a fairer balance between operators and drivers, preventing exploitative practices.

This Congress believes these changes are vital to ensuring a sustainable private hire trade that supports drivers, benefits customers, and strengthens local oversight.

Congress adopts as policy that GMB campaign for national standards for private hire licensing, and for allowing councils to cap the number of private hire licences to ensure their existing licenced drivers can earn a fair wage.”

We call upon the GMB to campaign for a Re-Regulation of the Trade, improved legislation, common standards & conditions to apply across the industry in the UK. Also Local Authorities who engage in excessive registration of vehicles should be forced to share revenue with other Authorities for vehicles operating outside their licence area in order to ensure effective enforcement.

**Moving North West & Irish
Seconding Midlands**

Priority in debate Southern

COMPOSITE 9

“Fight to Stop Abuse of Aviation Staff”

MI 147 STOPE ABUSE OF MEMBERS WORKING AT AIRPORTS AND IN AVIATION

LO 148 FIGHT AGAINST ABUSE TO AVIATION STAFF

This Congress needs to understand that there is a major issue that is taking its toll on so many of our members nationally in aviation. Verbal and physical abuse has sadly become the norm in this crucial and important industry. Physical abuse is happening on a daily basis and verbally, numerous times a day.

This Congress notes that responses from a Regional Survey of airport workers in Stansted shows that 99% of our members who are female or LGBTQ suffer daily from abuse from passengers This abuse varies from verbal attacks and threats of extreme violence

against our women members.

No frontline worker should face this on a daily basis, and we call on Congress to support a campaign highlight this and to bring in measures for support, zero tolerance and measures to keep our members safe.

We ask this Congress to formally back the campaign 'Airport Workers Against Abuse'. This campaign aims to educate the travelling public and hold to account, employers and authorities to end this unedged violence and aggression.

**Moving Midlands
Seconding London**

COMPOSITE 10

"Access to NHS Dentists"

WSW 246 ACCESS TO NHS DENTISTS WITHIN ONE HOUR VIA PUBLIC TRANSPORT

SC 247 THE URGENT NEED FOR DENTISTS TO TREAT NHS PATIENTS

This Congress recognises the current financial strain on our members and the increased demand for accessible healthcare. It is essential to address the pressing need for dentists to provide treatment to NHS patients. The ongoing economic challenges faced by families across the UK have heightened the importance of accessible dental care, which is critical not only for individual health but also for the broader well-being of our communities.

The GMB Union represents a diverse workforce, many of whom rely on NHS services for their healthcare needs. However, the availability of dental care within the NHS framework has diminished, leaving many patients struggling to access essential dental services. Increasing costs and the evolving landscape of private dental care have further exacerbated the situation, forcing many to forgo necessary treatment.

This Congress, this branch notes:

1. That access to NHS dental care is a fundamental part of the public health system and an essential service for the well-being of all individuals.
2. That there is an increasing number of

people unable to access NHS dental services, leading to worsening health inequalities and preventable health conditions.

3. That in many areas, patients are forced to travel excessive distances or face lengthy delays to secure an appointment with an NHS dentist, with rural and low-income communities being disproportionately affected.

This branch believes:

1. That access to healthcare, including NHS dental care, should be equitable and convenient for all, regardless of geographic or socio-economic circumstances.
2. That no one should have to travel more than one hour using public transport to reach an NHS dentist, as this places an unfair burden on those reliant on public services.

This branch resolves and we call upon congress to:

1. To campaign for government commitment to ensure that all individuals in the UK can access an NHS dentist no further than one hour away by public transport.
2. Encourage dental professionals to integrate NHS services within their practices, ensuring that financial barriers do not prevent patients from receiving necessary care.
3. Work with healthcare policymakers to promote the importance of NHS dental care and support initiatives that incentivise dentists to treat NHS patients.
4. To lobby relevant authorities, including the Department of Health and Social Care, NHS England, and devolved administrations, to address the current dental service shortages and allocate adequate funding to meet this accessibility standard.
5. Advocate for fair compensation and support for dental professionals who provide NHS services, recognising the economic pressures they face.
6. To raise public awareness of the issue and support community actions demanding

improved NHS dental access.

7. Launch awareness campaigns highlighting the benefits of utilising NHS services, encouraging our members to seek dental treatment where necessary.
8. We ask the GMB Union to take a stand on behalf of our members, advocating for their rights to accessible healthcare.
9. To collaborate with other trade unions, patient advocacy groups, and local councils to build a coalition advocating for accessible NHS dental care.

**Moving Wales & South West
Seconding GMB Scotland**

COMPOSITE 11

“Withdrawal of Access to Gender Affirming Health Care for Trans & Non Binary workers and Trans Youth”

LO 252 WITHDRAWAL OF HRT FOR TRANS & NON-BINARY WORKERS

LO 253 OPPOSITION TO CRIMINALISATION OF HEALTHCARE FOR TRANS YOUTH

WSW 254 ACCESS TO GENDER AFFIRMING CARE FOR TRANS PEOPLE

Conference notes since the Cass Report, trans people are having issues with accessing HRT/ Care in relation to gender affirmation.

Congress notes that many GPs are now withdrawing access to Hormone Replacement Therapy (HRT) to trans and non-binary people, and they are referring many of these people back to gender specialist clinics, despite already having an official diagnosis of ‘gender dysphoria’. This means that many trans and non binary people are now having to seek alternatives ways of securing HRT resorting to the black market to buy this.

This Congress are deeply disappointed that the UK Labour Government has decided to continue the Tory culture war-based prevention and criminalisation of the prescription of puberty suppressing medicines for young trans people outside of a proposed several year NHS research study, when the same medications have been approved for puberty related issues for non-trans children

and young people.

GPs should not be withdrawing or placing barriers to accessing healthcare for trans and non-binary individuals, specifically related to HRT.

Without access to proper healthcare the impact on trans and non-binary worker’s well-being, could lead to higher rates of absenteeism or sickness at work due to the stress and challenges of navigating healthcare access.

If someone is unable to continue their treatment, it could impact their ability to express their gender identity comfortably in the workplace, potentially exposing them to discrimination, harassment, mistreatment.

Trans Actual have mounted a legal challenge since the Cass report and the current Labour government is committed to its implementation, despite many academics and medical professionals stating how one-sided it is, and how it is impossible to do double-blind trials

The Council of Europe Experts have recently released a new report on LGBT+ rights in the UK (25/10/2024) and has a list of recommendations for the UK Government, in particular rights for trans and non-binary individuals and refugees as examples.

GMB has written to the secretary of state of health and education previously on the guidance for schools and the impact the Cass Report will have on our members but for children.

Every single person, whether a youth or an adult, across all nations of the UK, should be able to get the care that they need to grow up happy and healthy. To be supported by well trained, knowledgeable professionals who can make the right decisions with them, and who have access to appropriate medical treatments. To not have to wait too long or travel too far. And right now, that simply isn’t what’s happening for trans and gender diverse young people across the UK. This decision will not make things better and will inevitably result in significant mental health harm to those people and potentially result in some choosing to end their lives rather than go through, to them, the wrong puberty.

The Government is entirely disregarding the voices of trans youth and numerous advocacy groups, who made clear their deep opposition to the restriction of private prescriptions for puberty blockers during consultation. This is particularly concerning given the lack of information about the proposed study and concerns raised about it by the Council of Europe, and the disregarding of significant amounts of research due to, amongst other reasons, not using double-blind processes and control groups, which isn't possible without the unethical provision of placebos for vulnerable young people.

The Government's approach will further harm and alienate trans children and young people and their families, who already experience significant barriers and discrimination when accessing the services that are meant to support them.

This Congress advocates for timely, supportive and holistic healthcare access for all. It is vital the NHS now steps up its efforts to substantially reduce the 6+ year waiting lists for gender transition treatment, through a rapid expansion of youth and adult gender identity services that recognise and support trans people's experiences, including access to puberty suppressing medicines and gender affirming hormones where appropriate.

General practitioners should not be removing the ability for trans people to access HRT safely, especially after they already have a diagnosis and were originally prescribed the HRT by the specialist, and the GP asked to take over. This is unfair and could be seen to be discriminatory

We should not put trans and non-binary people at risk of discrimination or harassment at work because they cannot have access to gender-affirming care through the use of Hormone Replacement Treatment (HRT).

The referrals from GPs back to Gender Clinics for prescriptions will stretch them further and will create a backlog, and make it more difficult for trans and non-binary people to access their medication, often due to the lack of ability to get an appointment with the specialist doctors.

This Congress therefore calls on the CEC to:

1. Contact the Labour leadership to demand

that medical treatment, including access to puberty blockers, not be withheld to trans youth, given the history of success with their use over decades, and the ability for young people to prove Gillick competency and agree to their own treatment and acknowledgement of risks;

2. Work with Labour MPs in Parliament to ensure this is raised as a matter of urgency and ensure trans and non-binary people are not being discriminated against by healthcare professionals
3. Contact the leadership of the group of independent MPs convened by Jeremy Corbyn, the suspended Labour MPs, and the leadership of the Liberal Democrats, Green Party and Scottish National Party to discuss how collaborative efforts to advocate for and protect trans youth can be carried out across the progressive parties;
4. To consider strengthening any existing campaign to ensure that trans and non-binary people are not discriminated at work as a result of this withdrawal of care.
5. To create a campaign to ensure trans people are not discriminated at work
6. To work with the TUC LGBT+ Committee on this issue to create a campaign
7. Contact relevant large LGBTQ+ organisations and charities, such as Stonewall, Equality Network, Mermaids and the Rainbow Project to discuss how GMB can aid with advocacy and support for the LGBTQ+ community, particularly trans and trans youth, from the pressures and attacks on their rights by the increasing hostility from politicians and other groups via the right-wing culture war; and
8. Work closely with the LGBTQ+ groups and structures within GMB to work on advocacy and policy regarding the union's support of trans rights, given the long-standing support of the trade union movement of the LGBTQ+ movement, stretching back to the Miners Strikes in the 1980s.

Moving London
Seconding Wales & South West

COMPOSITE 12**“The Winter Fuel Allowance Loss, and Review for Pensioners”****WSW 280 REVIEW OF WINTER FUEL ALLOWANCE FOR PENSIONERS****WSW 281 LOSS OF WINTER FUEL PAYMENTS****LO 282 WINTER FUEL ALLOWANCE**

This Congress notes with concern the ongoing issue surrounding the winter fuel allowance for pensioners, which has been impacted by previous incorrect decisions. These changes have disproportionately affected some of the most vulnerable members of our community, placing undue stress on their well-being, particularly during the challenging winter months.

This Congress believes that it is the duty of the new government to address these issues as a matter of urgency. The well-being of pensioners must be prioritised to ensure that no individual is left to struggle unnecessarily.

This Congress recognises that the GMB has many retired life members. These members have paid income tax and national insurance all their working lives. Many are now just above the threshold for claiming the Government’s winter fuel payments. This is because they followed Government advice and paid into company pension schemes. A sacrifice to their income and quality of life while working, for believed security in their retirement. Now in retirement, as they are entitled to claim a basic state pension as well, they will lose their winter fuel payment under latest legislation.

What is next for our retired life members – loss of a bus pass, loss of much needed free prescriptions.

This Congress further notes the dissatisfaction among Labour voters due to the failure to resolve this issue, which risks eroding trust in our ability to advocate for the interests of those we represent.

This Congress calls upon the Central Executive Council (CEC) to take the following steps:

1. Lobby the Government: Work to urge the government to review the current policies regarding the winter fuel allowance and

reverse the decisions that have led to hardship for pensioners.

2. Engage GMB MPs: Mobilize GMB-affiliated Members of Parliament to advocate for this issue in Parliament and push for necessary reforms.
3. Protect the Vulnerable: Campaign to ensure that future policies consider the specific needs of pensioners and prevent further dissatisfaction among Labour voters.
4. The GMB Unite M23 branch calls upon this Congress to support all GMB members (present, retired, yet to join) who are affected by the withdrawal of the Winter Fuel allowance
5. We call upon congress and the GMB to lobby Government and get the winter fuel payment reinstated for all pensioners and not those just on pension credit.

This represents a huge hit to the health of the nation, people who have put endless hours into their working lives and who need that support to keep themselves warm and well in the winter months.

This Congress believes that decisive and immediate action is necessary to rectify past errors, protect the well-being of pensioners, and demonstrate our commitment to standing up for vulnerable communities.

We urge Congress to join campaigns to restore this payment that helps the most vulnerable members of our society.

Moving **Wales & South West**
Seconding **London**

COMPOSITE 13**“Gaza, Israel and the Middle East”****LO 289 GAZA, ISRAEL AND THE MIDDLE EAST****WSW 290 GAZA, ISRAEL AND THE MIDDLE EAST**

This Congress condemns the brutal assault by the Israeli government and military in Gaza, the West Bank and now Lebanon.

This is causing a humanitarian disaster. In Gaza, aid agencies and media workers report that Israel is committing mass atrocities against the civilian population. At the time of writing, over 40,000 have been killed, of whom at least 16,000 are children. Many more tens of thousands have been injured – or are believed to be lying dead under the rubble of the demolished landscape.

It is estimated that up to 1.7 million people in Gaza have been displaced, out of a population of 2.23 million.

The bombardment of Lebanon by Israel, along with the land invasion, now brings war to that country with a rising death toll and 1.2 million displaced and threatens a wider regional conflict with many more casualties.

This Congress:

- notes the support being given to the extreme right-wing Israeli regime by US imperialism, as well as by a number of Western capitalist powers, including the UK
- condemns the backing given by Sir Keir Starmer’s Labour government to the Israeli regime, which includes operation of military resources and the sale and supply of arms and logistics
- condemns the backing given by Sir Keir Starmer’s Labour government to the Israeli regime, which includes operation of military resources and the sale and supply of arms and logistics
- believes that the continuing aggression of Netanyahu’s government is a clear threat to the security and lives of millions of working-class and poor people throughout the Middle East, including the Israeli Jewish and Arab working-class

- notes that, in Israel, there was a general strike against the Netanyahu government on 2 September 2024, calling for a ceasefire in Gaza and a deal to return Israeli hostages. And that before the war, there was a mass movement and general strike against the government’s authoritarian drive to curb the judiciary.

This Congress therefore calls on the CEC to:

1. Contact the Labour leadership via the GMB Parliamentary Group to demand the UK government immediately withdraws all UK support from the Israeli regime and halts the direct and indirect sale and supply of weapons, any parts for weapons, or other military equipment, logistics and financial aid to that regime.
2. Contact the group of independent MPs convened by Jeremy Corbyn, and the seven suspended Labour MPs, as well as the parliamentary leaderships of the Green Party, Scottish National Party, Plaid Cymru and Liberal Democrats, to discuss how to oppose the UK government’s policy in the Middle East, which is supporting the forces of violence, racism and oppression.
3. Provide a much-needed lead to the rest of the UK trade union movement, and ensure GMB nationally and regionally starts to play a central role in the anti-war movement. This must include GMB starting to play a central role in the building of national demonstrations and workplace days of action – and our GMB leaders speaking at national demonstrations.
4. Strengthen our solidarity work with Palestinian trade unions in Gaza and the West Bank, and support Palestinian Arab workers in Israel, including providing platforms for them to speak and amplifying their voices.
5. Demand the withdrawal of Israeli forces from the occupied territories of Gaza, the West Bank, east Jerusalem and Lebanon, and support the call for an independent, socialist Palestinian state, alongside a socialist Israel, with guaranteed rights for all minorities – as part of the struggle for a socialist Middle East, based on international working-class unity.

COMPOSITE 14**“Building Solidarity with, and Trade Union Support for Palestine”****LO 292 TRADE UNION SUPPORT FOR PALESTINE****SO 293 BUILDING SOLIDARITY WITH PALESTINE**

This Congress is deeply concerned that the continued illegal military occupation of Palestine will only exacerbate and increase the ongoing forced displacement of Palestinians from their land or the erasure of Palestinian life, culture, and history in the occupied West Bank, including eastern Jerusalem, and Gaza.

Conference calls on GMB to:

Demand that the government works towards an immediate and permanent ceasefire by imposing a full arms embargo and banning trade with illegal Israeli settlements and all other trade that aids or assists Israel's violations of international law.

Encourage branches and regions to affiliate to Palestine Solidarity Campaign (PSC), support PSC demonstrations including by sending representatives to speak, and publicise workplace days of action. We call on the GMB to link in with TU colleagues in Palestine to offer support and solidarity.

Reiterate our support for BDS campaigns. Work with PSC to engage members and reps in relevant sectors and urge members and branches to take part in local divestment campaigns to challenge complicity with Israel's violations of international law.

Israel's assault on Gaza has killed over 45,000 Palestinians and displaced almost the entire population destroying housing, hospitals, factories, schools and universities.

Israel is on trial for genocide at the International Court of Justice (ICJ). The International Criminal Court (ICC) has issued arrest warrants for senior Israeli leaders for crimes against humanity and war crimes.

Israel's offensive in Gaza follows decades of violations of Palestinian human rights, ethnic cleansing, and the imposition of a system of oppression against all Palestinians that is recognised internationally as meeting the legal definition of apartheid.

Palestinian civil society, including trade unions, have called on their counterparts around the world to support Boycott, Divestment and Sanctions (BDS) to end all complicity with Israel's crimes.

The British government, local councils, companies and other institutions should not contribute to crimes against humanity and war crimes.

**Moving Southern
Seconding London**

COMPOSITE 15**“Preventing the Right-Wing Ideology Wave Crossing the Atlantic”****SC 294 STOP THE RIGHT-WING IDEOLOGY****SC 295 PREVENTING THE RIGHT-WING WAVE CROSSING THE ATLANTIC**

This Congress recognises that the recent gains of the far-right ideologies in the United States elections have raised significant concerns for democracies worldwide, this is including the UK.

This Congress recognises the profound consequences of unchecked right-wing extremism that has risen in the United States, particularly during the Trump administration. This administration has not simply acquiesced but has actively championed a narrow agenda that prioritises the interests of cisgender, white, middle-class Christian men, often to the detriment of marginalised communities.

It is disheartening to observe a regression in the progress for which many have fervently fought—a deterioration fuelled by the votes of ordinary citizens who may not fully comprehend the ramifications of their choices. Nonetheless, we must redirect our focus to the global repercussions of this shift. It is imperative that other nations do not perceive this as a mandate to perpetuate or intensify their own regressive policies and actions against vulnerable populations.

The interplay between political movements across the Atlantic and the global push for equality highlights the urgent need for intersectional approaches in addressing systemic inequalities.

We must forge a unified front with other nations to resist and confront this perilous tide of regressive ideology that imperils human rights worldwide. As Trade Unionists in the UK, we bear a responsibility to lead by example within our workplaces by advocating for and enacting equality policies and legislation.

The UK is already exhibiting troubling signs of regressive behaviour, and we cannot permit the detrimental effects of Trump and his associates to take root here. We must remain vigilant and proactive in opposing these influences.

Together, let us stand resolute in our commitment to equality and safety for all.

We call on congress:

- To lobby the UK government regarding the equality's networks and to come together in communication to push back against these Unites States views.
- to work closely with GMB equalities;
- To also work with other self-organised groups to demonstrate support and solidarity with our American counterparts. Together, we must foster continuous awareness of the threats posed by right-wing organisations and implement concrete measures to counter their influence.
- We ask the GMB to join forces with the STUC and TUC in urging the Government to ensure that these ideologies do not permeate the UK.

Moving **GMB Scotland**
Seconding **GMB Scotland**

Composite 16

“Education & Progression: Supporting Access To Industrial Relations Educational Resources”

LO 55. SUPPORTING ACCESS TO INDUSTRIAL RELATIONS EDUCATIONAL RESOURCES

SO 57. EDUCATION & PROGRESSION IN GMB

This Congress believes that a modern and growing Union such as the GMB should have clear learning pathways for Representatives

and Officers.

This Congress notes the need to facilitate the industrial relations education of its membership so that we may be better equipped to counter the actions of those that that would do us harm.

What we have in place nationally across the Union is not fit for purpose and not working. Each Region is working differently.

The GMB recognises and applauds the wealth of texts published on industrial relations and recognise that it is right and proper that such texts be made available to the wider membership.

We therefore call on Congress to resolve to

- Incorporate a specific Education Programme which focuses on development and progression for Representatives and Officers
- Establish an online bank of freely available Industrial Relations materials on the GMB website and create a GMB Online Learning Platform for reps and officers to have access to when they need information, research and or a refresher as not all representatives are granted release to attend training.
- Consult with those in Industrial Relation academic field on what texts would be of use
- Take into account and include Industrial Relations texts with a focus on organising issues
- Include all areas in the training to ensure that, if a representative wanted to get involved in Equalities, Health & Safety, Industrial Relations they would be equipped for it.
- Take into account and include Industrial Relations texts with a focus on Equality Issues

Meetings or a survey involving members of what they want from training would be necessary along with a sufficient budget for this to work.

Mover **London**
Second **Southern**

CEC POSITIONS ON REMAINING EXISTING POLICY MOTIONS

99. MAXIMUM TEMPERATURE LEVELS IN RETAIL

S37 SOUTHAMPTON BRANCH SOUTHERN REGION

A maximum working temperature is long-standing GMB policy, as per motion 73/2024 and a host of historical motions.

A maximum working temperature remains a key GMB health and safety campaign, and the unions were successful in lobbying for this to be included in the New Deal for Working People. We understand that HSE are reviewing their policy position in light of this, and a new maximum temperature is likely to be introduced when the revised Approved Code of Practice to the Workplace (Health, Safety and Welfare) Regulations 1992 is published.

140. NATIONAL STANDARD ON CERTIFICATE OF GOOD CONDUCT

S37 SOUTHAMPTON BRANCH SOUTHERN REGION

The motion seeks to reaffirm the matters raised in the motion 'Holiday from Hell' from Congress 2024. We are in a position to continue working on this motion, buoyed by a change in government. The substantive calls in the motion are existing policy.

199. BACKDATED PAY CLAIMS EFFECTING OUR MEMBERS ON UNIVERSAL CREDIT

L16 LB GREENWICH BRANCH SOUTHERN REGION

The CEC believes that what this motion calls for is existing GMB policy and if this stance is accepted by the Region the motion will be carried by Congress without debate. It is existing GMB policy that workers in receipt of Universal Credit and receiving back-pay as part of pay settlements should not be negatively impacted by the way that Universal Credit payments are calculated and any cuts to the benefit, and that our pay negotiators should be mindful of this. This became GMB's existing policy recently, with Motion 256 'Universal Credit and Backpay' from Southern

Region carried by Congress 2024. That motion called for GMB to "campaign politically for legal change to prevent this unfairness by amending the rules around Universal Credit" and on our "pay negotiators to continue their excellent work in seeking to increase the pay of our members but to be mindful of the negative impact of any unnecessary delay in reaching settlement."

284. BACK PAY PROBLEMS WITH UNIVERSAL CREDIT

W15 THREE SHIRES BRANCH SOUTHERN REGION

The CEC believes that what this motion calls for is existing GMB policy and if this stance is accepted by the Region the motion will be carried by Congress without debate. It is existing GMB policy that workers in receipt of Universal Credit and receiving back-pay as part of pay settlements should not be negatively impacted by the way that Universal Credit payments are calculated and any cuts to the benefit, and that our pay negotiators should be mindful of this. This became GMB's existing policy recently, with Motion 256 'Universal Credit and Backpay' from Southern Region carried by Congress 2024. That motion called for GMB to "campaign politically for legal change to prevent this unfairness by amending the rules around Universal Credit" and on our "pay negotiators to continue their excellent work in seeking to increase the pay of our members but to be mindful of the negative impact of any unnecessary delay in reaching settlement."

95. WORK RELATED STRESS TO BE AN INDUSTRIAL INJURY IF PROVEN

L27 LOCAL GOVERNMENT STAFF BRANCH NORTH EAST YORKSHIRE HUMBER REGION

RIDDOR reporting of work-related stress is long-standing GMB policy, as per motions 36/2009; 123/2018 and 138/2019, the 2016 CEC Special Report on Mental Health, and the 2024 CEC Special Report on 50 Years of the Health and Safety at Work Act. GMB continues to strongly campaign for the RIDDOR Regulations to be revised to reflect this, including at HSE's 2024 Health Prevention Summit in London.

The Labour Government's New Deal for Working People has committed to a review of health and safety in the current Parliamentary

term, and this will be a key demand of our submission to this review. At time of writing, HSE has just pledged to review the requirements of the RIDDOR Regulations in 2025, and we will ensure that our demand for stress and mental health to be reportable is made in our response to any review consultation process.

72. EQUALITY RIGHTS

E10 EALING BRANCH LONDON REGION

The 2022 Congress Special Report on the Women's Campaign Unit addressed the need to overhaul equal pay legislation and work continues in lobbying the government on this issue. Campaigning to review and extend all kinds of family leave rights is long-held policy too including in motions 2015:159, 2019:195, 2021:99; 2022:79, 2023:104, 2023:105

87. SUPPORT FOR WORKERS EXPERIENCING MISCARRIAGE AND PREGNANCY LOSS

E10 EALING BRANCH LONDON REGION

Thank you to E10 branch for putting forward the motion and noting the GMB Pregnancy Loss Charter. The calls are Existing GMB Policy as per motion 2021:Composite 6. GMB has raised paid leave for pregnancy loss within Parliament at a Women and Equalities Select Committee meeting.

88. PAID BEREAVEMENT LEAVE FOR LOSS OF PREGNANCY DURING THE FIRST 23 WEEKS

AVON & WESSEX A55 BRANCH WALES AND SOUTH WEST REGION

Thank you to A55 branch for putting forward the motion. It is Existing GMB Policy as per motion 2021:Composite 6. GMB has raised paid leave for pregnancy loss within Parliament. The branch may be interested in using the GMB Pregnancy Loss Charter as a campaign tool locally, should they not already have seen it.

90. 100% PATERNITY PAY

I35 ISLINGTON & HARINGEY BRANCH LONDON REGION

This is longstanding existing policy as per

motion 159 from 2015.

94. MENTAL HEALTH ILLNESS REPORTING HSE

N55 GMB NOTTINGHAM CITY BRANCH MIDLANDS REGION

RIDDOR reporting of work-related stress is long-standing GMB policy, as per motions 36/2009; 123/2018 and 138/2019, and the 2016 CEC Special Report on Mental Health. GMB continues to strongly campaign for the RIDDOR Regulations to be revised to reflect this, including at HSE's 2024 Health Prevention Summit in London.

The Labour Government's New Deal for Working People has committed to a review of health and safety in the current Parliamentary term, and this will be a key demand of our submission to this review.

100. EXTREME TEMPERATURES IN THE WORKPLACE

A53 DIDCOT & OXFORDSHIRE BRANCH LONDON REGION

A maximum working temperature is long-standing GMB policy, as per motion 73/2024 and a host of historical motions.

A maximum working temperature remains a key GMB health and safety campaign, and the unions were successful in lobbying for this to be included in the New Deal for Working People. We understand that HSE are reviewing their policy position in light of this, and a new maximum temperature is likely to be introduced when the revised Approved Code of Practice to the Workplace (Health, Safety and Welfare) Regulations 1992 is published.

108. JUSTICE FOR 1950s WOMEN – STATE PENSION AGE CHANGES

APEX SECURICOR M18 BRANCH WALES AND SOUTH WEST REGION

Motion C9, 2016, State Pensions for Women (motions 112/113). Carried with Qualification (The 2017 Government review will look at State Pension Age post equalisation, therefore the piece of work around the 2017 review would need to be an in-depth review of State Pension Age for everyone not just women. GMB would need to work on how to influence this on behalf of all working people. We are

supportive of those women who received little notice of pension increases due to changes in State Pension Age in 2011 bringing forward equalisation to 2018, therefore we are broadly supportive of the aims of WASPI. We will look to hold an in-depth review of State Pension provision including pension age and use this to assist Labour Party policy development). Motion 110, 2017, Women's State Pension Changes, stated SEEK WITHDRAWAL IN FAVOUR OF CEC SPECIAL REPORT "There is existing policy on supporting WASPI. The CEC Special Report on Pensions will also cover the potential for GMB to support local WASPI campaigns to highlight the disproportionate impact the changes made to State Pension Age in 2011 has had on women". This new motion arises following the government's decision not to compensate WASPI women in line with the recent Ombudsman's recommendation despite supporting WASPI women whilst in opposition. The General Secretary has outlined the GMB's stance in writing to Liz Kendall, Secretary of State for Department for Work and Pensions.

110. STOP THE RISING PENSION AGE

B22 BRAINTREE & BOCKING BRANCH LONDON REGION

Motion 54, 2010, Carried with Qualification, Motion C4 2011 Carried, Motion C2 2013, Composite motion 3 (Motions 49&50) 2014 Carried with qualification, Motion 116 2016 Carried with Qualification, Motion 159 2019 Carried with Qualification The government has confirmed that it currently has no intention of raising the normal pension age above 67. However, the GMB has long argued for flexible retirement ages to take into account the varying geographical, longevity and socio-economic factors that affect mortality.

116. SPECIAL GUARDIANSHIP ORDER STATUTORY PROVISIONS

R25 GMB ENERGY AND UTILITIES BRANCH MIDLANDS REGION

Thank you R25 branch for raising this issue. It is existing policy as per motion 2021:99. (We note that the final sentence should correctly read "there is no such provision".)

120. CALLING ON LABOUR TO UPDATE REDUNDANCY MATRIX

RHONDDA CYNON TAFF R45 BRANCH WALES AND SOUTH WEST REGION

Congress 2016 carried Motion 138 "GMB Campaign for an amendment to statutory redundancy" from the same branch which made a similar call for longer service to be recognised in the calculation of a statutory redundancy calculation. There are no proposals in the Employment Rights Bill to address the issue, but in terms of policy the union's position is as per the decision of Congress 2016.

165. RE-INTRODUCTION OF SCHOOL SUPPORT STAFF NEGOTIATING BODY

E10 EALING BRANCH LONDON REGION

(Congress 2009 C10 "School Support Staff, Congress 2011 Motion 137 "Abolition of the SSSNB", PS22, PS23, PS24 to 2014 Public Services Section Conference). GMB is one of the three recognised NJC unions working with the Department for Education on the SSSNB and will be making representations on both points 1 and 2 of the motion.

169. SCHOOL SUPPORT STAFF

M15 MANCHESTER BRANCH NORTH WEST AND IRISH REGION

(Congress 2009 C10 "School Support Staff, Congress 2011 Motion 137 "Abolition of the SSSNB", PS22, PS23, PS24 to 2014 Public Services Section Conference). GMB is one of the three recognised NJC unions working with the Department for Education on the SSSNB and will be actively campaigning on all points of the motion.

180. FEED OUR FUTURE, FIGHT SCHOOL CATERING PRIVATISATION

N64 NORTH TYNE LA1 BRANCH NORTH EAST YORKSHIRE HUMBER REGION

Refer to Schools Statement 2024, GMB have a current live survey of all catering, cleaning and facilities roles to identify the scale of the problem. When the survey closes a report will be produced and the next phase of the campaign will commence.

186. NHS WORK-RELATED STRESS AND WORK-RELATED INJURY

S77 PUBLIC HEALTH SCOTLAND BRANCH GMB SCOTLAND

RIDDOR reporting of work-related stress is long-standing GMB policy, as per motions 36/2009; 123/2018 and 138/2019, and the 2016 CEC Special Report on Mental Health. GMB continues to strongly campaign for the RIDDOR Regulations to be revised to reflect this, including at HSE's 2024 Health Prevention Summit in London. The Labour Government's New Deal for Working People has committed to a review of health and safety in the current Parliamentary term, and this will be a key demand of our submission to this review.

197. NATIONAL LIVING WAGE RIGHTS FOR WORKING PEOPLE AGED OVER 18

P17 PLAISTOW BRANCH LONDON REGION

The CEC believes that what this motion calls for is existing GMB policy and if this stance is accepted by the Region the motion will be carried by Congress without debate. It is longstanding GMB policy to oppose age-related rates in the statutory National Minimum Wage and as a start the top-rate National Living Wage currently eligible to workers aged 21 and over should be paid at 18 which this motion calls for (CEC Statement on Pay and the Cost of Living carried by Congress 2021). The Union continues to urge the removal of these age differentials in our responses to Low Pay Commission consultations on the National Minimum Wage, and it is a key demand as part of GMB's policy that the statutory National Minimum Wage should be replaced with a real living wage of no less than £15 an hour for all workers regardless of age (CEC Statement on Cost of Living, carried by Congress 2022).

239. DIGNITY WHEN TRAVELLING

G89 GLASGOW HEALTH SERVICE (APEX) BRANCH GMB SCOTLAND

Congress has existing policy on campaigning for all transport to be accessible to people who use wheelchairs and who require other adjustments. This includes motions 2017:87, 2019:135, 2019: 409; 2021: C10 and 2023: 251.

241. DISCRIMINATION OF PROSTITUTION

S11 SCOTTISH PRIMARY CARE NURSING BRANCH GMB SCOTLAND

Congress has already formally supported decriminalisation of prostitution see for example Motion 183 Safety, Sex Work, and Human Rights from the London Region London Entertainment & IUSW Branch carried with a statement from the CEC at Congress 2009. The Motion is existing policy.

Examples of existing policy:

Motion 213 2006 DECRIMINALISATION OF PROSTITUTION- CARRIED

Motion 183 2009 SAFETY, SEX WORK AND HUMAN RIGHTS- CARRIED WITH STATEMENT

CEC statement in 2009 'Congress has already formally supported decriminalisation and legalisation of prostitution, and the motion reaffirms the commitment to rights and respect of some of GMB's most vulnerable members.'

256. YOUNG PERSONS UNION EDUCATION

C15 CUMBRIA PUBLIC SERVICES BRANCH NORTH WEST AND IRISH REGION

This is longstanding existing policy that we agree that trade unions and preparation for work should be taught in schools as agreed by Congress in 2008 through Composite 7 TRADE UNION EDUCATION IN SCHOOLS. We also carried a motion in 2015 Youth Trade Union Education which covered this issue. We will help to improve the understanding and awareness of trade unionism through strengthening our power in workplaces where the parents of children work, so that this kind of education can be felt at home and in the improvement of their living conditions.

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

Leigh Day is a leading claimant-side employment law firm with a strong track record of working alongside GMB to support workers in the retail sector and the gig economy.

Their work in equal pay cases has been significant and are acting for over 120,000 store and retail workers in challenging pay disparities and fighting for fair wages.

The firm has successfully represented GMB members in high-profile cases, including those involving discrimination, unfair dismissal, and workers' rights.


Their expertise ensures that workers receive the protection and justice they deserve, and their ongoing partnership with GMB reflects a shared commitment to advocating for fair treatment and safeguarding the rights of employees in these vital industries.


They are the best connected, best prepared and best informed firm I have worked with in this field.

Chambers and partners 2025



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